



Local 2323

# Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

April 2009

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

Volume 19 No. 4



## *President's Message - Lou Pagrach*

This month brought a slew of concerns and questions from retired and active members about our pension plan. These concerns were brought on by Air Canada and six other federally regulated companies seeking some relief from their respective deficit obligation in our pension plans and also by sending propaganda to our home addresses in support of their quest. The deficit is the dollar amount shortfall in the pension plan, the dollar amount needed in case of pension plan windup, minus the dollar amount value of the pension plan today.

Since Canada enjoys a minority Federal Government, Steven Harper can't just snap to the attention of these companies and allow their request to not fund their deficit in the pension plans. To his credit, he is taking a more measured approach. The Federal Government has set up public inquiries across Canada.

Pension plan members and plan sponsors were invited to explain their views in a structured forum. The first session was recently held in Ottawa. Representing there on behalf of the seven corporations was some executive from Bell Canada. Unions were represented by the Canadian Labour Congress President, Ken Georgetti, who gave great insight on how corporations take from the plan when times are good and cry poor when the economy is faltering. Also in attendance were active and retired members from Local Lodge 2323, including →

### **Membership Meeting**

**Tuesday May 5, 2009  
at 1900 hrs.**

**2580 Drew Road, Mississauga.**

Bring your union card.

## PRESIDENT'S MESSAGE CONT'D FROM PAGE 1

Lou Pagrach

Office phone: 905-678-0010

myself as well as members from other Unions. The government body got a good view of our (working people's) position on pension reform and appeared to be listening to the concerns. Hopefully, a measured and sensible approach to the pension deficit funding issue will result. The session in Toronto went well until it turned into a complaint forum for CAW auto workers. Although the auto workers pension plans do not fall under Federal rules but are Provincially regulated, they still wanted to air their concerns. We will have to wait until the fall to see what, if any pension deficit funding regulations are revised. In the meantime, take a minute and go to our Local Lodge website, click on the link to email your Member of Parliament and voice your concerns on pension reform.

Keeping on the subject of pensions, some members are asking questions concerning that if they retire prior to any changes made to either the deficit funding or plan rules, will these changes apply to them. Our lawyers advise us, regardless if you are retired or an active member, we will all be treated equally. If it is your intent to retire in the very near future, do it because you have discussed it with your spouse, financial advisor, etc. and it makes sense to you, not because you assume that future rule changes won't apply to you, as they may.

Number two on the list of the most asked question this month was "when is Air Canada filing for CCAA version 2.0". This question was ignited with the disposal of Montie Brewer and the installation of Calin "the hatchet man" Rovinescu. If you are not familiar with Calin's work do some reading on the web. His short previous stint with Air Canada is well documented and makes for some good bathroom reading. There were also a few media stories by the self-proclaimed "experts". They have a bleak outlook for Air Canada. I am no expert and as such don't share their view. For anyone that has tried to get on a flight lately, you know our aircraft are packed full. Where did all that revenue go?

Last but definitely not least is negotiations 2009. Our coast to coast Negotiations Team including the G.C's (General Chairpersons) and the PDGC (President Directing General Chairperson) were in for an intense week of training tailored to our issues and concerns. I spoke with some of them after their advanced training and they are ready to do battle. They

know a very difficult assignment is ahead of them. We must support and help the team to accomplish the task at hand. The negots process can at times be slow and tedious. Time and patience is required to bargain an effective collective agreement that will carry us into the next decade. The negots suggestion survey is live online until April 26. Please take this opportunity to submit one.

Unions were  
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by the  
Canadian Labour Congress  
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economy is faltering.

To get a birds eye view of what it is like when negotiations are sabotaged by a corporation, we only need to look to our struggling locked out brothers and sisters at Local Lodge 2797 (Servisair) in YHZ. Go to our Local Lodge website to get the play by play updates.

This month we have scheduled Shop Steward training and two line station meetings in Ottawa, and one line station meeting in Trenton.

Please observe the S.O.P.'s and work safe.

## TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

Joe Dermo -Shop Committee Chair, Paul Krska Shop Committee Member

Office Phone 905-676-2243

Brothers and Sisters,

April, a festive month. We would like to wish all a Happy Easter, Ramanavami, Passover, Baisakhi.

