



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

September 2010

www.iamaw2323.ca

Volume 20 No. 9



Membership Meeting

Tuesday October 5, 2010

at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

PRESIDENT'S MESSAGE

Lou Pagrach

Office phone: 905-678-0010

The weather on Labour Day did not co-operate with our parade, but the rained soaked event still drew a lot of participants. Spectators lined the streets from start to finish. Everyone that I spoke with did enjoy the parade again this year.

On Friday October 1, the Local Lodge will be hosting its annual Retiree's party at the Hansa Haus. This year, tickets have also been made available on a first come basis, for active members to join us in the festivities. Judging from past attendance, retirees enjoy this get together and will sure seize the opportunity to also to reunite with some of the active members.

As reported at the last monthly Union Meeting, the Tech-Ops Shop Committee is in full shift negotiation with local management. I have had only a few inquires to date from members which tells me that most approve of Joe and Clintons' progress with this task.

The Customer Service Shop Committee is operating with 3 permanent members and a fourth rotating through until the election in December. The December election will be for the vacant position and Frank Morgani's position is up for re-election.

On the election front, it is not just the Toronto Mayoral race that is on the radar. In the US, Americans will soon go to the polls for their "midterm" election process. This will, as always, have an impact on political landscape in Canada as well.

On a much smaller scale, your Local Lodge Executive Board and Auditors and 2 Customer Service Shop Committee Members are also up for re-election. Nominations for these positions will be held at the October Monthly meeting, with the election in December.

On the Air Canada/AVEOS front, proceedings and negotiations are in full swing at the Labour Board. The District Lodge and its legal team are at the C.I.R.B. resolving outstanding issues. The goal is to have an orderly and fair transition, if the Board approves the split of the Certification.

On October 20, two pre-retirement seminars will be held. Those eligible to attend will be invited by Air Canada. If you do not get an invitation but would still like to attend, please call the Local the week prior and we may be able to accommodate you.

For those that have difficulty and require assistance with their Great West Life claim, your first point of contact and or resolve is the Local Lodge. The District Lodge will not get involved unless a claim has escalated into a grievance. I am happy to report that most claims issues are resolved by the Local Lodge and don't graduate to the grievance stage.

If you've visited our Local website recently, you will have noticed a new layout and format. We hope you find the new website more user friendly. This new platform will allow our Communicator more flexibility in providing information, video clips and other media.

Remember, follow the S.O.P's and work safe.

Lou Pagrach



Local 2323 Committees

The term for all Local 2323 Committees finishes December 31, 2010. The Local Lodge will be posting a Bulletin in the coming weeks asking members who wish to join a Committee when and how to apply. Existing Committee Members must re-apply. It's never too late to get involved.

Employee Assistance Program

Employee Relations, Rights and Equity

Health & Safety

Pension

Women's Committee

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

The band packed up and left just before we started, I guess they don't work in the rain. Those who came, stuck it out and the kids were troopers. The 2010 Labour Day Parade was a rain event. At various points along the route, people started clapping and cheering us! We were there by choice but the spectators on the sidewalks? They could have stayed at home where it was dry, but they were there with us celebrating the social and economic achievements of workers.

The epitome of solidarity was demonstrated to me on that rainy afternoon. I would like to thank those who participated.

Clint and I hope you had a great summer with family and friends. It went by fast. Just as the change of the season's approaches, so does the company's way of conducting its business. The proposed line maintenance shifts and its discussions has generated a sense of urgency. Updates will be posted on the bulletin boards and on the Local Lodge website.

The recent decision to do 777 "A checks" in Toronto is having a positive impact. Staffing requests for 34 positions to support the check were approved. Recalls and transfer requests are ongoing. We expect all YYZ laid off members in categories 1, 13 and 38 to be recalled. We are waiting to hear the same news for our cat 19's who have been extended again until October

Transition is another change looming that will impact our co-workers. The discussions are still ongoing. We will post and inform you of any changes as the events unfold.

