



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

June 2010

www.iamaw2323.ca

Volume 20 No. 6



Jazz Pilots & Flight Attendant Negotiations

-Contingency plan includes replacing some Jazz flights with Air Canada aircraft.

(see the 2323 Bulletin on page 5)

Membership Meeting

Tuesday July 6, 2010
at 1900 hrs.

2580 Drew Road, Mississauga.
Bring your union card.

2323 file photo

PRESIDENT'S MESSAGE

Lou Pagrach

Office phone: 905-678-0010

I was recently invited to attend the 2010 Air Canada Shareholders meeting in Montreal. This was the first time I accepted an invitation to attend a shareholders meeting. The shareholders proxy circular, mailed in advance of the meeting, indicated that at this meeting, a resolution would be tabled to increase the "long term incentive plan". This "plan" consists of Air Canada publicly traded shares that are doled out to Air Canada's executive board and others, as bonuses and compensation. It was my understanding that the ratified collective agreements between Air Canada and its Unions has a clause that states that executive compensation would not be increased for the duration of these agreements (March 31, 2011). To my dismay but not surprise, the resolution the way I read it, would go directly opposite to the agreements. As it turns out, this is not the case of the amendment. The explanation of the amendment was, that there are not enough shares left over in the "plan" to compensate the executives for the future years. An additional 14 million or so shares (roughly \$25 Million at today's valuation) would suffice as Calin Rovinescu clarified for those in attendance. I was of course delighted with that rational, as I, nor anyone else I assume (Ass U Me), would want executives at this company to get short changed in future years. It is good to know that the money faucet is flowing again. Therefore we can expect our compensation and bonus increases at 2011 bargaining, isn't that right Mr. Rovinescu?

Since I'm on the subject of bargaining, Local Lodge 2323 held its nominations for the next round of Negotiations Representatives. We've had an overwhelming response with a total of 15 members accepting nominations. Elections for two Customer Service and the two Tech Ops Representatives will take place on September 7, 2010 at the Local Lodge. Absentee ballot requests will be mailed out to those that live more than 40 km from the Lodge.

Congratulations to Rhonda MacLachlan as she was acclaimed for the Clerical Bargaining Committee. District 140 is organizing a training class in the Fall for all the elected Representatives at the IAMAW training facilities.

In my various visits to the workplace, a conversation with a familiar theme usually takes centre stage; wages. In the years 2003 and 2004, we understood that major sacrifices were necessary for the very survival of Air Canada. We collectively sacrificed

work rules, wages and more; to rescue our employer and our jobs. Today, 6 years after CCAA, my quick research and math suggests that our wages have further deteriorated even from the low point of April 2004. The Canadian Consumer Price Index, according to the

“We collectively sacrificed work rules, wages and more to rescue our employer and our jobs.”

Bank of Canada website, has increased by 11% for the period of June 2004 to June 2010. Even if you adjust for the minor increase at the "wage re-opener" in 2006, we are now paid roughly at least 7% less than we were when we completed bargaining at CCAA.

Our 2011 Bargaining Committee will have a daunting task to resolve. They will need every Union Members' support.

It has been great to see the recent increase in Union Membership participation, such as at the recent Town Hall meetings, Monthly Union Meetings and just a general increase in interest to serve as Shop Stewards or being part of the Committees. This should be a good indicator for Air Canada that the Membership is strong, able, united and pissed off. The IAMAW with the backing of its Membership will be able to demand improvements they deserve at bargaining time.

I am proud of our Brothers and Sisters at JAZZ with their recent solid strike vote results. They've had enough of the bullshit and are putting their collective asses on the line to get a piece of the prosperity pie.

District 140 Town Hall Meeting reports are now available for the Memberships' review. There were a lot of different issues brought forward. Amendments to our by-laws and structure will be required to implement some of the concerns brought forward. The improvements won't take place overnight, but the Town Hall meetings were very productive and will bring about change.

This will be the last Contact issue before the summer. The next issue will be published in September.

Please work safely this summer, as always, by adhering to the S.O.P. and safety regulations.

Lou Pagrach
President

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

We were informed that this issue of the Contact newsletter would be the last one before the summer break with publication resuming in September. Wow, tall order and not much pressure eh? What can we possibly say that we have not communicated for the first 6 months of the year, or on a weekly or personal basis?

We can tell you of our distrust in the companies (Aveos & Air Canada's) handling of the 2010 layoffs. Throughout the mitigation meetings, your Union representatives from both the Local and District levels worked on mitigation programs to minimize layoffs. At every opportunity we kept on telling the company (Aveos) that they were reducing the workforce too deep and as a result, it will adversely impact their operation and our members. They assured us they knew what they were doing. Today, we are dealing with extensions to the original layoff dates and rescinding others. This reprieve in the original layoff date is welcome news to some of our affected co-workers and causing resentment in employees at the stations with the layoffs. The companies (Aveos & Air Canada) inability to even manage a layoff has caused more misery. As a result, we are faced with junior employees with extensions working at some stations with senior employees laid off to the street at others.

