



Local 2323

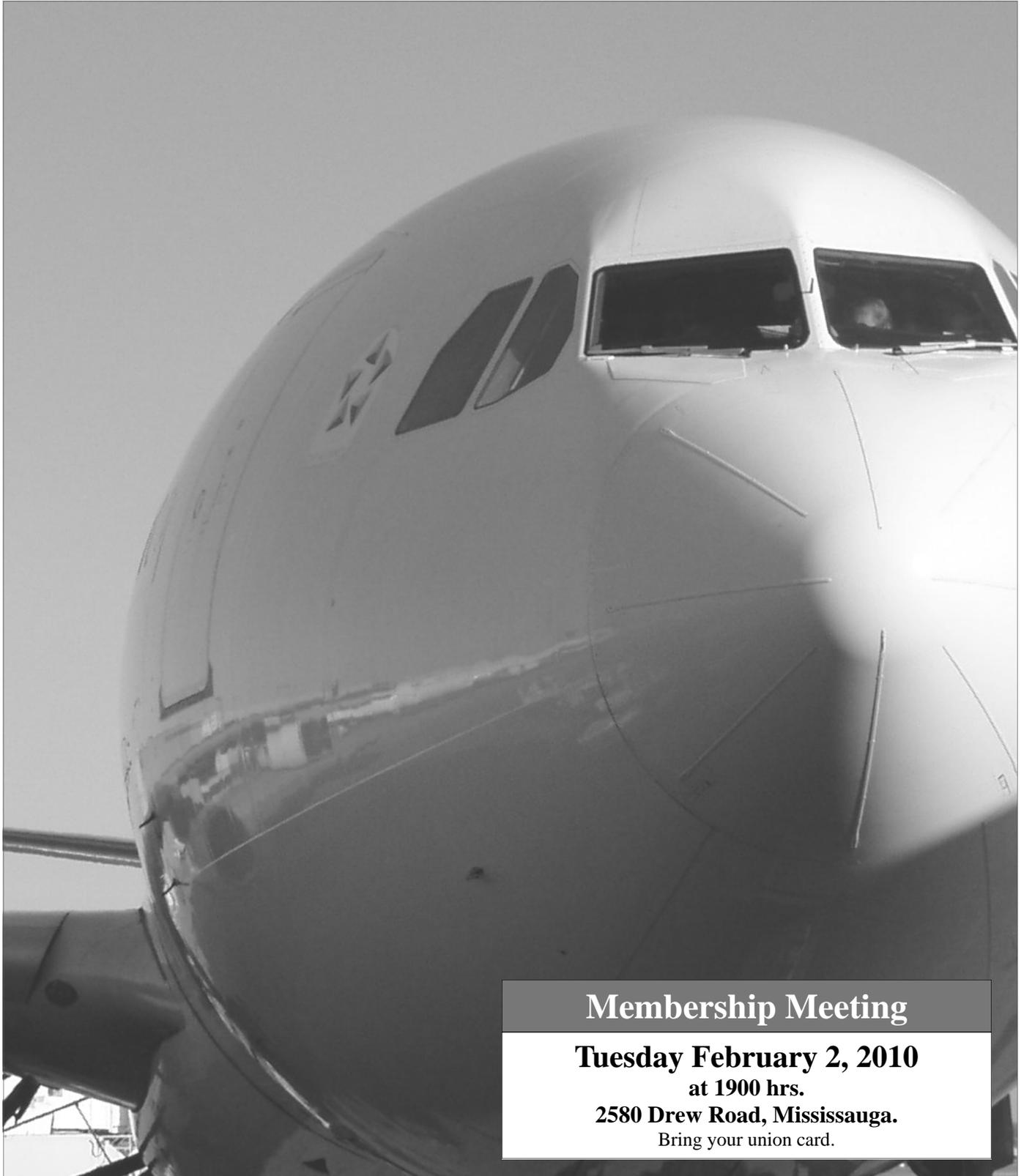
# Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

January 2010

[www.iamaw2323.ca](http://www.iamaw2323.ca)

Volume 20 No. 1



## Membership Meeting

**Tuesday February 2, 2010**

**at 1900 hrs.**

**2580 Drew Road, Mississauga.**

Bring your union card.

