



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

May 2010

www.iamaw2323.ca

Volume 20 No. 5

President's Message

-Lou Pagrach

First off, I would like to thank and congratulate Brother Derek Morgan, Customer Service Shop Committee Member, as the new Customer Service Shop Committee Chairperson. Former Chairperson Philip Brennan, resigned to pursue a career with Air Canada S.O.C. We thank Phil for his years of dedicated service to the Membership and wish him well in his new career.

Again this month, the firings continue at the hands of our beloved customer service managers. At the time of writing, 11 members were terminated for alleged "theft of time". The company's allegation is that co-workers were swiping their time cards and/or some of these members were "double swiping" their cards and therefore are alleged to be stealing company time. These Step 5 discipline terminations are slated for arbitration early June. A nasty warning letter from Nick Careen V.P. Airports, was emailed to some members and explained the companies position on "theft of company time". I think we all know by now that cameras follow our every move in and around airport property. Unfortunately, Air Canada has shown again they will go to any length to obtain evidence that they will use in disciplines.

In the Tech Ops world, the heavy maintenance lay-offs have begun and the influx of bumping members will start by the end of this month. Details will be communicated by Air Canada as it is the company that hires and fires, not the Union. It is unfortunate and ironic that Transport Canada allows Air Canada to cut back and skimp on its narrow body maintenance program because of the IAM Members' great expertise and diligence. Our reward.....oh yeah... See Yah!

The Air Canada Group Disability Insurance Plan administration is keeping your Local and District Lodges, and the membership, more engaged than ever. It seems an unending request for more medical information is the first step in the nonpayment cycle of medical insurance benefits. Not that everyone gets this treatment, but it sure seems like an awful lot of us do. Just so retired members don't feel discriminated, they

too are enduring certain roadblocks from their new insurance administrator.

For those that work and have previously worked in the Wheel Shop, District Lodge 140 published a bulletin that speaks to getting yourself tested for heavy metal poisoning. It appears that some of us may have exposed ourselves to cadmium poisoning in this shop. The engraving of wheel tie bolts without personal protection was the apparent culprit. It is not only the current and retired wheel shop members that were at risk, as some members from other categories were at one point or another cycled through the wheel shop to engrave these bolts. Please get yourself tested by your own Doctor. If the results are positive for the heavy metal poison, please contact the Shop Committee for further action.

District Lodge 140 concluded the "Town Hall" style open forum meetings that were well attended across the country. The reports from these meetings were submitted to the District Lodge. The DL Executive Board will be reviewing the reports and recommending any changes to our processes and by-laws.

On April 6, the Local Lodge held an election for Delegates to the District 140 Convention in October. With this election, we noted several flaws with our election process. The Local Lodge Executive Board has since held a meeting to address these issues and reported the proposed changes at the May 4 monthly membership meeting. One of the changes is the way absentee ballots were handled. Absentee ballots will now be sent to a Post Office Box at Canada Post. These ballots will then be collected from this P.O. Box just before the ballot count. *Cont'd next page* →

Membership Meeting

Tuesday June 1, 2010

at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

PRESIDENT'S MESSAGE CONT'D

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Office phone: 905-678-0010

The counting of all ballots will take place the morning after the election polls are closed. Therefore, the election results will not be available until the day after. Another few changes will be made at the request of the membership. Pens instead of pencils will be used to mark ballots and voters will be able to deposit their own ballot into the ballot box. These changes should be adopted in time for our next election. Since we're on the subject of elections, nominations for 5 Negotiations Representatives will take place at the June Monthly Meeting. Elections will take place in September, if

needed, to fill two positions for the Customer Service Branch, two in The Tech Ops/Purchasing and Supply Branch and one position for the Clerical Branch. Get involved with YOUR Union and attend the Union Meetings. Meetings are held on the first Tuesday of every month at the Union Hall, 2580 Drew Rd, Mississauga. The next meeting is June 1, 2010 @ 19:00 hrs.

Lou Pagrach
LL 2323 President

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Ron Rawding -Regional Coordinator

Office phone: 905-678-1079

Touching Base

Over the last several months, it appears the loss of life and health affecting our members is disproportional to what we have experienced in the past. When someone we know dies, it can create vastly different levels of grief for each one of us. It can make us painfully aware of our own past, present and future losses. Grief has been referred to as "the price we pay for caring".

