



Local 2323

# Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

March 2010

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

Volume 20 No. 3

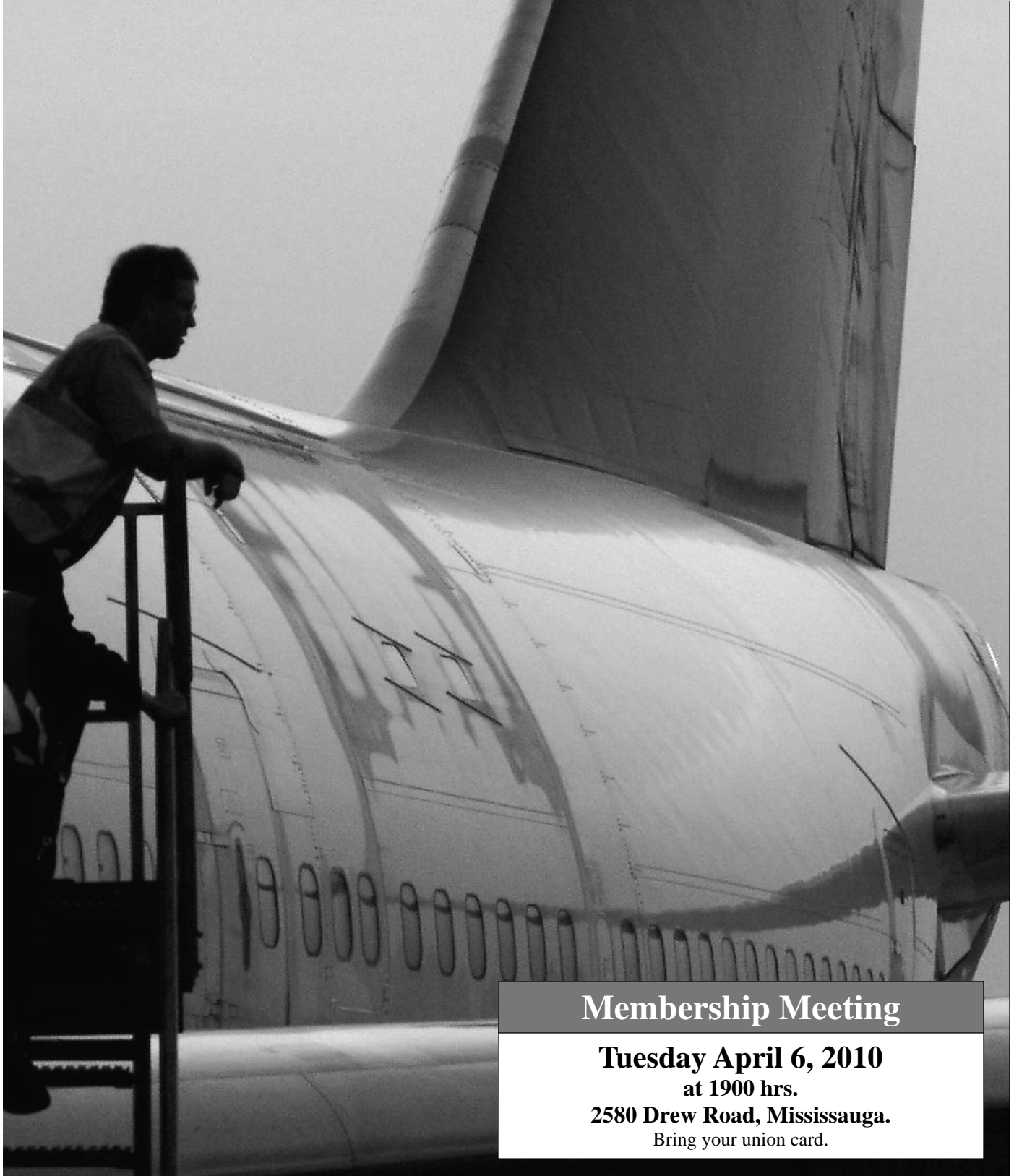


Photo: Rob Piercy -2323 Archives

## Membership Meeting

**Tuesday April 6, 2010**  
at 1900 hrs.

**2580 Drew Road, Mississauga.**  
Bring your union card.

## PRESIDENT'S MESSAGE

Lou Pagrach

Office phone: 905-678-0010

Last month, a large portion of your Union's focus has been on mitigating the Air Canada announced heavy maintenance layoff numbers. The mitigation efforts have brought some relief, but Air Canada still insists its future plan requires less maintenance numbers than previous. This change in the maintenance philosophy and overhaul scheduling will result in hundreds of our members being permanently laid-off and hundreds more will be on a temporary lay-off. Your General Chairpersons and Shop Committees across Canada have been working diligently to show Air Canada the errors of their way and providing workable solutions to mitigate these lay-offs. The suggested participation in the Government sponsored E.I. Work Share Program, were denied by Air Canada for no good reason I might add. We ask all employees at this time, to report any instances of any secretive third-party subcontracting to the Union. For you front-line managers out there reading this, remember that without us, they don't need you either. Any information received by this office or the Shop Committees will be treated as confidential.