## PRESIDENT'S MESSAGE

Lou Pagrach

Office phone: 905-678-0010

Many of you will remember the Time Life, "A Year In Review" magazine that used to be on the newsstands at the end of the year. If one were published to reflect Air Canada's trials and tribulations in 2009, the Defined Benefit Pension Plan would have graced the cover. Resolving the Pension deficit issue used a lot of your Union resources at all levels. We lobbied and worked with the Federal Government and Air Canada to keep our Defined Benefit Pension intact and alive as we know it. Most of this crisis was brought on by a worldwide financial meltdown and Air Canada's grave financial health. The solution in the end is one that we hopefully can live with.

Last year, Air Canada stepped up its aggressive pursuit of injured and sick workers with a "back to work" program that forces some of our members to choose between getting healthy before returning to work or a paycheque. Should you or a co-worker experience difficulties receiving GDIP or WSIB benefits, the Local Lodge, Shop Committees and District 140 are available to assist.

On New Year's Eve, I may have had too much to drink, as I had grand illusions of a kinder gentler work place here at Air Canada for 2010. These delusional thoughts have since receded and I am now in a more realistic frame of mind. It didn't take too long for Air Canada management to get over the Holiday Spirit and speed up its self destruction machine.

**'These delusional thoughts have since receded and I am now in a more realistic frame of mind.'**

Recent announcements of extensions and cuts in the aircraft maintenance program by way of reducing the quantity of maintenance performed on the fleet, will impact the number count of our Tech Ops members. The thought process at headquarters must be that it costs money to have the aircraft in serviceable mechanical condition, and that just can't be! Could you imagine having a serviceable and maintained aircraft at departure for a revenue flight? This must have been some bean counters risk assessment gone haywire. The resulting permanent and temporary lay-offs from this change in maintenance requirements will impact us in the Central Region, as there most likely will be

bumping by the affected members at the other stations to retain employment. District 140 General Chairpersons and our Shop Committees are discussing, and insisting, with Air Canada on lay-off mitigation programs.

The Christmas season did not have a very festive ring to it for some of our co-workers and their families. I, and many of you, attended the funeral for Tony Vettese. Tony passed away suddenly at the young age of 56. For those of you that did not know Tony, he was a well liked Lead in the hangar and will be missed by us all. Then, on Dec 25 in the early morning, a terrible accident took place on the ramp. As a result of this preventable accident (as most accidents are) one of our co-workers sustained life altering injuries that have affected obviously him but also his whole family and his many friends. There is no reason to speed or disobey other safety rules and S.O.P.'s to "get a flight out on time". Speeding at the airport does not get you home earlier or any other perceived benefit. All of us are paid on an hourly basis. The goal is to do our job to the best of our ability with the tools provided, safely. Just so there is no misunderstanding, I am definitely not holier than thou, and in the past have most certainly been guilty of doubling every speed limit ever set at the airport or on public roads. This accident has put my views in perspective and hopefully all of us. The risk to reward ratio on speeding just does not compute anymore.

This year, several Union elections will be held. The first one is for Delegates to District 140 Convention. Later in the year, elections for Negotiations Representatives, Local Lodge Executive Board and some Shop Committee positions will take place. These elections are held at the Union Hall from 06:30-21:00 hrs. at 2580 Drew Road, Mississauga. Our Union elections are held on the same day as the General Monthly Meetings. The Monthly Meetings are on the first Tuesday of every month and they commence at 19:00. Please consider participating by voting on election day and stay for the Monthly Meeting. We do provide somewhat drinkable coffee and spirited discussions are always on the docket.

Lou Pagrach,  
President Local Lodge 2323

## TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

2009 ended on a tragic note, the sudden loss Brother Antonio Vettese was shocking especially at the time of the year when we were preparing to celebrate the holidays with family and friends.

2009 was supposed to be the year of the Aveos/Air Canada transition. Unfortunately, it looks like 2010 is the year of the layoffs. The transition did not happen, but due to the reduction of the maintenance work in 2010, we are facing significant job losses. The shop committees and the respective bases GC's (General Chairpersons) have been meeting in Toronto. We have presented to the companies (AC/Aveos) several mitigation proposals. To date, they have not replied and no further meetings are scheduled. As expressed in the District Lodge bulletins, we remain committed to deal with the mitigation issues. It is now up to the company to commit their willingness to co-operate.

In Toronto, 2010 will bring the shop committee and your steward body new challenges. We will need your assistance, support and patience as we deal with possible layoffs of our brothers and sisters due to the bumping. We will need your voices in telling line maintenance management that we are not interested in changes to our current shift schedule and we see no benefit to their continuous improvement and productivity gains initiatives. All we see is a reduction of our co-workers through attrition and further degradation of whatever rights we still have left in the Collective Agreement.