These cultural celebrations are diverse. We celebrate and hold dear our customs, but we also respect the customs and celebrations of other cultures. Many of us will partake in the celebrations of other cultures and as a result, we are enriched and more tolerant as a society.

The IAM membership is also a vast and diverse group. We are many groups with different ideas but all with the common goal for improvements in working conditions, wages, benefits and security. We would like to encourage our vast and diverse membership to look outside of their group and be supportive and tolerant of others. We all face the same uncertainty in these troubled times.

Management also appears to recognize the uncertainty which affects us all. For a time, during and after the ordeal of CCAA, the personal aspect of work relationships seemed to be lost. There is an effort to bring that personal aspect back into the workplace. This month, we would like to acknowledge Stores Duty Manager Mike Delaney. At a recent service milestone

pin presentation, Mike arranged “the prank & the pizza”. Without going into details of the event, we see this as a genuine gesture on the part of management. In these turbulent times, things such as service anniversary pins and retirement get-togethers can only help to foster a little goodwill and respect between employees and management.

In the upcoming weeks, our TMOS Negotiation Committees will be meeting internally for pre-negotiations. Check with District Lodge 140 website at: [www.iam140.ca](http://www.iam140.ca) for further details and updates. The District Lodge website also has an online survey at: <http://iamsurvey.iamaw.org>

A number of employees will be retiring in the next few months. Please come join us for coffee, a few laughs and well wishes as they embark on a new journey in their lives. Details will be posted in the workplace and will be available in the office.

Again this month we ask you to support your stewards, support your safety committee and most importantly, support each other.

In Solidarity,

Your Tech Ops Shop Committee

Joe Dermo Paul Krska

### Recent 2323 Bulletins

**-Vacancy Notice:** Local 2323 By-Law Committee

**-Vacancy Notice:** YYZ -Safety & Health Committee Member -Cargo

**-Vacancy Notice:** YYZ- Safety & Health Committee Member -Ramp & Baggage

**-Vacancy Notice:** Employee Relations, Rights and Equity Committee

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Bulletins are available at: [iamaw2323.ca/2323\\_bulletins.htm](http://iamaw2323.ca/2323_bulletins.htm)

### Elections May 5

Elections will be held on May 5, 2009 for the following positions:

#### **Vice President, Local 2323**

Names on ballot: Steve O'Hara, Pat Rainforth

#### **Recording Secretary, Local 2323**

Names on ballot: Sam Jabbar, Anthony McLaughlin

#### **12 Delegates to District 140 Convention**

#### **Elections to take place at:**

2580 Drew Road, Mississauga  
Polls open 06:30 to 21:00 hrs.

## NEGOTIATIONS 2009

Stephen Banks, Philip Brennan, Ioannis Makris, Robert Manti

Your negotiations team met at the IAMAW training facility in Placid Harbor, Maryland, during the week of April 5-10, 2009.

We spent that week preparing for the upcoming negotiations with Air Canada as well as preparing for the possibility of Air Canada going back into CCAA. It is the intention of the IAMAW that we are moving forward not backward. Our message to Air Canada is simple: We are the largest labour group at Air Canada and we plan to start behaving that way. It is time Air Canada treated its employees as partners.

**A new survey with a last page dedicated to suggestions is presently on-line at the District 140 website ([www.iam140.ca](http://www.iam140.ca))  
A link to the site is also available on our own site ([www.iamaw2323.ca](http://www.iamaw2323.ca))  
We strongly urge each and every one of you to fill one out so that we can fully understand your expectations for this upcoming round of negotiations.**

In the upcoming weeks, we are meeting as a team to work on an agenda based on the results of this survey, as well as suggestions from the Shop Committees and General Chairpersons from across the country.

Throughout this process, we will be putting out bulletins as often as possible to keep you, the membership, informed.

**REMEMBER OUR GREATEST ASSET  
IS AN INFORMED AND  
SUPPORTIVE MEMBERSHIP!**

Stephen Banks  
Philip Brennan

Ioannis Makris  
Robert Manti

# IAMAW CANADA - NATIONAL PENSION INSURANCE

Louis Erlichman –IAMAW Research Director for Canada

Office Phone: 416-386-1789

Friday April 17, 2009

For Immediate Release

Winnipeg, MB – The International Association of Machinists and Aerospace Workers again called on the federal government to introduce a National Pension Insurance Plan.

