



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

February 2010

www.iamaw2323.ca

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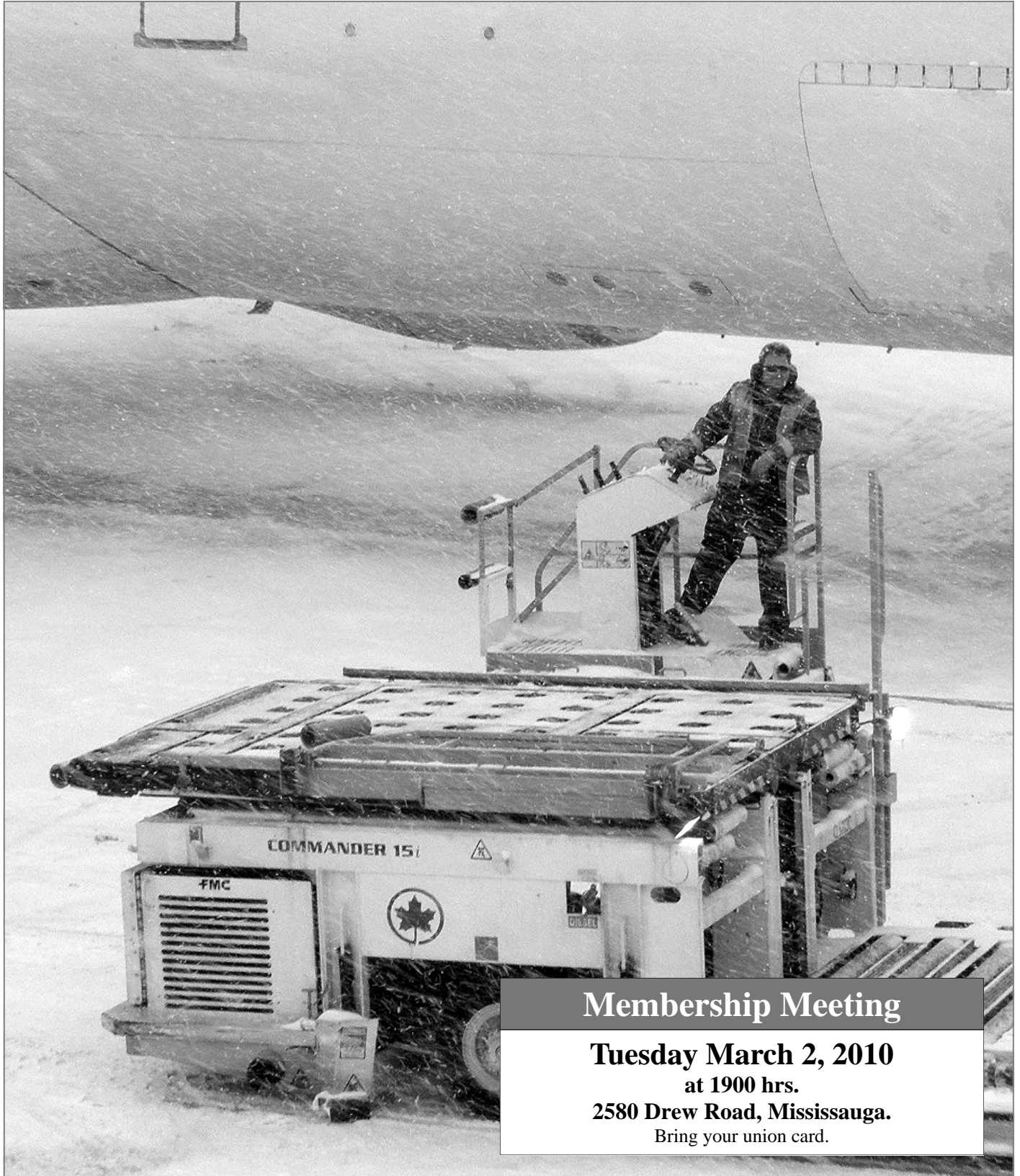


Photo: Rob Piercy

Membership Meeting

Tuesday March 2, 2010

at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

PRESIDENT'S MESSAGE

Lou Pagrach

Office phone: 905-678-0010

Air Canada has recently shown some goodwill and compassion with the humanitarian aid flights to the earthquake stricken Haiti. Our members and co-workers loaded and worked the flights and some went to Haiti to lend a hand. My congratulations to our Union Members, Air Canada employees and also to Air Canada, the corporation for helping the less fortunate. Your Union did not sit idling by. The International Association of Machinists and Aerospace Workers stepped up to the 'Humanitarian Plate' with a \$50,000 donation to the Haiti Earthquake Relief Fund.