Grief is not an event, it is a process and every person will grieve in their own way and their own time. When you combine the loss of someone you know along with the demands, challenges and changes in our workplace, it becomes very apparent that some people will struggle to regain their emotional and psychological equilibrium. Understand that grief takes time. Some of the symptoms of grief can be depleted energy levels, lowered resistance to illness (colds and viruses), increased dissatisfaction, hopelessness, cynicism, detachment, irritability and impatience. Over an extended period of time, this can result in a loss of personal identity and self worth; a loss of objectivity and elevated negative mental attitude. I often wonder how the present Air Canada work culture has been affected by the many losses they have experienced over the last several years. Any person who has been a Shop Steward, Shop Committee Member, or an officer of the Union will tell you "the higher a person's need to be understood, the lower their ability to be understanding".

In an effort to be proactive, the Regional EAP

Coordinators from across the system are making arrangements to deliver an information session explaining the relationship between the Employee Assistance Program and those involved in the administration of the Collective Agreement. The intent is to provide a level of understanding for Shop Stewards in recognizing when EAP might be of value to those members they are directly dealing with in the workplace. Among the various topics that will be covered are confidentially, suicide intervention, violence, grief and loss, drugs and alcohol.

All IAMAW members employed by Air Canada have a defined amount of financial coverage for counselling available to them. This is a negotiated benefit paid for by this membership. My only hope is that members will take advantage of this valuable asset should they feel the need.

In our struggle to find answers to life's challenges we often ask ourselves "why?"

I invite you to consider the Employee Assistance Program and ask yourself "why not?".

Information on counselling benefits can be obtained on the Local website www.iamaw2323.ca under EAP or through your EAP reps in the workplace.

Ron Rawding
EAP Central Region Coordinator
Local 2323 IAMAW

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

We would like to start by thanking those that assisted in compiling the information required to get the cease and desist order on the grievance filed for the Cat13/Article 4.02 issue. The coordination from across the country to supply the information to present this case was proof of a positive result through a collaborative effort. We will meet again with Arbitrator Teplitsky in the near future for final resolution in this matter.

The District recently posted a bulletin for the Tire Shop, re; cadmium contamination. Current and retired members who believe they may be affected or have any questions, please contact us in the office for further details.

We will soon be experiencing layoffs in line maintenance due to bumping. It may be difficult for some of us to accept members from other stations displacing our co-workers and friends. Please remember these new members are exercising the rights we are all entitled to under the terms of the Collective Agreement. They did not ask to be laid-off and have their lives disrupted. If you want to support and respect those laid-off co-workers, I will ask you to read District Lodge Bulletin #19 issued March 5, 2010. Here is a passage from the bulletin.

Article 10.02 governs all overtime and we contend that overtime is to be utilized for coverage of sickness and injury and not to fill in shortfalls due to known absences such as vacation, backfilling for assignments. We have also advised the company that we will be monitoring the overtime and requesting overtime reports in all locations to ensure that misuse is not occurring.

We are asking our membership to keep in mind that we have Brothers and Sisters on the street and to be vigilant if dealing with the above situation and to contact the Shop Committee should you observe anything that is out of the ordinary. The bulletin can be found here; www.iam140.ca/userfiles/file/bulletins2010/Bulletin019e.pdf

Remember, it is the Company that has created this hardship.

Daily, we hear rumblings of some belligerent team leaders (TL's) out there. I've already discussed this unprofessional and abusive authority in past

newsletters. The "work now, grieve later" attitude from management should not be tolerated. If they cannot treat you with respect and dignity then respond in kind.

Always have a co-worker present or within an earshot in discussions with management. They walk around in pairs for a reason. Always have Union representation (Shop Steward) present in discussions that require you to make a statement, receive any type of letter, or any other situation that you feel will escalate into being deemed as insubordinate. It is your RIGHT!