Members across the system are confused as to how the Union would let the company get away with it. I will reiterate to our membership that we will not willingly force the company to enforce their layoff. We do not layoff, the company does. They screwed it up. We will be expected to clean up their mess. To explain the complexity and the scenarios we would

“We will be expected to clean up their mess.”

need all 8 pages of this newsletter. For those that may be affected please come see Clint or myself in the office. We would respectfully ask those not affected to let us deal with our co-workers that have layoff notices. This has been a difficult time for those getting the letters and a stressful time for those anticipating getting one.

I will give credit where it is due, local senior management will absorb and mitigate some layoffs temporarily and have approved staffing requests that will cause some layoffs to be rescinded. They (local management) require the assurance and stability of what the manpower on station will be to meet production and we as a Union want to keep members employed. Locally, both parties have co-operated with each other in this regard. We would like to acknowledge and thank Carl Furman (Cat 38) and Rodney Gutmanis (Cat 01) for applying and participating in the SVLOA program for a year to

“They assured us they knew what they were doing.”

mitigate 2 layoffs. By the end of the month we should have the confirmed extend/rescind numbers from YUL, YWG and YVR. We are hoping these extensions and rescinds will minimize the impact on our co-workers.

In Line Maintenance, transfer meetings will be suspended for the summer to respect and minimize movements during peak vacation periods.

The transfer agreement rules and meetings in GSE, ASE and FM have been cancelled by the company. Grievances on this issue are currently at the 3rd level of the grievance process.

We have been informed by senior Line Maintenance management they are looking at making some changes to the existing shift agreement. We are prepared to meet and listen to their ideas.

We are glad to report Logistics and Supply is growing again. I had the opportunity to speak with 4 new outside hires and some recent transfers.

Overall, we do not see the silver lining. We still have uncertainty with local issues and the layoffs affecting the system. The District Lodge GC's and the Companies have also resumed transition meetings with limited progress.

At the Local Lodge level, we will be voting on 2-TechOps representatives for the upcoming 2011



TECH OPS, LOGISTICS & SUPPLY SHOP COMMITTEE

Continued from page 3

negotiations. The nominees are Steve Davidson (GSE), Paul Krska (Line Mtce) and Ioannis Makris (Line Mtce). These elections will take place in September.

The District Lodge report is out. Read it. If you have any questions, concerns or solutions, bring them to the attention of a district lodge representative.

Clint and I value your input and your continued support. Please contact and advise us of the issues happening on the floor. You are our eyes and ears in the workplace.

We can be contacted at (905) 676-2243, faxed at (905) 671-2419, emailed at, jdermo@iamaw2323.ca and ctucker@iamaw2323.ca

We are in the office at 04:30 to 16:30 hrs.

On behalf of the Technical Operations Logistics and Supply Shop Committee, we would like wish you and your families a great summer holiday season.

In Solidarity;

Joe D’Ermo Clint Tucker



NEGOTIATION REPRESENTATIVES

Nominations took place at the June 1st Membership Meeting.

There will be elections held on Tuesday September 7, 2010 from 06:30 to 21:00hrs. at 2580 Drew Road, Mississauga, Ontario.

-2 Representatives will be elected by the Airports & Cargo Operation members.

-2 Representatives will be elected by the Technical Operations, Logistics & Supply members.

Sister Rhonda MacLachlan was acclaimed as the Clerical Bargaining Committee Representative.

Airport & Cargo Branch

Vince Commisso
 Stan Dolnicek
 Mark Fenech
 John Hill
 Steve O’Hara
 Patrick Rainforth
 Luigi Terenzi

Technical Operations, Logistics & Supply

Steve Davidson
 Paul Krska
 Ioannis Makris

Elections for Negotiation Reps.

September 7, 2010

06:30 - 21:00 hrs.

2580 Drew Road, Mississauga, Ontario



AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Derek Morgan -Chairperson, Frank Morgani and Vick Seebalak -Members

Office Phone: 905-676-2484

At our May arbitration date, we brought 2 issues back to the arbitrator for clarification. We asked the arbitrator again for his position as to when the company can re-assign someone from their bid position. He stated the company has right to re-assign as "they have a business to run," as long as they keep your cycle and time, he stated you can be re-assigned anytime.

We also asked him if the company can force you to sign the code of conduct. He agreed with the Union's position that the company cannot force you to sign the code of conduct. The company can ask you to sign; if you refuse they are to make a note that they have given you the code of conduct.

