



BULLETIN

TRANSPORTATION DISTRICT 140
DISTRICT DES TRANSPORTS 140

International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale

TO ALL MEMBERS OF THE IAMAW AIR CANADA

REQUEST FOR MEDICAL INFORMATION BY AIR CANADA

Dear Brothers and Sisters:

Transportation District 140 met with the company and their Occupational Health Director to discuss the company's new policy in regards to Medical information from our members.

They advised us that their Occupational Health Department will be requesting not only a Doctor's note identifying what medical restrictions and limitations you may have, but also medical substantiation which may include X-rays, MRI, CT scans, and any other medical documentation that they may deem appropriate. They have advised us that the cost of this medical information will be paid by our members. They have also compiled a list of questions that they will be asking our membership in person or on the phone.

The Union disagrees strongly with the company regarding this new approach, as we feel this is an invasion of your privacy. We have requested an interim injunction from Arbitrator Teplitsky for the company to cease and desist until we can fully arbitrate this issue. The first hearing will occur on Monday October 5, 2009, at 3:00 p.m. EST.

Our legal department agrees that this is not a normal case of "Obey now and grieve later" and this is why we are seeking the interim injunction. Once this information is supplied there is no getting it back.

Pending the outcome of the interim injunction, we are advising our members to supply the company with the same type of information that they have supplied in the past such as the Functional Abilities Form (FAF) or the normal Doctors note for GWL members. Workers Compensation will pay for the cost of filling out a Functional Abilities Form which is the normal document supplied to the company for return to work accommodations. This information would advise the company whether your limitations have changed or remain the same. If the company insists on more information contact your Shop Committee immediately.

We will keep you informed regarding the progress of the arbitration dealing with this issue.

In solidarity,

Boyd Richardson
General Chairperson
Central Region

BR/gls

Tony Didoshak
General Chairperson
Western Region

BULLETIN NO. 087 – ISSUED OCTOBER 2, 2009
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