"We've answered the call by our federal government to dig deep and contribute generously to the plight of this poverty-stricken nation as a result of this disaster," said IAMAW Canadian General Vice President Dave Ritchie. "This is the poorest nation in the western hemisphere and it's already had an unfair share of suffering and as an international organization we're doing our part to ease that suffering with this donation."

"Whether it's the December 26, 2004 tsunami that hit Indonesia or Hurricane Katrina which devastated New Orleans, members of the Machinists have always donated generously in times of hardship," said Ritchie. The recently announced Air Canada permanent and temporary layoffs at the heavy maintenance bases have kept the Tech Ops Shop Committee and General Chairpersons very busy. The issues they are trying to address are vast and complex. The bumping process may seem simple enough but there are issues to deal with. Such as the secondary bumping and the fact that Air Canada has announced a permanent and temporary layoff at the same time but has scheduled them for different months.

In January, Pat Rainforth our Local Lodge Educator trained 20 of our newly elected Shop Stewards. These "green" Stewards will be up to speed in no time. Your Shop Steward is the first point of help for members. The Shop Steward's assistance should be sought in a disagreement with Air Canada. If the Steward is unable to resolve the issue he/she will contact the Shop Committee for assistance. The Shop Committee will seek the assistance of District 140 if the issue cannot be resolved at the second level. Following this process allows for an orderly progression and resolve of a grievance.

At the time of writing, February 25 and 26 are scheduled for the "Town Hall Meetings" that all members are encouraged to attend.

(Please note that the Town Hall Meetings will take place at Local Lodge 2413, 6520 Viscount Rd, Mississauga and not at our office on Drew Rd. See the bulletin posted on the boards or on the web at iamaw2323.ca. It will be an open forum concept to voice questions or concerns that you may have. The forum will be chaired by District 78 but all questions and concerns will be forwarded to District 140. On April 6, 2010 the delegate election for the District 140 Convention in October will be held at our Local Lodge from 06:30-21:00. Absentee ballot requests were mailed out to

all members that live more than 40km from the Local Lodge. If you live at least 40km from the Lodge but did not receive an absentee ballot request, please advise us so we can update our records for future elections. The absentee ballot request form must be returned to the Lodge prior to March 8, 2010. Then, a ballot will be mailed back to you and must be returned back to the Lodge prior to the election. The only other way to vote will be on the election day.

**"Members of
the Machinists
have always
donated
generously
in times of
hardship"**

-GVP, Dave Ritchie

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PRESIDENT'S MESSAGE CONT'D

The March 2, 2010 Monthly Meeting will include the scheduled second reading and voting on the proposed Local Lodge Bylaw amendments. Only members in attendance can cast their vote.

From February 21-26, 2010, I will be attending the IAM Training facility at Placid Harbor, Maryland. I am enrolled in the "Advanced Communicator" course to hone my skills for the Grand Lodge Convention to be hosted by the Canadian Territory in Toronto 2012.

For those off sick or injured, if you need help with your W.S.I.B. or G.D.I.P. claim we're here to help. Call us at 905-678-0010 or toll free at 1-877-409-2323.

In solidarity,

Lou Pagrach

President, LL2323

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

Joe Dermo -Shop Committee Chair, Clinton Tucker -Shop Committee Member

Office Phone 905-676-2243

Out of the mouths of babes...

Dad, why are you so angry? How could I answer the question posed to me by my eight-year old? How could I make him understand? Is it that obvious?

I don't need to explain what we all have to deal with on a daily basis.

Let's be honest with each other, the morale around here sucks! What has the company done to improve it? Nothing.

My attendance at the layoff mitigation meetings is confirmation to me that this employer does not give a crap about its employees. I am embarrassed at the way the company conducts its business. On a national level, I have witnessed a vice president who cannot give a straight answer to a labour relations group who appears to be scheming for a way to screw us.

On a local level, we are dealing with 2 new management teams. Both are trying to regain some "order" of its working classes. One of the groups, the stores management team is trying to establish its authority by exerting the "my way or the highway" mentality. This former clothing retail management team will need to change its approach. Our patience is wearing thin. In Line Maintenance, we are establishing



a working report with the senior management team but have issues with their subordinates. We are getting reports of belligerent team leaders. We are getting reports of employees getting tracked by the surveillance equipment located in the STOC centre. I am getting

reports of stewards being chastised in front of co-workers. We need to remind everyone that the employer or a person acting on behalf of the employer shall not interfere with the representation of employees. I expect the membership of LL2323 to stand behind and support those stewards that have taken up the responsibility of representing their co-workers.