In our discussions with the company regarding the 11 members fired for alleged theft of time, the company has informed us that the ethics line mentioned in Horizons, (also known as the snitch line), has been ringing off the hook with co-workers snitching on their co-workers. If you're going to snitch on someone, should it really be one of your Union brothers or sisters?

There is a promotional bulletin out for LSA (Lead Station Attendant) in YYZ and a couple of promotionals out for different positions across the system. There is also a LOU 15 out for a PAWABS Analyst. Applications for these positions are available in the Shop Committee office.

Vick Seebalak will be in the Cargo office on Mondays, Frank Morgani on Wednesday and Derek Morgan on Fridays.

For the month of May, the Shop Committee filed 14 grievances. During that time, the company issued 24 letters of discipline. The totals for the year to date are 45 grievances and 148 disciplines.

The GTAA has advised that when renewing your RAIC, if you need the long sheet, you need to start the process 6 months before it expires and 3 months for the short form.


The Shop Stewards in Local Lodge 2323 are all members like you who volunteer their time and effort to help their fellow Union brothers and sisters. Whether you are happy or not with the outcome of an issue you have brought forward, the Stewards are not there for you to take out your anger on. Rest assured, all Stewards do their best for the membership.

Likewise, the members of the Shop Committee are there to help and do their best to resolve issues brought forward. Remember to vent your frustration and anger and in the right direction as these people are not there to be dumped on.

Rick Tanner has been appointed the new ramp director. He is the former manager of GSE and from what we have been told by our counter parts in Tech Ops, he seems to have a good reputation and hopefully we can work with him to improve things here.

The nominations for Customer Service Negotiation Representatives were held at the June Monthly Meeting. There are some fine candidates to be your representatives in the up-coming round of contract negotiations and we ask that you think carefully about who you want as your representative.

As negotiations are not far off, now more than ever it is imperative that we all come together as one, to stick together and show the company we do have solidarity and we do have the common goal of a just contract settlement. We have all given a lot over the years and it's time to be compensated for those sacrifices.



AIRLINE CENTRAL LODGE 2323 I.A.M.A.W.
Administrative Offices

June 10, 2010

Possible JAZZ Strike


Dear Brothers and Sister,

Local Lodge 2323 has been informed that the contingency plan for the JAZZ pilot (ALPA) and/or flight attendant (CFAU) strike will include replacing some JAZZ flights with AC aircraft. Air Canada will ask some IAMAW members to volunteer (scab) for work in other stations that are normally operated and serviced by JAZZ.

If you volunteer (scab) for any of these assignments, Local Lodge 2323 will considered this in the same light as if you volunteered for an ACTING MANAGEMENT function, and Local 2323 will treat you accordingly, as per our By-Laws.

Consider that we may be in a similar strike situation by this time next year. Our brothers and sisters at JAZZ will remember the actions and respect that we showed their cause today.

In Solidarity,



Lou Pagrach
President

2580 Drew Road, Suite 202 Mississauga, ON L4T 3M5 Toll Free: 1-877-409-2323 TEL: 905-678-0010 FAX: 905-678-0034 www.iamaw2323.ca

HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-2295

I wrote the rough draft for this article in Etobicoke General Hospital, waiting for x-rays for an injured employee. This is the reality of an accident, the pain, the stress for you and your family members, fellow members, and many others. Each of us has to develop a 'defensive workstyle', similar to 'defensive driving' - treating everything like it can harm you.

It may sound paranoid, but with all of the hazards in our workplace, it is the only way to get by without injury or grief. Many of us do stuff that we know we shouldn't do....rushing, unsure of operating a piece of equipment, running from flight to flight...the list goes on. This is a reminder - you are paid by the hour. Eyes on task, mind on task. If you don't know, ask. Many times, the 'oddball' issues create injuries - for instance, that stuck pallet - you've tried everything to move it, rather than bumping it, you try strange and possible harmful ways of getting the job done. Someone gets hurt, was it worth it? Your family needs you, keep that in mind. If you see someone else doing something unsafe, stop them and coach them how to do it properly.

With summer approaching, we will have newer people around, they watch and copy what we do! Lead by example. Also, many of you have children who may be getting their first job. Young workers usually have extremely high injury rates - talk health and safety to them, and again, lead by example.

PDU's - Continue to call in to get the worn power drive units fixed on the aircraft. We are posting the list of aircraft repaired so far, please keep this going.