On a lighter note,

Air Canada's definition of;

- a) Accountability: finger pointing.
- b) Bankruptcy: stunt which uses a lot of other people's money to line the pockets of a few people. (see also, United Airlines, Air Canada.....)
- c) Continuous Improvement: continuous understaffing.
- d) Solutions: out sourcing, salary reductions.
- e) team leader: someone who explains something they have no clue about to someone else (syn-manager, ops manager, general manager, director, vice president, yes man)

"The Plan"

In the beginning, there was the plan and with it came the assumptions and the assumptions were without form. As usual, the plan was without substance and as such darkness fell upon the face of the workers. The workers spoke among themselves and said "this is a crock of shit and it stinks!" The worker's Leads went to the TL's and said "this is a pail of dung and we can't live with the smell". The TL's went to their OM's saying "it is a container of excrement and it is very strong, such that none may abide by it". The OM's went unto the GM saying, "It is a vessel of fertilizer and none may abide by its strength". Amongst the directors it was said that "it contains that which aids plant growth and it is very strong". The directors went to the VP of operations, saying unto him "it promotes growth and is very powerful". The VP of operations went to the CEO and stated *cont'd next page* →

TECH OPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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that “this new plan will actively promote the growth and vigor of the workplace with very powerful effects”. The CEO looked upon the plan and saw that it was good. The plan became policy. That, my friends is how shit happens. It’s time to get a shovel.

As a reminder, the Shop Stewards are here to represent and work for you. They are volunteers from the floor. They do not expect nor do they receive anything extra for the time they put in. They have to perform their daily work functions and represent you, the membership. They are held to a higher standard from this office. They are expected to monitor and enforce the provisions of the Collective Agreement.

They are there to communicate, popularize and promote Union consciousness and values in the workplace. For these reasons, Clint and I expect you the members to exercise patience, be understanding and offer support. If you are interested in becoming a steward, talk to a steward, or come see us in the office.

In Solidarity,

YYZ Technical Operations, Logistics
and Supply Shop Committee

Joe Dermo Clint Tucker

AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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

Office Phone: 905-676-2484

Everyone is aware there have been a number of people fired in the last few weeks for “theft of time.” The company has informed the Union that there is zero tolerance for theft of time; you will be terminated if you are caught. Theft of time includes punching in and then driving to the parking lot, getting your car and then coming to the terminal to punch out, leaving the workplace for an extended period of time or punching someone’s or having someone punch your time card.

Each bid, the company provides the Union with a list of those off sick or injured. As a courtesy, the Union calls these people at home to inform them of the bid timelines. The bid timelines are also posted on the website and in our monthly newsletter, ‘Contact’. Each bid, we find that people have either moved or changed their phone number without informing the Union, therefore we have no contact number for them to pass along the bid information. It is your responsibility to provide and keep current your latest contact information. There is no way for the Union to know if you have moved or changed your phone number unless you tell us. The shift-bid in Aircraft Services happens each spring and each fall and the Cargo shift-bid happens each fall. If you are off sick or injured, we suggest you check the Union website periodically for information regarding the shift bid.

There have been members who have been to the Shop Committee to complain the Steward in the

time and attendance hearing did not defend them. The Steward cannot answer on your behalf as to why you were sick or why you have been late for work. The Steward is there to offer advice about such issues as chronic illness or if you have an underlying medical condition, issues which should be brought forward to explain your attendance issues.

The Shop Committee would like to explain how the sick policy at Air Canada works. Everyone accumulates a sick day every 2 months for a total of 6 per year. These days accumulate if they are not used in the year earned. There are 2 parts to the sick policy, the 90-day rule and the rolling 18-month rule. The sick waiting period is determined by the amount of company service you have, that is, how long you have worked here. If you have 2-years or less service, you do not get paid for the first 3 days off, 3-5 years service, the first 2 days and over 5 years the first day. The 90-day rule means that if you call in sick within 90 days, you do not get paid for the first day if you have more than 5 years service. To calculate the rolling 18-month rule, if you call in sick today, you have to go back 18 months and determine how many occurrences you have been off, not number of days. If you have been off sick 3 times, for one day each time, that is 3 occurrences. If you have been off sick 3 times for 6 days each time, that is 3 occurrences. If you have been off 4 occurrences, in 18 months, you will not be paid the first day. →

AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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If you have been off 6 occurrences in 18 months, you will not be paid the first 3 days.