Representatives, 2 from Customer Service and 2 from Tech Ops, will be held at the July 5, 2010 monthly meeting. The Negots Rep's election will take place September 7, 2010.

In the last few months, a number of the Air Canada branches have seen fit to dismiss some of the more "employee friendly" managers out there. These former managers were replaced with some corporate clones that have little or no relevant experience in the airline industry, let alone appear to possess any managerial skills. What Air Canada has accomplished with this action, is more workplace friction and discontent. The resulting conflicts and stress hampers worker productivity. I am no genius, but isn't that counterproductive to Air Canada?

Some of our members have sent elaborately detailed emails about this issue up the corporate food chain. It's unfortunate that some of these emails had to be written anonymously, as reprisals from their managers and Air Canada corporate was feared. As a worker for this corporation, free speech is not one of your perks. Yes, upper management will sometimes ask for your input, but if you know what is good for you, you'd better not voice your opinion.

**"What we've got here is...failure to communicate."**



**"What we got here is... failure to communicate"**

-spoken by The Captain, the imperious prison warden played by Strother Martin in the movie "Cool Hand Luke"

Since the last publication of the Contact, District Lodge 140's Blue Ribbon open forum Town Hall meetings have taken place. The attendance of the 2 scheduled meetings was good. Those members that attended, articulated their concerns well. A detailed report will be prepared and issues addressed.

I have had several discussions around the various workplaces all beginning with "what we're expecting and getting" at the next scheduled round of negotiations with Air Canada. It was clear to me from these informal discussions that wage increases, pension and job security are on the forefront for most. Nominations for 4 (four) Negotiations

On a positive note this month, I would like to extend a "heroes thank you" to Brother John Zelasko. John's quick CPR response saved the life of one of our Union Brothers. When paramedics arrived on the scene, they noted to John the CPR saved the life. Brother Dan Eberhardt found the distressed man and alerted John and manager Rob Ward. Both of their assistance also played a role in the saving of one of our members.

In solidarity,  
Lou Pagrach  
President, Local 2323

## ELECTIONS -DELEGATES TO DL 140 CONVENTION

Elections will be held on **April 6, 2010** from **06:30 thru till 21:00 hrs.**  
Location will be 2580 Drew Road, Mississauga, Ontario. (map below)

**The following names will appear on the ballot:**  
(Please note: 12 Members are to be elected)

**Stephen Banks**

**Phil Brennan**

**Coby Budgell**

**Joe Dermo**

**Stan Dolniczek**

**Stan Galas**

**Brad Gomes**

**John Hill**

**Rhonda MacLachlan**

**Ioannis Makris**

**Jackie Milburn**

**Frank Morgani**

**Dennis Noseworthy**

**Wayne Paterson**

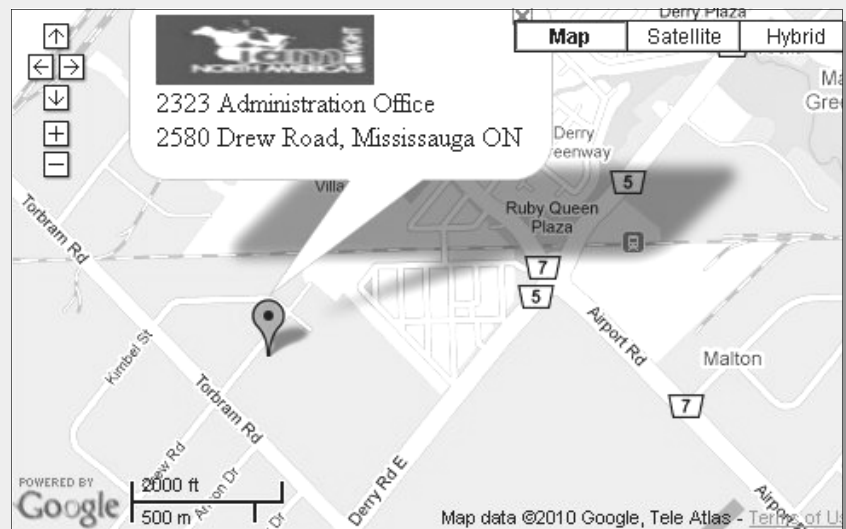
**Rob Penyk**

**Clinton Tucker**

**Mike Viola**



At the point of polling, a valid Union Card must be presented or a ballot will not be issued.