Speaking to the Department of Finance Consultation Hearings on private pension plan reform, IAMAW Research Director Louis Erlichman said, “Canada needs a national pension insurance program to protect workers from the effects of corporate pension irresponsibility.” Winnipeg was the last stop in a cross country series of consultation hearings that began in Ottawa in early March.

The IAM submission calls for the federal government to set up an insurance fund, as is available in Ontario, the U.S. and many other countries, to top up pension funds when the plan sponsor fails. “The government should to amend pension legislation to make solvent employers in the federal jurisdiction responsible to top up terminated, but underfunded pension plans,” said Erlichman. “This is required in almost all other Canadian jurisdictions.”

In the current environment, many Canadian workers and retirees are concerned that the pension benefits they are negotiated will not be there when they need them, as corporate executives have put their own interests at the expense of pension plans.

As an example, Air Canada received a special authorization to defer its required pension contributions while under creditor protection in 2004. As soon as it exited creditor protection, Air Canada management moved to dismantle the airline, selling off assets, and removing over \$2 billion for distribution to investors and management. All the while, they continued to underfund the pension plan.

Now, with the company in a precarious financial condition, and its pension seriously underfunded, Air Canada employees and pensioners face an uncertain future. The federal regulator should

have acted to the extraction of profits at the expense of pensions. The changes proposed by the IAM would help protect the benefits that workers have negotiated and earned. Several IAMAW members from Air Canada attended the presentation.

The IAMAW also calls for a number of other legislative changes to increase pension security, including restrictions on employers’ use of surplus for contribution holidays.

IAMAW, among the largest industrial trade unions in North America, represents more than 700,000 active and retired members, and administers more than 5,000 contracts in transportation, woodworking, aerospace, manufacturing and defense related industries.

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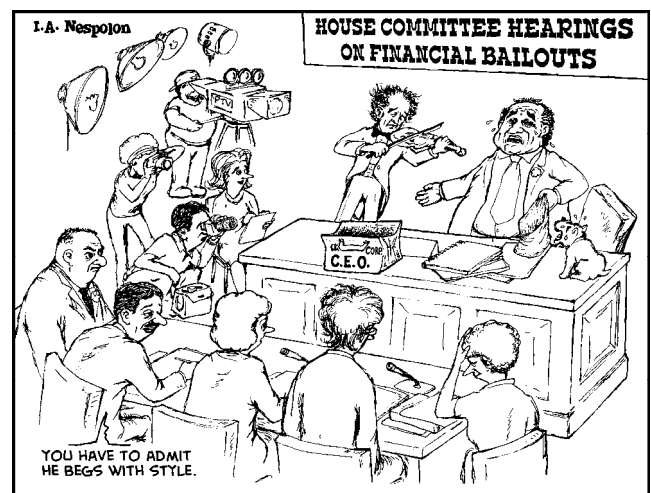
For further information:

Louis Erlichman –IAMAW Research Director for Canada

416-386-1789 ext #6327/416-579-0582

Bill Trbovich – IAMAW Director of Communications

416-386-1789 ext #6331/416-735-9765



## CLERICAL & BBH

Paul Lefebvre -General Chairperson District 140, Central Region

Office Phone: 905-671-3192

Your IAM/Air Canada Clerical Negotiations Committee consisting of Sisters Rhonda MacLachlan (YYZ) and Frances Pion (YUL), as well as Brothers Ron McKelvie (YVR) and General Chairperson Paul Lefebvre, participated in a comprehensive Air Canada specific training session at the IAM Winpisinger Education and Technology Center from April 05 through 10. We were joined by two other IAM-Air Canada Negotiations Committees, one representing members working in Airports / Cargo and Technical Operations (TMOS) and the other representing Winnipeg Finance. The three committees and their assigned General Chairpersons formulated bargaining strategies with the assistance of IAM Instructors, Economists, Research and Legal Experts. All who attended agreed the training was top-notch and will certainly be beneficial moving into what we believe will be a difficult round of negotiations.



