



Local 2323

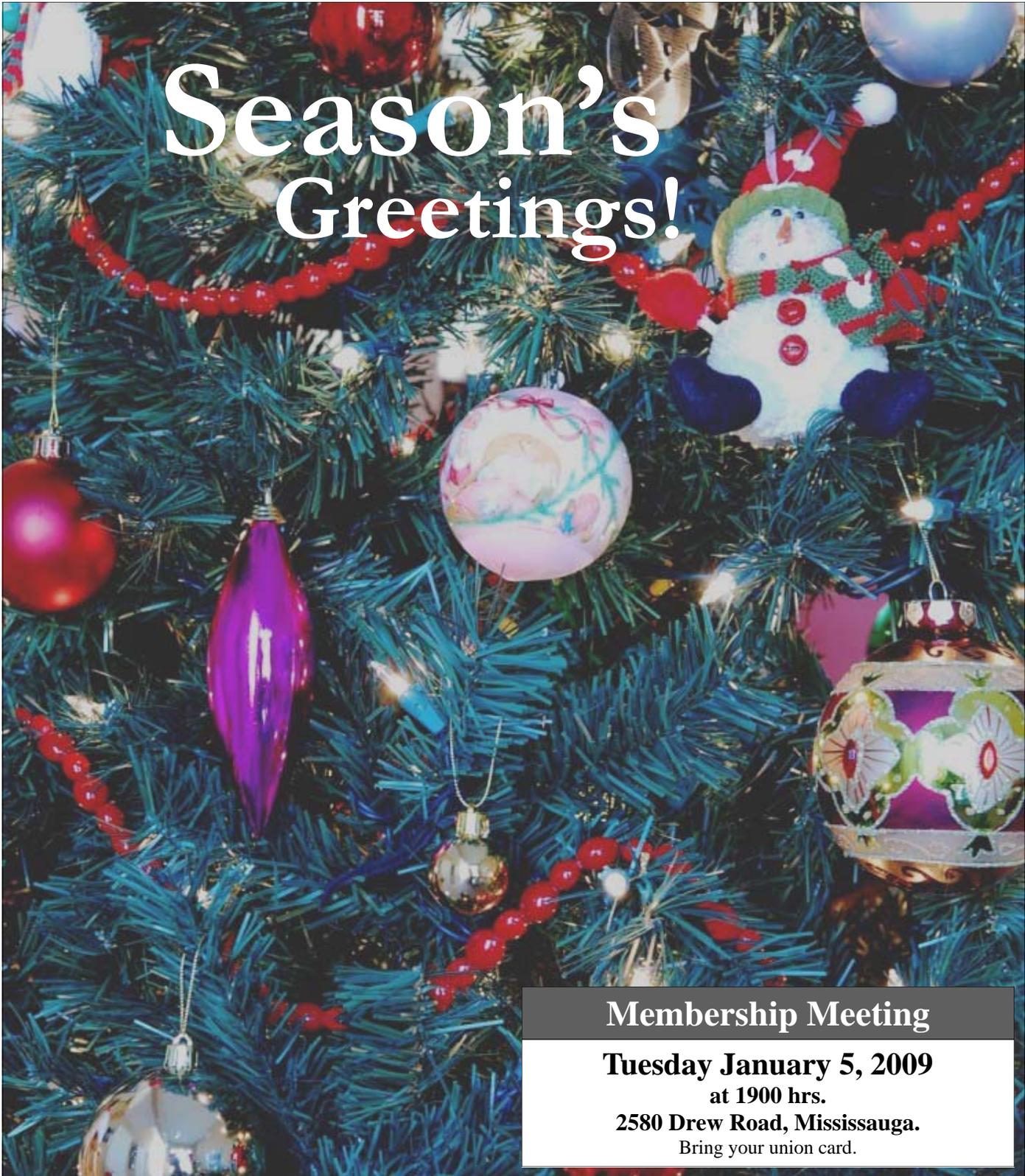
# Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

December 2009

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

Volume 19 No. 12



Season's  
Greetings!

**Membership Meeting**

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

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

## TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

Would it be fair to say, December marks the end of another rough year?

The Aveos/Air Canada transition uncertainty and the untimely financial market correction at a time when we were looking forward to recouping some of our past collective agreement language, benefits and wages has worn many of us out.

Does anyone believe 2010 or the next decade will get any easier? When I started in 1986, deregulation, technological change, and market share dominance/competition were the issues. I must say that in those days, my employer, the “bad guy” at least showed some loyalty and respect by trying to get me, us, “the employees” on side in trying to beat up the other guys. We all understood what we had to do to survive. We gave thing ups, we had to get lean. The sacrifices were shared by all. Most, if not all have gone through this scenario at least once.