## AVIATION HUMOUR

**ACA1147:** "Moncton, Air Canada 1147, can you get the winds from 167 above us?"

**CZQM:** "As soon as I get a chance, I will."

(some time passes with continuous radio chatter)

**ACA1147:** "Moncton, 1147, what are his winds up there?"

**CZQM:** "Standby for that, please"

(more radio chatter)

**ACA1147:** "Moncton, can you ask company 167 for his winds?"

**CZQM:** "Ok, 1147 and 167, I have a little too much to do for that sort of thing right now. I'll leave it up to you guys to go over to company frequency and pass winds."

# TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Alan Butterfield  
VP Air Canada Mtce/Engineering  
YUL 1434, P.O. Box 9000,  
Station Airport, Dorval, QC Canada H4Y 1C2

Hello Alan,

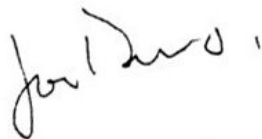
My name is Joe. I am the Chairperson of the YYZ Technical Operations, Logistics and Supply Shop Committee. I keep on hearing about you in my circle of friends and on how you want to decimate some of the categories in our Collective Agreement. I've even heard those words from some of your friends Alan. Now, I would love to hear it from you. I would love for you to tell me about your vision for the Canadian Aviation Industry. I would love to hear an American's perspective on how things should be run in Canada. Up for the challenge Alan? Would you like to start with Article 4.02?

I type this report just hours after spending the day at the layoff/bump meeting in YUL and I am angry. Angry because there will be people I know and those I have never met, will be losing their jobs. It was upsetting to hear from the company during some heated discussions that the company will want to have people from one category performing the work of another category. Who are we (Union) to stop you from attempting this? Your team appeared insulted that we object to it? Do you think you have the right!

I look back at the month of February and the mitigation meetings and I tell myself what a waste of time. Things that were agreed to, are still being challenged because your team can't seem to get things right. As an example, the special time bank. How many special time banks is there? Pay? Don't pay? I am still waiting for the agreed-to versions of the VPP and DPLP.....oops, times up. The deadline for those forms of mitigation was March 15.

My membership's patience is wearing thin. We all eagerly await your reply.

Yours truly,



Joe Dermo  
YYZ Tech Ops Shop Committee

## Dear Brothers and Sisters,

Is there anything good to report this month? Absolutely. Clint and I were glad to see a good turnout at the District Lodge 140 town hall meetings and an equally impressive turn out at the March General Membership meeting. Seeing active participation from the Tech Ops membership is encouraging. We need to see many more of you engaged. We would love to see you all again at the April General Membership meeting.

We appreciate the encouraging words and support from many of you. A lot of new faces have been by the office dropping in and seeing what we do and what we plan to achieve.

In Solidarity,  
YYZ Technical Operations, Logistics and Supply Shop Committee.

## AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Phil Brennan -Chairperson, Derek Morgan, Frank Morgani, Vick Seebalak

Office Phone: 905-676-2484

The Company is in the process of hiring a large number of part-time Station Attendants. They also plan to uplift as many as 70 part-time to full-time status. We would like to welcome all the new hires and encourage them to drop by the Shop Committee Union office on the ground level of Terminal 1 in the hallway just behind the punch-in area. We ask everyone to remember when they were first hired and reach out a hand to welcome your new co-workers.

The Shop Committee along with the Cabins shift-bid committee will be meeting with the company on March 22 to discuss the shift proposal. The bid will be posted on March 25 and the bid taking place on April 5 & 6. The bid will flip on April 21, 2010.

The annual ramp to cargo, cargo to ramp, transfers are now being actioned. Everyone who has the ability to transfer at this time will have been given a date to report to their new work area.

Everyone should be aware that if you are seriously injured at work, if you have not opted for supplementary accidental death and dismemberment insurance coverage, there is no lump sum payment for suffering a catastrophic injury. This insurance is relatively inexpensive and can be purchase by contacting Hewitt.