I need to make everyone aware that we will be challenged in the months ahead. Attendance meetings, letters of expectations, informal investigation meetings. Do not take this or any other form of company communication lightly. These are all the steps to progressive discipline.

In the upcoming month, Clint and I will be getting out to the various work locations to listen and to talk. If you see us, join us. If we have never met before please introduce yourself. We are here for you.

AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Phil Brennan (Chairperson), Derek Morgan, Frank Morgani, Vick Seebalak

Office Phone: 905-676-2484

If you have a problem with your pay cheque, you must contact Hewitt at: 1-877-645-5000 to find out why you have been docked. Hewitt will not release any information to the Union. If you still have a problem, contact a Steward or the Shop Committee.

In March, the T-2 parking garage will be closed, as it is being torn down and everyone will be parking in the lot on Viscount Road. Where airport employees park is vested solely with the GTAA.

The latest seniority list is out and the deadline for appeals is February 23 at midnight. Appeal forms can be obtained in the Shop Committee.

The past month we discussed a number of issues and grievances with Arbitrator Teplitsky. One of these was the company not paying people for the 14-day advance when they go off sick or injured if the person does not return their Functional Abilities Form (FAF) within 24 hours. The arbitrator ruled that since the company is under no obligation to pay people the 14-day advance, they are within their right to deny this payment if the FAF is not returned in time. If you are off injured, you must be available for light duties if you are physically able to perform them. If physically able to, you must return your FAF within 24 hours to be paid the 14-day advance.

The Shop Committee will be posting a Shop Steward "on duty" list on the Shop Committee door so

it will be easier for the membership to find a Steward if needed.

The company is looking for people interested in becoming tow qualified. The deadline for applying is Feb 25, 2010.

If you are off sick or injured, you can inform the company, in writing, asking to have all promotional bulletins sent to your home.

If you receive a step letter, you must provide the Shop Committee with a written reason as to why you are appealing. If you do not provide a statement, then the Union has no information with which to appeal your letter.

The Shop Committee will be meeting with the company the first week of March regarding the summer shift bid.

The Local Lodge has provided Steward training to all of the new Stewards. If you need to file a grievance, you must discuss the matter with a manager, along with a Steward, before the Steward can file a grievance on your behalf.

Please be extremely careful while working in the hammerhead. There is a new batch of Swissport employees driving recklessly throughout the bag room.

TBH Services

Two (2) Health & Safety Committee Representatives Required

Participate in monthly joint Union/Management Health & Safety Committee meetings to discuss workplace safety matters.

Education and training provided.

If you are interested in participating, please submit your name, address, telephone number, along with your current shift pattern by mail or fax to:

Local 2323 Recording Secretary

2580 Drew Road, Suite 202
Mississauga, On L4T 3M5

Fax: 905-678-0034

TGAS

Six (6) Shop Stewards Required

We currently have a requirement for Six (6) Shop Stewards. Your Local Lodge is inviting members who work at TGAS to submit their names.

Training and support will be provided.

If you are interested in participating, please submit your name, address, telephone number, along with your current shift pattern by mail or fax to:

Local 2323 Recording Secretary

2580 Drew Road, Suite 202,
Mississauga, On L4T 3M5

Fax: 905-678-0034

HEALTH & SAFETY - RAMP & BAGGAGE

Rob Penyk, Co-Chair Toronto Ramp & Baggage Health & Safety Committee

Office phone: 905-676-2295

In the aftermath of the serious injury that one of our members suffered, we have been working with the company on the current driving conditions in our workplace. A Task Force was set up, the 'Airport Employee Safety Task Force' to draw recommendations to make improvements.

In attendance were people from the ramp, H&S members, safety managers from YOW, YYZ and YUL, training, processes and procedural people and manpower. We want to look at the root cause of problems and make recommendations for the future. Issues and recommendations discussed were: Clarifying SOP's and Publication 70 - a review and updating of procedures, making them more accessible to the people working out there, to prevent the guess work of what the proper way of conducting a task;

Ramp Lead Qualifications - More requirements and qualification, not just throwing someone into the operation. Perhaps qualifying after 30 months experience and qualifications such as communication, leadership, technical skill, knowledge and safety focus;
Training - evaluate initial and recurrent training and make recommendations for improvements. Establish a minimum standard for training and review by training, processes/procedures, H&S reps, managers, and Policy health and safety reps, and regular review.

Pub 70 - how to use, where to find information, training in all ground equipment, including towing equipment, daily inspection training, and evaluations for Leads for assessing new hired employees, to see who needs retraining. Better refresher training, reviewing all bulletins and changes, and all training to be completed before end of probation - to ensure that someone who is ramp trained isn't thrown into baggage for a year or so, then sent out to the ramp environment.