For me, 24 years later and we are still trying to survive and they want it leaner still. This time around.....there is no one else left to beat up *including us*, technology changes every day and the world is getting smaller.

They stopped trying to get us “on side” a long time ago and the sacrifices are no longer equally shared. Today they use laws to encourage bad business practices. Today they use lawyers, former Judges and

courts to get compliance. Today they send foreigners to implement those business practices. Those same practices are financially rewarding for the privileged few. Their plan is to get more from less. Less of us performing more for them, is profitable.

I’ll ask again, do you want the next year to be like the last decade.

The local management team has indicated and shown a desire to change things in YYZ. This change is not for our benefit, it’s for theirs.

Your shop committee is telling you to be aware. We are asking you to be prepared. The upcoming months will be interesting. Time to pick a side.....theirs or ours.

On behalf of Blanca, the Steward body, Paul and myself, we wish you and your families a Merry Christmas and a safe and prosperous New Year.

In Solidarity,

Joe D’Ermo

Chairperson,  
Technical Operations, Logistics & Supply  
Shop Committee



Winter day (2007) at YYZ . Photo: Rob Piercy

## A YEAR IN REVIEW

Gary Sinclair, General Chairperson District 140

Office phone: 905-671-3192

Firstly, I would like to take the opportunity to thank Tech Ops Shop Committee member Paul Krska for his hard work in supporting the Tech Ops membership during his term of office. I especially want to thank Paul for his dedicated assistance he provided me during the many arbitration hearings this year as well.

We had two new Shop Committee representatives for Ottawa. Gary Doherty and Mark Squelch came on board at the beginning of this year and have done a great job. Thanks guys. I want to thank Rob Manti, Ottawa Tech Ops Shop Steward and LL2323 negotiations representative for his determination and dedication. Rob was an essential participant and had no problem rising to the task at hand and readily took on management whenever necessary. He also voluntarily took on the heavy task at negotiations with Air Canada especially when they had no intention of giving us anything. Many late nights in to the wee hours of the morning were spent arguing across the table. Thanks Rob.

The 2009 year started off with Air Canada continuing to follow the same pattern that 2008 ended off with. They constantly continue to require our members to supply more medical documentation to support their claims for disability as well as to harass permanently injured members by constantly requiring more medical to substantiate their needs to being accommodated. Our lawyers advise us that the information being requested is intrusive and private information.

We believe this is coming from an Occupational and Health Department who has a new Director at the helm. As with all other departments I am certain he is tasked with saving the corporation money. This search for savings comes at the expense of our members. It places our members in the position of stress both financially and mentally as they try to heal in order to return to full employment.

We sought and received a cease and desist order from Chief Arbitrator Teplitsky and he told us to

meet and come to some resolve.

There has been numerous issues with Claim Secure and their needs to have more substantiation for what you have received in the past. Members' claims have been held up for a variety of reasons. We have been told that some of the benefit providers are being investigated for what could be viewed as unethical practices. For some of our members claims the company tells us that Great West Life somehow in the past decided to pay for things they should not have.

We were having regular Air Canada/ Aveos transition discussions that stopped during negotiations and have yet to resume. The company has not supplied us with what was promised at negots. We were promised the financial plan that would demonstrate Aveos as a viable corporation moving forward, somewhere our members would love to work.

We have seen some of our members retire from Trenton moving back home and have their money held up for months.

We've also seen the company nickel and dime our guys on collective agreement negotiated expense claims for taxi cabs. One specifically for

\$1.48. How can a company justify the savings by beating our guys up over the likes of this while I am sure all of you could find waste on a daily basis that far exceeds this.

Recently our members were instructed they must participate in the air to air refueling missions that the DND decided they needed to perform. No one asked what risk this might have on our members prior to forcing them to participate. Nice to see in the movies but not so sure I would want to be there when buddy slightly misses the mark! Again the same theme continues, with the company pushing our members to perform to their wishes and grieve later. Apparently they see no need to have any meaningful dialogue. This issue is not finalized yet as we will move to the next phase.

We started our pre-negots this year in April with the intent of demanding everything back that we

**“I also see our members being disciplined for wanting to go home after their shift ends.”**

## A YEAR IN REVIEW

Gary Sinclair, General Chairperson District 140

Office phone: 905-671-3192

sacrificed to keep Air Canada afloat during CCAA. Our preparation continued right up until the beginning part of June when Air Canada announced they were not going to be able to make the payments to the pension fund they were required to make. From that point we were flung in to a position of negotiating a cost neutral contract with an outcome which netted much less than we all expected. They told us they wanted to improve Labour Relations. Just how was not quite evident, but maybe it will come clear at the end.