March 22 is the cut over date to start parking in the lot on Viscount Road as the old Terminal 2 garage is slated for demolition. Parking cards should be activated when you receive them. It is possible to park in the lot once you have your card, you don't have to wait until the 22<sup>nd</sup> of March. Please remember, the GTAA determines where all airport employees park.

All of our Shop Stewards have received Steward training at the Local Lodge from our Local Lodge Educator. If you have a problem, speak to a Steward to assist you in bringing your problem forward to management. We will be posting pictures of all Stewards to make it easier to match the name with the face. All stewards also wear a Steward badge to identify themselves.

If you are off sick or injured, you can ask the company, in writing, to send all promotional bulletins to your home. Also, be aware that you must be in receipt of benefits if you are off work that is, you must be collecting GWL (Great West Life) or WSIB (Workplace Safety Insurance Board) or the company will consider you to be on an unauthorized leave of absence. This will result in you receiving a revised service date.

If you are off work due to a work related injury and need assistance with your claim, the Local Lodge has a WSIB specialist to help. Al Hodder can be reached at 905-673-0382. If you need help with a GWL claim, you can contact Gail Lis at 905-678-0010.

**“We ask everyone to remember when they were first hired and reach out a hand to welcome your new co-workers.”**

There seems to be a lot of confusion in the workplace as to how a promotional bulletin is filled. When local manpower managers determine a need for additional staff, they send a request to Montreal. If approved, Montreal then sends out a promotional bulletin.

Anyone from across the system can apply for the promotional bulletin. To be eligible, you must have completed your tests 30 days prior to the promotional bulletin being issued. After the closing date on the bulletin, a check sheet is sent to each base to make sure the company has all the applications from each base and to make sure that those who have applied are qualified. The company can disqualify those who have active discipline on their file from obtaining the position. The promotional is then filled with qualified applicants according to basic seniority. The only way to know if you have been awarded the promotional is if your name appears on the Notice of Selection which is issued by Montreal. There is no way the Shop Committee has prior knowledge, before the posting of the Notice of Selection, of those who have or have not received the promotional. The following are the reasons the Shop Committee could not know who has been awarded the promotional;

All promotional bulletins are for “minimum 1”, that is, there is no definite or firm number that the

## AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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company is going to promote. This leaves them wiggle room to promote 1 or 10 or 20 when they issue the Notice of Selection.

Applications are from across the system, the Shop Committee in Toronto would not know who has applied from YYG or YXE, etc.

Transfers and demotions also have to be taken into account as these are actioned when there is a vacancy.

The Shop Committee does not have a secret list. There is only one list and that is the Notice of Selection. The Notice of Selection is sent to all the Shop Committees once the company has completed

checking the qualifications of all those that applied, disqualified those with discipline on their file and they have determined the number that they are going to promote.

As soon as this list is received by the Shop Committee, it is immediately posted. If you want to know if you have been awarded the position, check the bulletin board for the Notice of Selection. If your name appears on the notice, you have been awarded the position. **This is the only way to know whether or not you have the position.**

## IAMAW CANADA

### Sid Ryan to Ontario employers: Kill a worker, go to jail

Tuesday March 9, 2010

(TORONTO) - Workplace safety may have taken a huge step forward with the use of a Criminal Code of Canada provision against a Sault Ste. Marie company, says OFL president Sid Ryan.

Millennium Crane Rentals Ltd. will appear in court this week on charges of criminal negligence causing death following a fatal accident last spring, according to an article published yesterday at [www.lawtimesnews.com](http://www.lawtimesnews.com). The charges are as a result of Bill C-45, according to the article.

Bill C-45 amended the Criminal Code of Canada to allow for criminal prosecutions of corporate executives, directors and managers who act wrongfully or neglect to uphold their responsibilities to make and keep workplaces healthy and safe.

It was passed in 2004 following 12 years of lobbying by the United Steelworkers. In the six years since it was passed, but was unused in Ontario, more

than 400 workers have been killed on the job. Nearly two million were injured.

With regard to the Sault Ste. Marie case, Ryan said: "Finally we have a police force in Ontario that's prepared to stand up and tell employers if they kill a worker they're going to go to jail. Employers will have to sit up and take notice."

Ryan drew attention to the important and unused Bill C-45 in December 2009. He immediately called for a criminal investigation into the Christmas Eve tragedy in Toronto in which four construction workers died and a fifth was seriously injured.