Joe Veltri and our newest stores shop steward Wayne Walker will need your support in dealing with a new management group in logistics and supply.

Our Cat 23's in ASE, GSE and FM will need your support in assuring that the affected department's

management teams abide by the local transfer rules and stop denying transfer requests between work locations due to "requirements".

This year Clint and I will need your support. It has been suggested that we (shop committee) have been beating the drums to stir up the troops? We (shop committee) will take that as a compliment. We are ready to put down our sticks. We (shop committee) expect YOU, the members to pick them up.

We expect YOU to pound the drums in unison and stomp to our tune.

We (shop committee) asked YOU, the members in the December Contact to pick a side.....ours or theirs.

We value your input and feedback, positive or otherwise. We can be contacted at [jdermo@iamaw2323.ca](mailto:jdermo@iamaw2323.ca) and [ctucker@iamaw2323.ca](mailto:ctucker@iamaw2323.ca).

Our office number is 905-676-2243. We are available to you from 04:30 to 16:30, Monday to Friday.

On behalf of the Paul Krska, Clinton Tucker, the steward body and I, we wish you all the best for 2010.

In Solidarity,

Joe D'Ermio

Technical Operations, Logistics &  
Supply Shop Committee



## Convention Fundraising Draw



Winner of the TomTom GPS unit was Brother David Juneau.

Proceeds of the draw are to assist in fundraising for the upcoming 38th Grand Lodge Convention in Toronto in 2012. Thanks to everyone who contributed.

## AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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

Office Phone: 905-676-2484

Instead of having a Christmas day meal this year, the company issued everyone in Aircraft Services a \$15.00 Loblaw's card. This was done as a result of an employee survey in which the vast majority said they would prefer the card over a meal.

We have had a number of complaints of members not getting their lunch during the time period agreed to in the collective agreement. The collective agreement is pretty clear. If your lunch is outside the agreed to time, then you are eligible for an overtime credit of ½ hour. We have grieved this and hope that a meeting with upper management will bring a quick resolve to this issue.

The results of the Shop Steward elections have been posted. We would like to congratulate those who were elected and thank those who were not for their interest in helping their fellow member. Steward training will begin shortly for the new Stewards. A number of Stewards have complained that they have been told by management that they are not allowed to participate when management is conducting an interview with someone. The Shop Committee has made it clear to Chris Bertrand that the Steward is an advocate for the member and has every right to participate in the meeting.

The company has posted a number of bulletins that cell phones, for safety sake, are not to be used on the ramp. The Shop Committee has informed the company that it is just as unsafe for a manager or planner to call someone on their cell when they are working. We suggest if you are called on your cell phone, by anyone, while you are working, do not answer it.

Any concerns regarding the cleaning of the lunch rooms, locker rooms, showers, etc., should be directed to the Health & Safety Committee for resolution.

There will be a bulletin posted shortly for anyone who is interested in becoming tow qualified. Check the bulletin boards in the next week or two.

The Union strongly advises you do not let your RAIC or D/A expire. If you let your D/A expire and you are caught by the company or GTAA, you will be sent home until you get a new one. Obtaining a new D/A is a 6-step process that takes a couple of days.

If you are off work either sick or injured you can ask the company, in writing, to send you a copy of all promotional bulletins. You need to be aware that if you are off work and do not collect benefits, either WSIB or GDIP, you will be considered on an unauthorized leave of absence and will get a new company service date.

As of March 22, 2010, everyone will be moving back to the parking garage on Viscount Drive as the old Terminal 2 garage is slated to be torn down. The decision on where to park is based solely with the GTAA, that is, every employer at the airport has to park where the GTAA tells them.

If you have been docked on your paycheque you must contact Hewitt at 1-866-645-5000 to find out why and the specific date. The Shop Committee cannot call on your behalf as Hewitt will not provide us with any information. If there is still a problem after you have called Hewitt, then contact a Steward or the Shop Committee for assistance.

Anyone who has received and appealed a step letter must provide the Shop Committee, in writing, your reason for appealing the letter. If no appeal is received then the Union will have nothing to go by when your appeal is presented to the company. If you feel the company has violated the collective agreement in some way and you wish to file a grievance, the issue must first be discussed and an attempt made to resolve the issue with the appropriate manager by either yourself or a Steward. If no resolution can be found, then and only then can you file a grievance.

Every so often it's a good idea to review the insurances you have with the company, including life and accidental death and dismemberment. People's circumstances change such as marriage and children.