Our Tech-Ops representatives for the 2011 round of negotiations are Paul Krska and Ioannis Makris. I would like to thank Steve Davidson for his participation and standing for election. They (negotiation committee) will be communicating with you in the near future. Please support our

"Given a fair wind, we will negotiate our way into the Common Market, head held high, not crawling in. Negotiations? Yes. Unconditional acceptance of whatever terms are offered us? No."

-James Harold Wilson, British PM 1964-1970 and 1974-1976.

representatives and we encourage you to be more active in your Union.

Negotiations do not start on the day of ratification. They start today.

Don't show up when it's too late.

Please come see us in the office with questions or concerns.

We can be reached at 905-676-2243 or jdermo@iamaw2323.ca

and

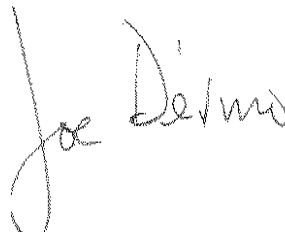
ctucker@iamaw2323.ca.

All Tech-Ops Shop Committee bulletins are posted on the Local Lodge website;

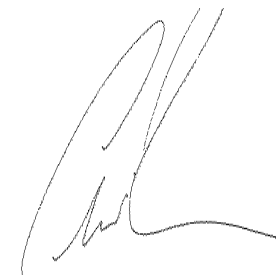
<http://iamaw2323.ca>

In Solidarity,

YYZ Technical Operations, Logistics & Supply Shop Committee



Joe D'Ermo



Clint Tucker

AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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

Office Phone: 905-676-2484

If you receive a ticket from the GTAA, you have to appeal the ticket yourself, the details on how to appeal are on the ticket. The Union cannot appeal on your behalf.

We have asked the company to make available any prime vacation bid slots, which were bid but not taken, when someone retires. We now have an agreement, with Ramp & Baggage, that another page will be added to the vacation bid package. If you do not get the vacation you wanted, you can fill out the additional sheet and if someone retires who holds that vacation slot, it will be awarded by seniority.

The Union has streamlined the way we handle GWL. From now on, all matters dealing with Great West Life will be handled by the local lodge; you can contact the Local Lodge at: 905-678-0010. As always, any matter involving WSIB will be handled by WSIB representative Al Hodder, who can be reached at: 905-673-0382.

The Shop Committee will now ensure that all mini-bids are posted online, so those on vacation will be able to bid on these positions.

The Shop Committee will be meeting with the company the week of September 20th to start the shift bid discussions. The shift bid will begin around October 12 and the bid will flip around November 11.

The shift bid committee for cabins will meet October 8 with the bid to be held around October 25 and the bid flip around November 11.

We have had numerous complaints regarding our members not getting their lunch period according to the Collective Agreement, that is, 1.5 hours either side of the midpoint of the shift. We have filed a grievance and hope to proceed to arbitration in the near future.

There has been as huge increase in the number of letters of discipline that have been issued to our members in the past few months. On average, we are seeing **50** letters a month. We urge everyone to follow the SOP's to the letter. Do not take any short cuts. You cannot be disciplined if the flight goes late because you

have followed the S.O.P's to the letter.

We have arranged with the training department to set aside days on a monthly basis for those wishing to complete their qualifying tests. Check the bulletin boards by the punch clocks or the Union office for the dates and times.

The Shop Committee has informed the company they are not to offer shift substitutions to our Stewards anymore when doing time and attendance interviews. We have told the company they are to clear Stewards who are on shift if need be. We won't make it easy for the company to hand out letters.

Remember, it is **your right** to have a Steward present anytime you meet with the company. It is your responsibility to ask for a Steward and the company's responsibility to provide you one.



HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-4295

Between a Rock and a Hard Place - The company is doing a major push for following procedures (or SOP's), due to the level of accidents and injuries occurring. At the same time, many of our people are pressured to perform and feel there is no time to properly follow the S.O.P's (eg. line up time, cutting corners to get the job done). At this time, it is totally crucial to do things properly and take your time doing so - if a manager or manpower is giving you a hard time, call a H&S rep or steward - it's your right. The minute something goes wrong, they'll blame you for not following procedures. You are paid by the hour.

Hearing Loss - What?? - Working in our environment, you are subject to high levels of noise, be it from a/c engines, tools, equipment, or other sources. Many of our people don't wear the proper hearing protection, outside, it's ear muffs, not plugs. Inside the bag rooms or hangars hearing protection is needed at most times. Also, if you are about to retire, it is CRUCIAL to have a hearing test done, in case you must file a hearing loss claim. Otherwise, the company will disregard your claim. Hearing aids are really expensive. In the past, the company mandated hearing tests, now they don't bother at all. Get a hearing test and please encourage coworkers to wear the proper hearing protection. And no, please no iPods out there, they cause hearing damage and are a distraction in a dangerous environment.

Drain Masts - This is a long standing insulting issue. You are working around an aircraft, you suddenly get splashed by fluid from the mast - they are plumbed from the galley sink and lavatory sink and can have potential biohazards in it. We have had people get hepatitis and other vaccinations after this, also blood has exited the masts. We finally have the company looking at solutions - they'd like to have a special cart to collect this, we recommend plumbing it into the waste tank. Also, looking at a special container or bag or hose to collect the fluid so it isn't sprayed on our people. Stay tuned for a resolution. The present isn't acceptable.

Aircraft Power Drive Units (P.D.U.) - We have finally achieved having the drives listed in the 'Minimum Equipment List' (MEL). We have a multitude of injuries from trying to pull containers out of planes

with worn/dead drive systems. I came across one a couple of weeks ago that had the rollers go in different directions! The procedure is as follows: If you come across an aircraft with poorly working/worn PDU's, call STOC immediately for a mechanic to attend to it. They will inspect with the proper gauge and record in the cockpit log book for repair. Anything else will not fix them. We have had reports of managers in STOC not co-operating to get the flight out. We have been assured by Gilda Romanelli and Nick Careen, that they support getting these fixed. We are posting the MEL updates in the ready rooms and on the H&S door. If you have problems, call a H&S rep immediately please to follow up.

Driving - We have had some collisions and close calls recently. If an area is congested, don't move until you are sure it's safe. Follow the proper corridors and practice defensive driving. The GTAA and management are cracking down on cell-phone and iPod use while driving. This applies to our radio use too - when you need to communicate, pull over, stop, and do so. We have had close calls on driving through gates, especially 155 and the 140's gates. Don't leave your vehicles idling, unattended. We've had them wind up into the side of an aircraft, or worse, into a person.

Unserviceable Equipment - In various locations at the airport are tags for marking equipment as U/S. Use them, refuse to use anything that is not working properly - we have our members who repair this equipment. Too often, people use U/S stuff because it is 'all they have to use'. It is the responsibility of management to provide us with the proper tools to use and they must be safe, it's the law. Equipment inspections are under way, but it is crucial to identify and take out of service to GSE anything not up to snuff. Lubrication is good!!

Remember, you also have the right to refuse unsafe work, it is our right under the Canada Labour Code. Management cannot deny this right. I will be doing an education campaign on this shortly, these are our rights. I can be reached at 905-676-4295, or contact your local H&S rep. We work for you.

In Solidarity, Rob Penyk

2012 GRAND LODGE CONVENTION –TORONTO

Help build support for the 2012 Grand Lodge Convention in Toronto, Ontario

WIN A BOMBARDIER CAN-AM ROADSTER RT

The world's first three-wheeled roadster designed for touring.

Tickets are \$5.00 each or \$20.00 for 5 tickets.