We would like to thank Canadian General Vice-President Dave Ritchie and District Lodge 140 President, Chuck Atkinson for their efforts to provide what was the most comprehensive negotiations course ever undertaken by our Union. Brother Ritchie coined our task best when asked about the state of Air Canada and the economy going into bargaining. **"We are moving forward, not back"** declared the GVP. He backed that statement up by advising that his office will be providing our Negotiations Teams with Staff Experts, Legal and Communications personnel. In particular, National Air Transport Coordinator Carlos Dacosta, Communications Specialists Frank Saptel and Bill Trbovich, IAM Economist Lou Erlichman, as well as Lawyers Amanda Pask and Hugh O'Reilly (Pension) will assist your committees all the way through. It is certainly uplifting for your Negotiations Reps to have immediate access to such highly skilled assistance.

Your Clerical Bargaining Committee has formulated a member Negotiations Survey with the assistance of IAM Strategic Resources Department. It will be distributed nationwide on or about May 01. Arrangements are being made through local IAM Reps to distribute the survey to those members at locations

where Frances, Rhonda and Ron do not have practical access to do so. The information gathered from the survey will be utilized in creating the IAM Clerical Negotiations Agenda from which we will work towards your new Collective Agreement. A Clerical Bargaining information link is also being set-up on your IAM District Lodge 140 website. The particular web address to the site will be communicated to all once it is up and running. We already know that Air Canada has been putting your managers through up to 3 'Negotiations Seminars' designed to 'tell their story', while attempting to divide and confuse us. That is why it is of utmost importance that all members remain connected to the process through official Union communications. Please stay tuned.

### Retiree's Get-together

Our retiree's have

# Gone Fishing

Next get-together is:

**September 21, 2009**

### Retired Members

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

**Terry Fitzpatrick**

Cabin Service Attendant

**Brent Parkhill**

Station Attendant -Cargo

**Roy Snelling**

Station Attendant -Cargo

## ORGANIZING

Ian Morland -Organizer District 140, Central Region

Office Phone: 905-671-3192

### District Lodge 140 Welcomes New Members!

We have applied to the Canada Industrial Relations Board (CIRB) for certification to represent the employees of British Airways operations in Calgary and Vancouver. These new members are employed as



Customer Service Agents at both airport locations. The IAMAW currently represents British Airways employees in Toronto and Montreal and has done so for over forty-years. These new members felt that the protection of a union contract is necessary in this industry and they encourage all employees who are not covered by a union contract to consider the IAMAW.

Please remember to discuss with friends and family members the benefits and security that comes with being a member of International Association of Machinists and Aerospace Workers. Contact our office for more information on the process.

## DAY OF MOURNING, APRIL 28, 2009

Day of Mourning, April 28, 2009

### “Twenty-fifth Anniversary”

This year marks the twenty-fifth anniversary of the National Day of Mourning as proclaimed by the Canadian Labour Congress in 1984. That date coincided with the seventieth anniversary of the first Ontario Worker’s Compensation Act approved by the government.

On February 1, 1991, April 28th was subsequently enshrined by Royal Statute as, a ‘Day of Mourning for Person’s Killed or Injured in the Workplace’. The Statute declares that, “it is desirable that Canadians should designate a day of mourning to remember workers killed, disabled or injured in the workplace and workers afflicted with industrial disease.” This day is critical to public awareness and support for our collective efforts to save lives.

Although recognized workplace time-loss injuries recorded by all Provincial/Territorial Workers Compensation Boards across the country in the year 2007 stood

reduced, down by 11,853 from 2006 to 317,524. Clearly more tragic was the “Total Number of Fatalities Accepted” for the same year nationwide. The Association of Workers Compensation Boards of Canada (AWCBC) reports an increase over 2006 of 79 deaths for a national total of 1055 fatalities at work or on account of industrial causes. That is how many Canadian mothers, fathers, brothers, sisters and friends never made it home alive from work or died from workplace causes in the year 2007. Twenty years of fighting workplace accident injury and fatality; and the sad fact remains that each year brings new statistics representing the on-going travesty, heartache and hardship of personal loss from the workplace.

We can take heart in the fact that efforts of occupational health and safety activists everywhere are reflected in lost time injury results, but severity of accidents and resulting deaths remain abhorrent. Canada remains one of the few nations where workplace deaths are allowed to increase year on year. The sad fact is,

twenty-five years ago we mourned the loss of fewer workers than we do this day!