<http://www.iamaw.ca/newsen.php?nid=356>

For information: Sid Ryan, President  
Ontario Federation of Labour  
416.209.0066 (mobile)

## HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-2295

**Lightning Safety** - The thunderstorm season will be soon approaching and we remind you to take cover immediately if the warning strobes on the terminal are activated. Last year, we had lots of our people continuing to work outside during lightning hazards.

With regard to the red alert parking issue last year, we met with Kinetics (third party, research and development for Ontario Hydro), in conjunction with the professor from U of T, to discuss the dangers of bridging aircraft during lightning storms. The GTAA has since taken carriage of the issue and no further info has come forward. I have stated, and management agreed, that all parties affected must be at the table to ask their questions to the appropriate technical authority. Until then, we will not be bridging aircraft during red alerts. A typical 'here's what we're gonna do' roll down that has happened so often in the past is unacceptable. We don't need a repeat of last year, with managers wearing tin foil hats parking airplanes. We have asked for a meeting and are awaiting a response.

**Aircraft Power Drive Units** - I thank all of you for helping us identify unserviceable (u/s) PDU's. The problem in the past was that we didn't get the technical response for fixing them. We recently worked toward getting PDU's listed as an 'MEL' category (minimum equipment list). These must be entered into the aircraft cockpit log book. Then we can track the faulty ones.

It is important, when you encounter unserviceable PDU's, to call maintenance so they can observe and make arrangements to get them repaired. We are making progress with getting these PDU's repaired, albeit slow.

**Safety focus** - As mentioned in previous issues of 'Contact', there is an intense focus on safety for the station. Follow the procedures and stay out of EAS (the managers are recording this to be used in future disciplines!!). Procedures are built out of things gone wrong and sometimes, injuries and suffering. They may take a bit longer, but we are paid by the hour. Make sure that walk around is thorough. Don't approach an aircraft until all engines are off. Coach that new fellow on proper driving, proper lifting, etc. Adopt a 'defensive work style', yes, it may sound paranoid, but treat everything like it could hurt you. You won't be sorry.

On a personal note, I am greatly saddened with the recent passing of Brother Stew Liddell. Although retired, he was really active in helping the members and the Local Lodge up to the end of his life. A model of a person. Hard working, honest and always a gentleman who helped others. He will be missed.

In solidarity,  
Rob Penyk



### SafeSkies.ca

TO ACT AS A WATCHDOG FOR THE AVIATION INDUSTRY IN ORDER TO PROMOTE PUBLIC AND POLITICAL AWARENESS OF ISSUES JEOPARDIZING SAFETY IN CANADIAN SKIES. TO ENSURE THE NECESSARY CONTROLS ARE IN PLACE TO PROTECT AVIATION WORKERS AND THE TRAVELLING PUBLIC. TO ADVANCE THE NEED FOR TRANSPARENCY, INTEGRITY AND ACCOUNTABILITY ON THE PART OF TRANSPORT CANADA.

SIGN THE  
**SAFESKIES PETITION**  
[WWW.SAFESKIES.CA](http://WWW.SAFESKIES.CA)

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.

**Joseph Connor**

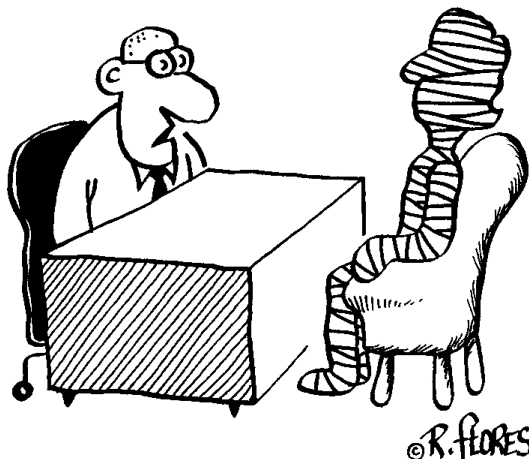
Retired Station Attendant -YYZ

**Stew Liddell**

Retired Lead Mechanic -CAT 23

**Mike Straker**

Retired Station Attendant -YYZ



“We’ll wait until someone else gets hurt, then we’ll fix the machine.”

*Contact*

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Lou Pagrach & Rob Piercy

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- 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

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**Shop Committee (YOW)**

Phone: (613) 523-4709

Fax: (613) 523-3341

*‘Contact’* is available online at:

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

**Join the IAMAW**

Please contact one of our organizers below:

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Fax: 905-671-2114

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