



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 initiated a hearing yesterday with Arbitrator Martin Teplitsky. The purpose of the hearing was to achieve a cease and desist order that deals with the company obtaining too much medical information, what kind of information they and their Occupational Health Services (OHS) are entitled to, as well as when and how often they can request it.

Although there has been a Policy in place since 2007, the application has varied. The company stated that they require this information to ensure that the members are not subject to further injury and are not put in harms way, but, we feel that this is an invasion of your privacy.

Arbitrator Teplitsky stated that he is not ruling on the rights of the company in regards to asking for this information, but was concerned that the company had crossed the line. Should he allow this to continue there would be a breach of privacy. As such, he stated the following:

"The Union and the company are to meet within two to three weeks in order to resolve this issue. They both are to contact the Canadian Human Rights Association to get clarification regarding the appropriate questions that can be asked, and when it is appropriate to ask for that information. The two parties are to also resolve the issue of costs, and who should pay for this additional information should it be allowed. If the parties cannot reach an agreement then the arbitrator will convene a hearing within 30 days of this call to hear the merits of the case and rule."

In the meantime, the company will be allowed to request information that they have asked for in the past, nothing more!

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

In solidarity,

Boyd Richardson
General Chairperson
Central Region
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Tony Didoshak
General Chairperson
Western Region



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