The resulting cost in human life and suffering is tragic and heartrending. The cost in dollars to the Canadian economy remains staggering. Public awareness must continue to play a major role.

Many Local lodges plan Day of Mourning Events. Many more attend those events that are staged by local labour councils. Please heed the call by our International asking that we all encourage maximum participation.

Major gains have been made with the adoption of legislation that corporations, and those in positions responsible for the direction of workers, be subject to criminal liability for workplace accountability.

In addition to legislative gains, improvements are also reflected in collective bargaining. However, in light of the foregoing statistics, much more needs to be done.

**‘Mourn the Dead, Fight for the Living!’**

JUSTICE ON THE JOB. SERVICE TO THE COMMUNITY.

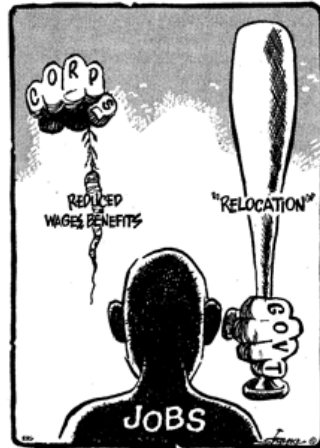
**In Memoriam**

We would like to offer our sincere condolences to the family and friends of the following members who have recently passed away.

**Leonard Braganza**  
Retired Lead CAT-23, GSE

**Garnet Cameron**  
Retired -Lead Station Attendant

**Peter Smith**  
Material Control Buyer Analyst



*Contact*

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

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**Editors & Publishers**

Lou Pagrach & Rob Piercy

**Local 2323 Executive Board**

- |                |                         |
|----------------|-------------------------|
| Lou Pagrach    | -President              |
| Wayne Paterson | -Secretary Treasurer    |
| Rob Penyk      | -Conductor Sentinel     |
| Brad Gomes     | -Trustee                |
| John Smiley    | -Trustee                |
| Clinton Tucker | -Trustee                |
| Crystal Nowe   | -Trenton Member         |
| Rob Piercy     | -Communicator           |
|                | - A/Recording Secretary |
| Pat Rainforth  | -Educator               |

**Shop Committees (YYZ)**

**Airport & Cargo Operations**

Phone: (905) 676-2484

Fax: (905) 677-4893

**Technical Services**

Phone: (905) 676-2243

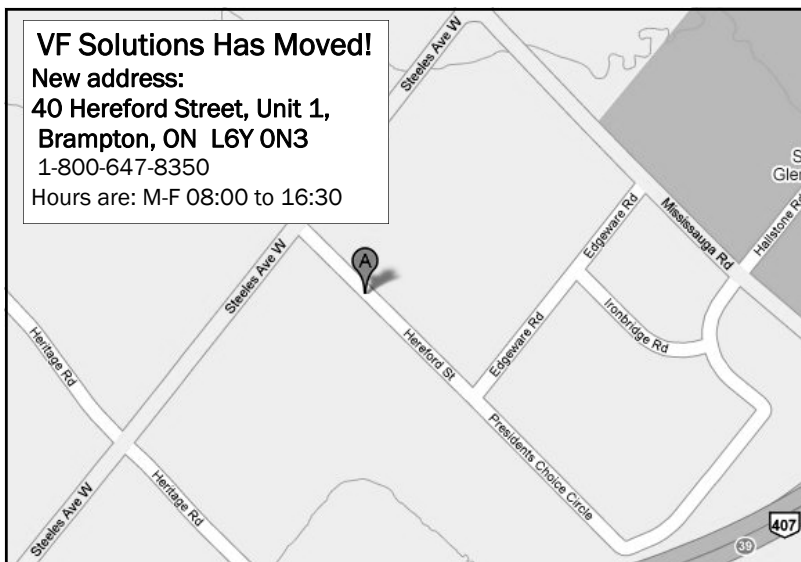
Fax: (905) 671-2419

**Shop Committee (YOW)**

Phone: (613) 523-4709

Fax: (613) 523-3341

**VF Solutions Has Moved!**  
New address:  
40 Hereford Street, Unit 1,  
Brampton, ON L6Y 0N3  
1-800-647-8350  
Hours are: M-F 08:00 to 16:30



**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**

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