There is some confusion in the workplace regarding Station Attendant seniority and what is “fair” when taking retirement phase-in or when you are part-time and become full-time. The Shop Committee recently received a petition from some part-time members questioning the seniority of those taking retirement phase in. Retirement phase-in has been part of the collective agreement for the last 7 years. The ratio of 25% part-time was established in 2003 as per article 6.03.02.02. There is one Station Attendant seniority list and all Station Attendants accrue seniority either full-time or part-time on this list as per article 6.03.02.03. Your seniority on this list never changes. When a part-time employee becomes full-time they keep their Station Attendant seniority date, that is, if you have 10 years part-time, when you become full-time you will have 10 years full-time. Is this fair? If you are full-time with 8 years seniority maybe you feel it is not fair that a part-time member jumps in front of you, but if you are part-time you probably think it is fair as you have worked here for 10 years regardless. The same holds true for retirement phase-in. If you have 30-years seniority and chose to become part-time, retirement phase-in is the only way you can become part-time, then you get to keep your seniority. Is this

fair? If you are full-time you probably feel it is, if you are part-time you might think that it’s not fair. The principle is the same; you keep your seniority from part-time to full-time and from full-time to part-time as your position on the seniority list never changes. Is this fair? It depends on if you are full-time or part-time. In the past 7 years, 6 people have taken retirement phase-in and went from full-time to part-time while hundreds of people have gone from part-time to full-time. Whichever way you feel, you have to remember one thing, all this has been voted on and accepted by the membership in previous Collective Agreement ratification votes. The only way this can change is at the next round of negotiations as this was ratified by everyone across the system.

We all know people who always go around bad mouthing the Union in the workplace, sowing dissention among the workforce. Ask yourself who benefits from this, do you? It’s the company who benefits from these naysayers who only criticize and complain, never offering solutions. Either wittingly or unwittingly, these company stooges only help the company keep the workforce fractured and keep the membership divided.

Remember the immortal word of Forrest Gump, “stupid is as stupid does.”

ORGANIZING

Ian Morland—Organizer, District 140 -Central Region

Office: (905) 671-3192

Organizing Is Our Future.

We have been negotiating the first agreement for our 200 new members employed at Toronto Airport Ground Services (TGAS). These members accommodate airline passengers requiring special assistance. We are happy to report that we have reached a tentative agreement and the ratification process will take place in the coming weeks.

Toronto Baggage Handling (TBH) members have also just concluded their negotiations on the renewal of their collective agreement. Voting on the tentative agreement will take place in the coming weeks.

You may recall that we tried to organize Toyota

in Cambridge in 2007/08. We came very close to having the required number of cards to call for a vote. Toyota employees have contacted us again seeking our assistance in helping them form a union at Toyota. Toyota now has two manufacturing plants in Ontario, one in Cambridge and the other in Woodstock. We are excited about this opportunity to work with this group once again and we are confident that the IAMAW will soon be representing these workers.

This campaign is one of the largest organizing efforts the IAMAW has participated in our history in Canada. If you know of anyone working at Toyota please encourage them to sign a card. Please contact the Union office if you know of anyone interested in joining the IAMAW.

HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-2295

Lightning - The season is again upon us, we already have had some severe weather already. Lightning is random and powerful, and at times, lethal. The Airport Authority has a detection system which uses three 'field mill antennas' to gauge the level of static electricity in the air, combined with a system which monitors past lightning strikes. This is connected to the white strobes on the building. It is up to the 'tenants' of the airport to remove their people when the strobes are going. In recent years, the area or 'parameters' have been lowered, so it is more crucial to take cover when a storm is overhead. The recent storm raised an issue of frustration and confusion. Since they lowered the parameters, there is a lot of 'yo-yo' effect, alert on, off, on, off over several minutes. We have people out there doing aircraft dispatches who get caught on the ramp during an alert. Also, many don't trust the system. They see a storm overhead, and the strobes are not flashing. It is important to note that this is still a machine, and being such, can make mistakes. If you are afraid of being struck by lightning outside, you have the Federal Right to Refuse dangerous work under the Canada Labour

Code. YOU CANNOT BE DISCIPLINED AT ALL BY LAW. In fact, two-years ago, we had a similar situation, no red alert, but a storm overhead and a Lead refused. We contacted Labour Canada, they warned Air Canada to err on the side of caution in these situations, and upheld the refusal. If you are threatened by a manager in this situation, contact a H&S rep or Shop Steward immediately to pursue through the Federal Government.