Culture Change - Making an environment that is

conducive to make the right safety choices and that everyone, including management, adheres to the proper way of making the right safety choice - look at which SOP's are regularly not followed and why and what can be done. If you ask 10 people about an SOP, you'll get 10 different answers. This is not acceptable, we have

the right to know. Crew briefings and communication face-to-face, not just in bulletins. Fear of reprisals for putting safety ahead of on time performance - there are competing priorities between SOC/STOC/manpower and the ramp and a fear of discipline if one follows the proper procedures and the plane goes late. Safety must not be seen as an irritant, but as a crucial priority. AC executive supports this, I hope in the long term. Information - Crew briefings can discuss accidents, SOP's, injuries, the company, H & S,

“SAFETY MUST NOT BE SEEN AS AN IRRITANT, BUT AS A CRUCIAL PRIORITY”

whatever. Most other AC departments have these and in our environment, they are desperately needed. Stay tuned for the implementation and I ask for your support in improving our workplace.

We have also met with other airport agencies and the GTAA about driving habits out there. GTAA is watching closely, so please, don't cut through gates, blow through stop signs, drive that little jitney outside - be paranoid and treat everything like it can hurt you - it can. And your life can change dramatically because of it. There was a bulletin in January from Nick Careen (VP Airports) and Sue Welscheid (Sr. VP Customer Service) titled 'Take Care and Slow Down!' Please do so, work at a steady pace and do not rush.

You have three basic rights under the Canada Labour Code - the right to know, the right to participate and ask questions, and the right to refuse unsafe work without the fear of retribution.

I thank you all for your help.

HEALTH & SAFETY – TECHNICAL OPERATIONS

Ed Galas, Co-Chair Toronto Tech Ops Health & Safety Committee

Office: 905-676-2205

As a Safety & Health Representative, fortunately or unfortunately, we have to deal with many different issues/concerns on a daily basis. From aircraft processes (towing), to human factors (driving on the ramp), all these issues deal directly with the Health and or Safety of Air Canada employees. On review of ACM towing accidents/incidents, the majority of our accidents deal with towing into and out of hangars. Through the years, our towing processes have been modified to reflect changes in our policies, aircraft and employee accidents. I would like to point out some critical tow processes and the reasons why they are there.

When towing into and out of hangars, the tractor will be facing the direction of travel – a number of reasons for this A- driver is not looking over his shoulder backing aircraft in a congested area. B- the tow driver has full vision of both wings and wingmen.

When establishing a tow, whether just out of hangar to a hangar apron parking spot, or to the terminal for a flight, a method of communication must be established. It can be hard-wired or radio communication. If after the tow has started and either systems fail, oral/hand signals can be used to finish a tow... This procedure has been put in place after many incidents where direct communication between tractor and brakeman would have prevented damage to aircraft and employee injuries. In highlighting these two main towing points, I would like to point out to all members that using a tractor which does not have the correct equipment, or starting a tow with out establishing a communication process is not supported by your Local Safety & Health Committee and your management team. **TAKE THE TIME TO GET THE RIGHT EQUIPMENT TO DO THE JOB SAFELY.** Also report to your team leader if equipment is missing or unserviceable.



In my role as the Safety Representative for ACM in Toronto, I also attend the GTAA Airside Safety Meetings. This month, one of the topics discussed was the recent accident involving an ACGHS employee on Christmas day. Human Factors and failure to follow SOP's and regulations were part of this incident. But the reason I mention this accident is that during our last meeting, the GTAA airside manager handed out the stats for 2009 violations that were issued by GTAA safety officers.

These were the top 4 infractions reported by the GTAA. Any of these infractions could result in employee injury;

53 -Failure to wear seatbelts

31 -Unsafe movement of vehicle

29 -Unsafe operation of vehicle

24 -Failure to Yield right of way to marshaling crew

THINK SAFETY BEFORE ACTION.

Retired Members

Local 2323 would like to thank the following members for their valued service and wish them a safe and enjoyable retirement.

Ajmer Bola

CAT 23 -GSE

Muhammad Butt

LAT -Line Mtc

Milton Dixon

Lead Station Attendant

Lawrence Green

Lead Stockkeeper

Saleem Hakim

CSCA

Anthony McMeekin

Station Attendant

Jim McPherson

CAT 24 - GSE

Sandy Muir

Station Attendant

Clive Richards

CAT 23 GSE

Jorge Santos

Lead Station Attendant

AC CLERICAL - TBH SERVICES - TGAS SERVICES

Paul Lefebvre - General Chairperson, District Lodge 140

Office phone: 905-671-3192

Air Canada Clerical

Clerical members performing work attributable to Heavy Maintenance are asking if the announced 875 lay-offs for April 2010 at 'Heavy' will have impact on their jobs. Air Canada Labour Relations were uncertain. Apparently, the upcoming separation of Heavy Maintenance into a company called 'AVEOS', causes this type of disconnect. The AVEOS Labour relations folks tell us that there will be one surplus employee in Winnipeg. We will be looking to mitigate the matter to save this job.