(Ticket are available at the Local Lodge and will also be available at the October 5 Membership Meeting

NAME: _____	<p>WIN A SPYDER \$5 OR \$20 FOR 5 TICKETS</p> <p>IAM 2012 Grand Lodge Convention WIN A BOMBARDIER CAN-AM ROADSTER RT The world's first three-wheeled roadster designed for touring.</p> <p>DRAW TO BE AT THE IAMAW NATIONAL PLANNING COMMITTEE COMMITTEE, MARCH 2011</p> <p><small>Winner responsible for tax, IDW and shipping charges. Winner need not be present for win. Proceeds to help defray the 2012 Grand Lodge Convention.</small></p> <p>TICKET NUMBER: 000000</p> <p>info@toronto2012.ca • www.toronto2012.ca</p>
ADDRESS: _____	
CITY: _____	
PROV./STATE: _____	
POSTAL CODE/ZIP: _____	
PHONE: _____	
EMAIL: _____	<p><small>DRAW: MARCH 2011</small></p> <p>TICKET NUMBER: 000000</p>



WIN A SPYDER

\$5 OR \$20 FOR 5 TICKETS

YOU

NEED TO BE ON THIS BIKE!

WIN A BOMBARDIER CAN-AM ROADSTER RT
 The world's first three-wheeled roadster designed for touring.
 Help build support for the
2012 Grand Lodge Convention in Toronto, Canada
DRAW TO BE AT THE IAMAW NATIONAL PLANNING COMMITTEE COMMITTEE, MARCH 2011
Winner responsible for tax, IDW and shipping charges. Winner need not be present for win. Proceeds to help defray the cost of the 2012 Grand Lodge Convention.

BOMBARDIER

TBH SERVICES

Ian Morland –District 140 Organizer

Office phone: 905-671-3192

Toronto Baggage Handling (TBH) members ratify new Collective Agreement

On September 15, 2010, IAM members employed at TBH voted to ratify a new 23-month Collective Agreement.

“After a year of often intense negotiations and facing the possibility of having to strike the employer, a deal was reached,” said Adam Skitch, Shop Steward and member of the negotiations committee.

The members at TBH will receive wage increases ranging from 3% to 11% depending on the individuals seniority, improved benefits and other contract language changes were highlighted in the package.

TBH employs 70 IAM members who perform various duties related to the handling of oversized baggage and inter-terminal baggage transfers.

We would like to thank brothers Adam Skitch and Zaid Hamdam for their hard work and commitment to the process during these negotiations.



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

Canadian Human Rights Act

Email the Committee at:
humanrights@iamaw2323.ca

Retired Members

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

Stephen Banks Station Attendant	Lorne Holditch Station Attendant	Cosimo Montinaro Lead Station Attendant	David Robbins Station Attendant
Cyril Barton Station Attendant	Soon Lee Koh Mechanic	Sammy Paul Cabin Service Attendant	Ronald Sargent Station Attendant
Romulo DeVera Station Attendant	Carmen Lucarelli Cabin Service Attendant	John Redfearn Station Attendant	Shirani Wirasinghe CSA
William Doucet Station Attendant	Mohanjit Mahal Lead CSCA	David Robbins Station Attendant	John Youmans Station Attendant -Ottawa
Joginder Gill Station Attendant	Albino Moldes Station Attendant	Robert Slomczewski Lead Station Attendant	

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.

Lajos ‘Lou’ Abert
Retired Station Attendant

Jim Anderson
Lead Station Attendant

Geoffrey ‘Jeff’ Baker
Station Attendant

James ‘Jamie’ Fleming
Station Attendant

Randy Garber
Retired Station Attendant

Gary Hamilton
Retired Station Attendant

Vaclav Kuhnel
Retired CAT 23 Mechanic

Patrick Lawson
Retired LLAT

Henry ‘Hank’ Maier
Retired LSA

Donald Moyles
Retired Station Attendant

Leslie Vencel
Retired Cleaner



‘Contact’ is available online at:
iamaw2323.ca

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 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

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