Everyone is aware of the tragic accident that happened on Christmas day. The Union has been to see John and he seems to be in good spirits considering the ordeal he has been through. Donations are being accepted in the bunker for John and his family. Everyone needs to look out for themselves and their co-workers and not rush to get the job done. You cannot be disciplined for working safely. Sometimes we forget just how dangerous the job we do really is.

This needs to be a wake call for everyone, safety really is first.

## HEALTH & SAFETY - RAMP

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

Office phone: 905-676-2295

Like most of us, I am really upset after the accident to John Tsikos, our condolences to him and his family. No one ever comes to work to get hurt, I wish him a speedy recovery. On visiting him in the hospital, he wants it made safer. We have to. This accident gripped us through Christmas into the New Year - and the attitude has been different. It seems to have gone from "It couldn't happen to me" to "It could easily have been me". How something simple, like moving dollies, can be a life-changing event.

We work in a very unique environment, larger than many cities in Canada. There are time constraints, everyone is busy, gates are tight, traffic is heavy, etc. We need to take back our workplace, it's up to all of us. Do we have a magic wand to fix? No. But it is in each and every one of you to change it, our own little part. Like solidarity, if we all work together, change can occur. We will also be meeting with the GTAA to make this airport-wide.

First and foremost we need to have each other take the time to remind someone if they're doing something unsafe or driving unsafely. Not in a hostile manner, but in a friendly manner. That person cutting through your gate is not doing this to upset you, he/she is doing a task, and they should be reminded of what can happen. We have roadways for a reason. When co-workers remind each other about safety, the system is working. Second, we are paid by the hour. We get a multitude of complaints about being pushed by manpower, do not engage them, call your manager and let them deal with it. This also prevents retribution from the planners if you start arguing with them. We have SOP's (standard operating procedures) for a reason, they were all built upon bad things happening. Insist that you follow them, no matter what. Prep your gate, clean it afterward, use the proper VDGS to park aircraft. If you have a safety item (eg.

handrail) use it. If you need more time, let your manager know. We have met with manpower and discussed this very thing. Do not use unserviceable equipment, no matter what. REFUSE! Third. Eyes on task. Mind on task. Pay attention to what your doing! This sounds simple, but look around. People driving while on the phone or ramp radio. Jumping on a tractor and putting it in gear without looking around. On a loader, running the a/c controls and loader controls at the same time. Any one of these everyday scenarios could result in a tragedy. Sometimes it seems like 'nitpicking', however many of these small things can get bad really quickly. Is it worth changing your future for a simple shortcut for the company?

The real aspects of life after an accident are daunting. There is the pain and shock to start. Then the hospital drama, and putting your spouse or whomever through all this. Then, you're at home, unable to do anything but heal. This puts extra load on those within the household, more stress. Then AC claims will probably try to

deny your claim or make you jump through the multitude of hoops for your rightful claim. These are things we have to think about seriously. Education - We have been meeting with management (at all levels) to see what we can do. I really think we need to improve communication, perhaps through crew briefings. Information can be relayed and questions can be asked and answered. Rumours are prevented. Many other departments have them, look at the work we do and how high the stakes are when something goes wrong. We are also setting up a task force to push safety to a higher level. If you have any ideas to improve, please contact a H&S (Health & Safety) rep. No one knows the job better than you, and no one knows better how to improve it but you. We only need to see John's situation.....



## HEALTH & SAFETY –RAMP

Continued from page 5

**Ground Power Units** - There have been five recently observed arcing from the bridge ground power units, where it plugs into the aircraft. Fortunately, there have been no injuries. It is crucial to remind everyone to **TURN THE POWER OFF BEFORE HANDLING THE PLUG OR PULLING THE POWER.** We have a nasty habit of pulling it before the power is off. Also have a look at the cables, if there is any fraying whatsoever, tag it and call your manager for repairs. Do not touch and warn others about it.

**Extreme Cold** - We have received complaints about crews not being allowed to get warm after being outside in the cold for extended periods. This has been raised to management and manpower. If you are cold, take cover, and let someone know. Even if the flight has to 'hang' off the gate. The Lead is responsible for his/her crew. Every person has a different effect from cold exposure, make sure you use the 'buddy system' to make sure co-

workers are not suffering. And do not wait to be told to get warm. There is a cold stress section in the company safety manual. If you are cold, go warm up. Just tell someone. If you have problems, contact a Health and Safety rep or a Shop Steward.