In late 2009, the company had notified your Union of its intention to subcontract the Hotel Booking (Air Crews) Clerical work to an outside provider, in order to save money by joining other businesses to get cheaper hotel rates. According to the company, this would eliminate the work of one member in Vancouver, although your Union felt it may impact as many as four (4) members. Utilizing the language in the Collective Agreement, your Union brought the matter to arbitration. Although the arbitrator ruled that the company could subcontract this work, he would not allow the lay-off of staff. The arbitrator was also assured by the company that one position was affected by the subcontract, not four (4) as the Union asserted. We will ensure that he is reminded of this fact should the need arise.

Your Negotiations Committee is continuing their review of all non-bargaining unit Clerical-type work, as per our agreement negotiated in 2009 collective bargaining. A list of these positions was compiled. The Committee will now begin interviewing many of these workers and their managers over the next while to gain knowledge of the specific work being performed and identify if it should be deemed as scope work. It is hoped that through this initiative, we can integrate more jobs into the bargaining unit.

Finally, your Negotiations Reps met in Montreal February 11 and finalized your new Collective Agreement. It will now undergo French language translation and be sent for publishing. All members will be supplied with their copy, once printing is completed.

TBH (BBH) Services

Your Negotiations Reps, Zaid Hamdan and Adam Skitch, have joined me in discussions with the

employer aimed at renewing the Collective Agreement. An agenda created from your survey suggestions was presented to the employer. It contains items such as improvements in wages, work rules and benefits. We expect discussions to continue over the next few weeks and will advise you if there are any noteworthy issues that arise.

Local Lodge 2323 is posting for two (2) member volunteers to participate in the joint Union/management Health & Safety Committee. Training will be provided to those selected. Members on these committees at other IAM represented businesses find participation very rewarding. Do you believe that some things could be improved to make your job better and safer? Please consider forwarding your name as per the posting on the Union Bulletin Boards located in the TBH office at Terminal 1, and the Lunch Room at Terminal 3.

TGAS Services (Toronto Ground Airport Services)

IAMAW Local Lodge 2323 and District Lodge 140 would like to welcome approximately 200 new members working for TGAS who assist disabled passengers under Airport Authority contract with the airlines. You have a difficult and challenging job dealing with the special needs of disabled persons and the expectations of airlines as well. Your Negotiations Reps Bibi Bacchus and Juan Garay join IAM Organizer Ian Morland and myself in seeking to secure your first collective agreement. A very comprehensive agenda covering many aspects of your work life, including improved wages, was presented to the employer. We will keep you informed as things progress. It is hoped that an agreement acceptable to the majority of members can be reached in the near future.

Shop Steward volunteers are being sought as per the posting on your Union Bulletin Boards. Why not take up the challenge? Your Local 2323 will provide training to all successful candidates.



JUSTICE ON THE JOB. SERVICE TO THE COMMUNITY.

In Memoriam

We would like to offer our sincere condolences to the family and friends of the following members who have recently passed away.

Ian Frappier

Retired CSA -Timmins

Clifford Gregory

Retired Lead Stockkeeper -YYZ

Murray Hyland

Retired Station Attendant -YYZ



Contact

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Lou Pagrach & Rob Piercy

Local 2323 Executive Board

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| Rob Piercy | -Communicator |
| Pat Rainforth | -Educator |

Shop Committees (YYZ)

Airport & Cargo Operations

Phone: (905) 676-2484

Fax: (905) 677-4893

Technical Services

Phone: (905) 676-2243

Fax: (905) 671-2419

Shop Committee (YOW)

Phone: (613) 523-4709

Fax: (613) 523-3341

IAM Photo Contest



Last year's winning photo from a Local 2323 member in YOW.

Photo entries should catch IAM members at work in un-posed photos. Winning entries will win a cash prize and will appear in the 2011 IAM Calendar. **Deadline for entries is June 1, 2010.** For more details, go to the link on our website.

'Contact' is available online at:

iamaw2323.ca

Join the IAMAW

Please contact one of our organizers below:

Ian Morland -DL 140

Phone: 905-671-3192

Fax: 905-671-2114

email: imorland@iam140.ca or

Joe Veltri -Local Lodge 2323

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