What is disturbing, though, is the number of people (ours and other agencies) who do not take the risk seriously, and continue to work outside during a 'red alert'. For those of you who are new, the flashing strobes mean that you **MUST** take cover **IMMEDIATELY**, not after the tire is changed or the last container is on board - **IMMEDIATELY**. The managers are taking a risk too, they are personally liable if someone is hurt. We (H&S) will be meeting with management and the GTAA to discuss what can be done about the 'yo-yo' effect.

Red Alert Parking - This is the issue of bridging aircraft during a thunderstorm. We have a safe means with which to get the aircraft on the gate during a thunderstorm (no-one is outside), however, the issue of bridging and opening the aircraft door could result in electrocution of the worker. The company agreed to use our original professor from U of T, as well as Kinetics (Ontario Hydro research and development) to study to see if this can be done safely. The GTAA has since taken this issue over, and are still using Kinetics. They did a test of the Mobile Bridge Adapter (MBA) (which had a ground wire on it), and put this through high-voltage tests. So far, the bridge adapter took some of the load, however, the person holding the MBA would get an electrical shock, so this is unacceptable so far. Research is continuing. It is important to note that no-one is permitted to bridge an aircraft during a thunderstorm, it is unsafe.

Power Drive Units - These are now considered part of the 'Minimum Equipment List' and if unserviceable, they must be recorded in the maintenance log book. If you encounter an aircraft with worn/unserviceable drives, call maintenance immediately. They will enter it in, and get the ball rolling for repairs (must be repaired within 120 days, I know, not soon enough, but a start).



HEALTH & SAFETY -RAMP & BAGGAGE –CONT'D

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I thank our maintenance members for their support too.

Unserviceable Carts/Pallets/Dollies - We are starting a rolling stock inspection, which is mandated under the Canada Labour Code Part II. There are unserviceable tags in each lunch room, please use them. We have people to fix this equipment and you or someone else could easily be injured by using unsafe equipment. Take it to GSE or call Green Four.

East Hold - The new East Beach should be opening in early June. I polled the staff there of what they want for their facilities, we (the IAM and CAW H&S reps) met with AC to make sure that they will be incorporated. The facilities will be shared (as with the old East Hold) and the employee space stays the same. We had a tour already and we will ensure that we

are there for opening if any problems come up. There will also be a vendor (Tim's?).

Management Safety Blitz - The company is pushing SOP's really hard so it is up to us not to cut corners to 'make it work'. If you don't know an SOP, ask a H&S rep. Take your time, if the gate is not completely sterile, let the plane wait. If a pallet is stuck, don't injure yourself or others trying to dislodge it, bump it. Far too many times we put ourselves in harm's way to 'make it work'. This must stop. Too many people depend on you. We have seen what can happen....

Work Safe!

In solidarity,
Rob Penyk

Retiree Health Benefits & Wellness Guide
(73 pages) Available on the Local 2323 website to print or download (pdf)
www.iamaw2323.ca/retirees.htm

Retired Members

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

<p>Hector Bustamante LAT Line Mtc.</p> <p>Dominic D'Sousa Mtce. Planner</p> <p>Pam Hofdahl Cabin Service</p> <p>Steve Owler Station Attendant</p> <p>Stephen Sewell LAT Line Mtc.</p>	<p>Andre Cadieux Station Attendant –YOW</p> <p>Melvyn Dyke Lead Station Attendant</p> <p>John Mackie Station Attendant</p> <p>Andrew Rebisz Lead Station Attendant</p>
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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.

Harry Archer

Retired Lead CAT 24 Mechanic

Anton Jakovac

Station Attendant

Synell (Joe) Reeves

Retired Station Attendant

Thomas Stephen Howell

Retired Station Attendant



Contact

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

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Linda Mastromattei	-Clerical Member
Rob Piercy	-Communicator
Pat Rainforth	-Educator

Shop Committees (YYZ)

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Shop Committee (YOW)

Phone: (613) 523-4709

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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 for entries is June 1, 2010.** 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:

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