During the year there have been discussions and meetings regarding Health and Safety Committee, operations, efficiency and process including the sizes of the committees. This appears to be an attack from another angle that which I am still not clear about. We have seen our members being disciplined for raising safety concerns. All over the hangar walls I see follow SOP's, Safe reporting Policy. How can this promote safety? I also see our members being disciplined for wanting to go home after their shift ends.

There have been continuous Gantt Chart meetings to review the heavy maintenance plan with a view to keep as much work as can be kept in house for our members. Our position remains the same as in the past. It's our work, don't subcontract it! After the last meeting where the presentation we were given reported huge white space next year, we told the company to review that plan and get back to us with hopefully with a better plan with much less white space if any at all. We have not heard back from them as of yet.

Many cultures have a year of the something (ie the Chinese have the year of the rabbit).

We at Air Canada are a culture. Could we have a year of something? Why not!

We could dub this the year of **"Lets beat them into submission"**.

Finally I wish you and your families a safe happy holiday season.

*Gary Sinclair*



Boeing's 787 "Dreamliner" finally takes to the air.

The brand new 787 took to the skies over Puget Sound on the morning of December 15, leaving Everett's Paine Field at 10:27 a.m.; an inaugural flight two-years later than originally planned. Air Canada has placed 37 orders for the Dreamliner. It expects to receive its first 787 by late 2013, nearly four -years from its original delivery time.

## ORGANIZING

Ian Morland –Organizer, District 140 -Central Region

Office phone: 905-671-3192

This past month has been very busy with organizing new members and negotiating first collective agreements. On December 11, 2009 we reached a tentative agreement with Wasaya Airways in Thunder Bay. After a long negotiation process which is sometimes the case when negotiating the first Collective Agreement, “we are happy to report this news” stated Ian Morland, Chairperson of the IAM negotiations team. The committee will be recommending acceptance of the agreement. Our new members at Wasaya will vote on the proposal in late January and further details on the agreement will be released after the ratification vote.

We will be commencing discussions with TGA Services for their first Collective Agreement on December 17, 2009. These new members (200) assist passengers who require wheelchair and other assistance at Toronto’s Lester B. Pearson Airport. We have discussed this Company’s anti-union agenda in the last two Contact Newsletters and we look forward to meeting with them at the Bargaining Table, if you know what I mean.

On Friday December 11, 2009 we filed for two new Certifications. The first was filed with the Canada Industrial Relations Board for a group of (107) employees working for Avex Flight Support based in Vancouver. These new members provide aircraft grooming and other related services for West Jet. The second certification was filed with the Ontario Labour Relations Board. These (four) employees work for Air Canada Component of CUPE (Flight Attendants Union). The new members perform duties as Executive Assistants and Legal Assistants for CUPE’s head office in Toronto.

One final piece of good news, District 140 just received confirmation from the Labour Board that the (five) Dispatchers working for Can Jet Airlines in Halifax are now our newest members to be certified.

I would like to wish all our Members and their families a happy and safe holiday season.



### District 140 Bulletins

#### **District Bulletin 100 - December 18** **Re: 2010 Annual Convention**

Please be advised that Transportation District 140 will hold our 2010 Annual Convention during the month of October, in the Vancouver area. Local Lodges under the jurisdiction of the District will call for Delegate nominations in February and elections in April.

#### **District Bulletin 099 - December 16** **Re: Air Canada / How the Grinch stole Christmas**

Revised 2010 Heavy Maintenance Gantt schedule for the entire system. The next Heavy Maintenance Gantt meeting is scheduled for January 6, 2010. We will communicate the outcome of discussions from this meeting to the Membership.

[www.iam140.ca](http://www.iam140.ca)

### Retired Members

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

We apologize for making an error in last month’s Newsletter and have made corrections below.

#### **George Mills**

Station Attendant, Ramp -YYZ

#### **John Mills**

Station Attendant, Cargo -YYZ

JUSTICE ON THE JOB. SERVICE TO THE COMMUNITY.

Sick Kids  
Fundraiser Calendar



All funds collected from this year's calendar sales are dedicated to **Matteo D'Ermo (2005-2009)**, son of Bruno and Vittoria (both AC employees) to raise funds for the neurology department at Sick Kids Hospital in Toronto.

The calendars are available for sale in the CUPE Health and Safety Committee Office which is right next door to the Airport and Cargo Shop Committee in Terminal 1. The cost of the calendars are \$15 each or 2 for \$20.



*'Contact'*  
is available online  
[iamaw2323.ca](http://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](http://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             |
| Crystal Nowe   | -Trenton 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

**Membership Meeting January 5, 2010**

19:00 hrs.

2580 Drew Road, Mississauga

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](mailto:imorland@iam140.ca) or

**Joe Veltri -Local Lodge 2323**

Phone: 905-678-0010

Fax: 905-678-0034

email: [jveltri@iamaw2323.ca](mailto:jveltri@iamaw2323.ca)