**Power Drive Units** - Many thanks again to Mike Giantsopoulos and Ed Galas for helping us measure and log the worn out power drive units (P.D.U.'s). Please continue to contact STOC manpower with the bad ones and thank you to the Maintenance staff who are logging them in. There are some results, but it is slow.

Please be careful out there, and go home with ten fingers, ten toes, a back and a job.

In Solidarity,

Rob Penyk

### Machinists Expand at Toronto's Pearson Airport!

Two hundred employees of Toronto Ground Airport Services (TGAS), a subsidiary of BBH Services, are the newest members of IAMAW Local Lodge 2323.

The new members include dispatchers, lead-hands and wheel chair assistants for physically-challenged patrons who use the airport and its services. The IAMAW also represents employees at BBH.

#### Negotiation Representatives Elected

Two TGAS members were recently elected to represent their colleagues on the Negotiations Committee. They are: Bibi Bacchus and Juan Garay.

#### Shop Stewards

There is a requirement for 8-Shop Stewards to represent the members at TGAS. If you are interested in becoming a Shop Steward, please submit your names in writing and send it to the Local Lodge 2323 Recording Secretary either by fax or by mail.

**web: [www.iamaw2323.ca/2323\\_TGAS.htm](http://www.iamaw2323.ca/2323_TGAS.htm)**

### Retired Members

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

<b>Ray Bennett</b> Lead Station Attendant	<b>Dale Owen Spence</b> Lead Station Attendant
<b>Mike Deschamps</b> Station Attendant	<b>Fernando Smith</b> Station Attendant
<b>Maria Garcia</b> Stockkeeper	<b>Belisario Soto</b> Lead Station Attendant
<b>Norm Harris</b> Cabin Service Attendant	<b>Frank Yim</b> Station Attendant
<b>George Kilgour</b> Station Attendant	<b>Mohammed Yusuf</b> Station Attendant
<b>Alberto Trivino</b> Station Attendant	

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Ron Rawding –Central Region, Area Coordinator

Office phone: 905-678-1079

### Closing thought for 2009

As we approached the end of 2009, it became a time of mixed emotions for many of our members. On one hand, the holiday season gave us a chance to be together with friends and family, on the other we can be reminded of unresolved situations and circumstances that create distress and uneasiness in our lives.

Our workplace proved even more challenging with the sudden loss of a fellow member in maintenance (Tony Vettese ) two days before Christmas followed by an accident on the ramp on Christmas day that resulted in a member (John Tsikos) losing his leg. Somehow these tragic events seem to take on even greater meaning when they occur around this time of year.

I struggled to make this report as I wasn't sure how to instill optimism and hope at a time when we are reminded of who quickly live can be taken away or

forever changed.

In a recent conversation with Rob Penyk (Safety and Health Co-chairperson) he mentioned how wonderful it was to witness the number of people coming forward with genuine concern and care for each other during these last two-weeks.

I would like to take this opportunity to thank Rob Penyk for reminding me and in turn remind others; how sometimes life's worst moments can provide an opportunity to reveal our greatest asset, humanity.

We can never be certain what events will unfold for each of us in 2010, but one thing is certain that your Employee Assistance Program will be there to help in any way possible when needed.

Be well and be safe.

Ron Rawding,

E.A.P. Regional Area Coordinator

Local 2323 IAMAW

## SHOP STEWARDS

### Toronto

#### **Ramp & Baggage**

Steve Anderson  
Jason Barlow  
Coby Budgell  
Daniel Budgell  
Michael Cooke  
Stan Dolnicek  
Brad Gomes  
Rohan Grant  
John Hill  
Stuart McFarlane  
Dennis Noseworthy  
Steve O'Hara  
Joe Robb  
Vern Roberts  
Mike Viola  
**Ramp & Baggage (Part-time)**  
Joseph Kaganski  
D. Nanthacumar  
Dino Vivacqua  
**Gate Planner**  
Tony Albanese

### **Weight & Balance**

Alain Desjardins  
Stephen LeBlanc  
Darrell Rivney

### **Customer Service Agents/ Baggage**

Mark Fenech  
Larry Fleury  
Michael Garebian  
Jeff Ince

### **Customer Service Agents/ Cargo**

Nigel Armstrong  
Carmine Buccafurni  
Vince Commisso  
Giovanni DiGiacomo

### **Cargo Station**

**Attendants & Leads**  
Mohammed El-Khatib  
Robert Gallagher  
Anthony McLaughlin  
Pat Rainforth  
Luigi Terenzi

### **Cabin Service**

Barb Beattie  
Ranjit Grewal  
Annie McIntosh

### **Clerical Shop Stewards**

Rhonda MacLachlan  
Barbara Duggan  
Linda Mastromattei

### **Tech Ops**

### **Line Mtc. (Ramp)**

Mike Giantsopoulos  
Naresh Persaud  
Walter Rohrer  
Alain Ruel  
**ASE/FM (Bay 8 & 9)**  
Steve Boyle  
Serge Miljkovic