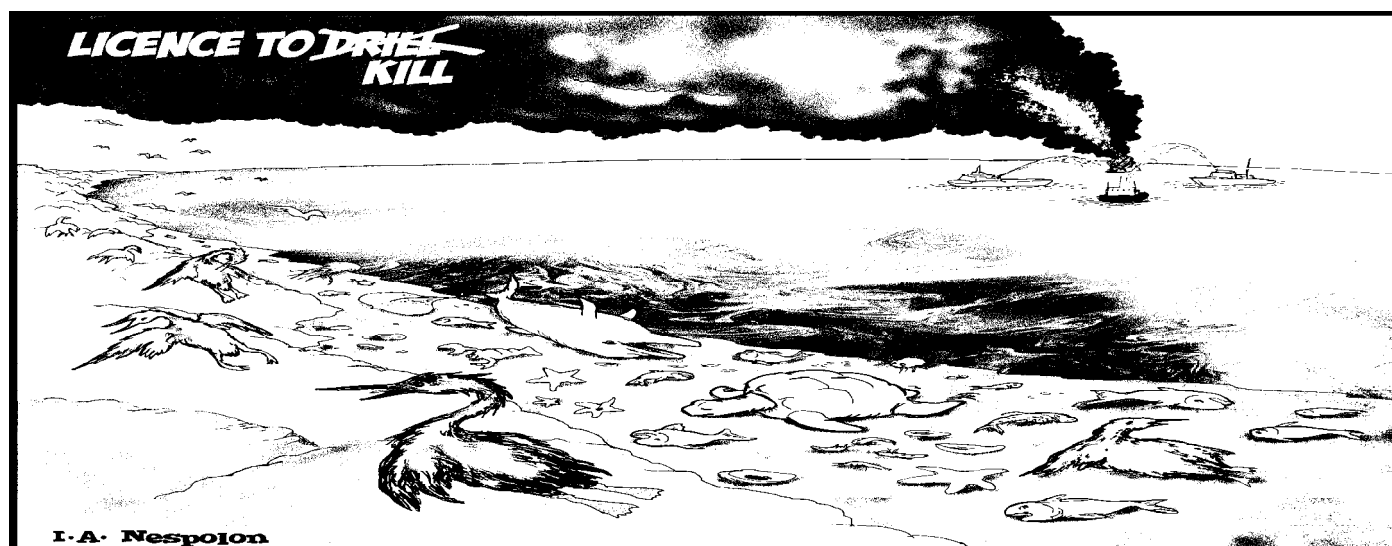
Equipment - Inspect your equipment before you use it, make sure it's OK, if not, each ready room has unserviceable tags - use them!!

Safety Concern - Procedure when you have a safety concern? First thing according to the Canada Labour Code Part II, you must take it to your supervisor/manager so they can address it. You also have the right to have a H&S (Health & Safety) representative present. If the manager cannot resolve the issue, it will be referred to the Joint (Union and management) Health and Safety Committee. This process is initiated by completing a H&S Concern Form, available outside the H&S office and in each ready room. Your supervisor **MUST** sign it, by law. Above all, and without any sort of discipline, you can refuse unsafe work if it can cause harm to you or another co-worker.

Please work safely and have a good summer!

In Solidarity,

Rob Penyk



EMPLOYEE RELATIONS RIGHTS & EQUITY COMMITTEE

Committee Members

- Alain Ruel** -Committee Chair
-Line Maintenance (Ramp)
- Norm Blackwood** -Cargo
- Xavier Dias** -GSE (Ground Service Equip.)
- Rohan Grant** -Ramp
- Rhonda MacLachlan** -Clerical (Hangars)
- John Smiley** (Exec Board Liaison)

Contact the Committee (email bottom right) if you have any questions, or if you require any information regarding any type of harassment, bullying or discrimination issues in the workplace.

The Canadian Charter of Rights and Freedoms

Harassment

Racism



Canadian Human Rights Act

Discrimination

Bullying

Email the Committee at:
humanrights@iamaw2323.ca

Donate your old cell phone(s)!



The 2323 Women's Committee are collecting your unwanted cell phones to give to area Women's Shelters.

Please contact:

- Barbara Beattie -Cabin Service
- Rhonda MacLachlan -Hangars
- Jackie Milburn -Wheel Shop
- Susan Thakurdin -Cargo

Retired Members

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

Stan Chan Choong

LAT -Toronto

Pierre Desbiens

Station Attendant -Ottawa

Robert Gaglione

Station Attendant -Toronto

Mercedes Laborde

Cleaner -Toronto

Cosimo Montinaro

Lead Station Attendant -Toronto

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.

Dan Geisel
Station Attendant -Cargo

John Robinson
Retired CAT 1

James Gordon Williams
Retired CAT 1



Contact

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Lou Pagrach & Rob Piercy

Local 2323 Executive Board

- | | |
|--------------------|----------------------|
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| 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 Member |
| Linda Mastromattei | -Clerical 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

IAM Photo Contest



Photo entries should catch IAM members at work in unposed photos. Winning entries will win a cash prize and will appear in the 2011 IAM Calendar. **Deadline now extended to June 21st.** For more details, see 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

Phone: 905-678-0010

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