### **GSE**

Xavier Dias  
Tim Fines  
David Juneau  
Gary Koster  
Allan Mills  
Peter Mitchell

### **Hangar East & Contracts**

Alf Bailey  
Mike Hannah

### **Hangar West & Tool Crib**

Ed Galas  
Ioannis Makris  
Fred Soares  
Donald Yusuf

### **Training**

### **Purchasing & Supply (Stores)**

Joe Veltri  
**Wheel Shop**  
Steven Harris

### Ottawa

#### **Cargo**

Michael Laflamme  
**GSE**  
Denis Corbeil

### **Ramp**

Mike Brisebois  
James Horowitz  
Jeff Kent  
Jean Guy Labelle  
Paul Lewis  
Derek Milmine

### **Tech Ops**

Dan Bedard  
Rob Manti

### Trenton

Dennis Baker  
Sue Hook  
Gary Kagerbauer

**IT IS YOUR  
RIGHT TO  
HAVE A  
SHOP  
STEWARDS  
PRESENT!**

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 member who has recently passed away.

**Tony Vettese**  
Cat 38, LLAT  
Toronto



*Contact*

is published ten-times annually by the  
**International Association of Machinists  
& Aerospace Workers**

**Airline Central Lodge 2323**

2580 Drew Road,

Mississauga, Ontario L4T 3M5

Phone: 905-678-0010

Fax: 905-678-0034

Toll free: 1-877-409-2323

**www.iamaw2323.ca**

**Editors & Publishers**

Lou Pagrach & Rob Piercy

**Local 2323 Executive Board**

- |                  |                      |
|------------------|----------------------|
| Lou Pagrach      | -President           |
| Steve O'Hara     | -Vice President      |
| Wayne Paterson   | -Secretary Treasurer |
| Sam Jabbar       | -Recording Secretary |
| Rob Penyk        | -Conductor Sentinel  |
| Brad Gomes       | -Trustee             |
| John Smiley      | -Trustee             |
| Clinton Tucker   | -Trustee             |
| Jean Guy Labelle | -YOW Board Member    |
| 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

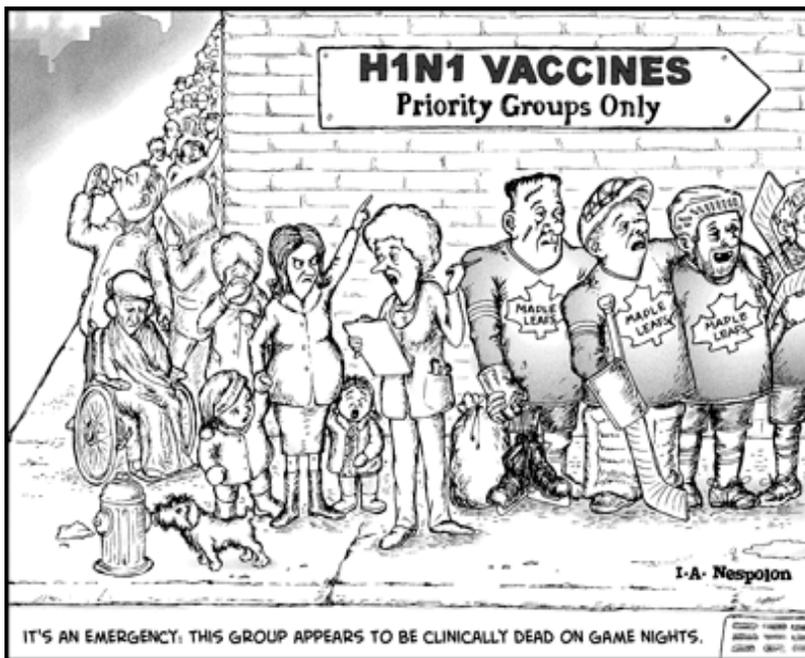
Fax: (905) 671-2419

**Shop Committee (YOW)**

Phone: (613) 523-4709

Fax: (613) 523-3341

This issue of 'Contact' and previous issues are 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**

Phone: 905-678-0010

Fax: 905-678-0034

email: jveltri@iamaw2323.ca