



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

February 2009

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

Volume 19 No. 2



Photo: Rob Piercy

## A message from your “former President” Paul Lefebvre

Local Lodge By-elections were held on February 03, 2009. Wayne Paterson, who was Recording Secretary, was elected to his new position as Local Lodge Secretary-Treasurer. As a result of my election to the position of General Chairperson at District Lodge 140, Lou Pagrach moves from Local Lodge Vice-President to become your new Local Lodge President. Lou and Wayne are well qualified to assume these key full-time positions, having both served as long-time members of your Local Lodge Executive Board. I would like to thank all those members who participated in the elections and ask that we now all unite behind our new leaders as they guide your Local Lodge through 2009 and beyond.

When your new President offered to let me write one last President’s Message, I gladly accepted. For more than 12 years, I have been writing the President’s Message in ‘Contact’ with the assistance, inspiration and suggestions of many members. A lot has

changed over this time. Businesses have joined together to collectively influence our governments, who in turn have modified or eliminated worker friendly legislation that protected our employment rights. Air Canada management now rarely resolve conflict by working with our Stewards on the Shop floor. Our member’s Group Disability, Benefit and Compensation claims are routinely challenged and delayed. We know this contemptible behaviour is calculated to beat us down and destroy our resolve. Some call it Union busting.

Throughout the six-year term of our current collective agreement, we have all looked ahead to 2009 →

### Membership Meeting

**Tuesday March 3, 2009**

**at 1900 hrs.**

**2580 Drew Road, Mississauga.**

Bring your union card.

## MESSAGE CONTINUED FROM PAGE 1

Paul Lefebvre -General Chairperson, District 140 Central Region

Office phone: 905-671-3192

as the 'Contract Year' that we could win back the concessions forced upon us in bankruptcy restructuring. We know that management promised to support us at the wage re-opener discussions at the halfway point, only to renege and betray us once again. Notwithstanding their policy of contempt and disrespect for workers, we forged on. We knew that our legislated bargaining rights *still* allow us the right to strike, unlike during CCAA. The single most important factor to our success in bargaining however, will hinge on uniting together in support of our Negotiations Reps.

We know that company executives have strip-mined billions of dollars of Air Canada assets leaving the mainline operation underfunded entering economic recession. We also know that they had committed to a 10-year government approved funding arrangement, in order to eliminate deficits in our Pension Plans. Unfortunately for us, they sent the proceeds from the sales of ACTS, Aeroplan and Jazz directly to shareholders calling this practice 'extraordinary payments'. Their little financial exercises have removed the very funds needed to fulfill their contractual obligations to our Pension Plans. Where you ask was our government and their Pension watchdog, the Office of the Superintendent of Financial Institutions (OSFI) while this charade publicly played-out? Will these same government officials continue to sit aside as our employer inevitably cries poor? In late 2008, our country's Finance Minister, Jim Flaherty announced that he would make Pension reform a 'priority'. Considering his track record while a minister in the Mike Harris government, that can't mean anything good for workers. Will he consider ACE and Air Canada's financial boondoggle before making any determinations that may effectively eliminate their contractual responsibilities at *our* expense?

Although it looks like the proverbial deck is

stacked against us, we need not throw in the towel in defeat just yet. There is another possibility as we have a favourable situation where we need it most. We work under statutes of the Canada Labour Code which is overseen by a Minister of Labour in a *minority* Federal Parliament. That means that both our elected and wannabe elected Politicians are more apt to listen to our plight if we collectively confront them. They know they can ill afford to piss-off the families of tens of thousands of active and retired employees in key ridings where in the last election a win or loss was measured by a few hundred votes. They also know an election is only one political disagreement away. The trouble is that a majority of our politicians do not know the full story, since well paid lobbyists peddle a much different tale to them.

For our part, we owe it to ourselves to tell our story to our M.P.'s. In my estimation, if a majority of us called and asked our politicians to stop the last final (April 2009) \$800 million dollar shareholder payout (ACE wind-up & shareholder asset distribution), there would be sufficient capital for Air Canada to operate through the downturn and satisfy their contractual Pension obligations. They likely wouldn't need to access the high interest credit lines recently negotiated. As for

management's responsibility to shareholders, surely a 265% profit (estimated shareholder payout from sale of assets) is sufficient by any measure. Hell, they still own the shares!

This is my final rant as some have termed my newsletter dissertations. Looking back as your Local Lodge President over the past 12 years, it has been at times very challenging to say the least. But it has also been very gratifying to have enjoyed the support of so many honest, hard working co-workers and fellow Reps. I thank all of you. Please now join me in supporting your Negotiations Committee. Our futures depend on it!

**We know that  
management promised  
to support us at the  
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## TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Paul and I would like to start off this month by congratulating Paul Lefebvre for being elected to District Lodge GC at large, Wayne Paterson for being elected LL2323 Secretary-Treasurer and Lou Pagrach for assuming the position of the Local Lodge President. We wish you all the best in your new positions.

The management teams in Toronto have been keeping Paul and I busy this past month.

Letters of expectation, discipline letters, shift changes notices via e-mails and phone calls to member's residences, blatant violations to the Out of Town Assignment list, shifting of start/stop times to facilitate training and avoiding overtime rates, reduced manpower on preferred shifts and unresolved grievances. All these issues have been on our plate this past month. One might get the impression that there is a concerted effort on the company's part to overwhelm the Shop Committee.

Paul and I would like to believe we are wrong, but only time will tell.

We have noticed increased amounts of overtime and many acting assignments to management.

Staffing levels are depleted and are not being replenished.

There have been increased work related incidents and personal injury accidents, due to failures in processes.

We would remind you to work safely, and follow company policies/processes.

There have been numerous bypasses for the out of town assignments.

We require your assistance in capturing violations of the collective agreement by recording and reporting issues to your shop stewards who are empowered to resolve at the Team Leader level. Failing amicable resolution we will proceed as per the collective agreement.

Moving forward, the next issue that will predominant is the Transition MOA. As the information is made available we endeavor to answer your questions as best as we can.

In solidarity,

Technical Operations, Logistics & Supply Shop Committee.

Joe Dermo & Paul Krska

## UPCOMING EVENTS

[www.iamaw2323.ca/upcoming\\_events.htm](http://www.iamaw2323.ca/upcoming_events.htm)

### **March 3, 2009**

#### **General Membership Meeting -19:00 hrs**

2580 Drew Road, Mississauga  
(Nominations for 1 -Vice President,  
1-Recording Secretary)

### **April 7, 2009**

#### **General Membership Meeting -19:00 hrs**

2580 Drew Road, Mississauga

### **May 5, 2009 Elections for:**

#### **2323 Delegates to DL 140 Convention 09**

#### **Vice President and Recording Secretary**

2580 Drew Road, Mississauga

Polls open 06:30 to 21:00 hrs.

### **May 5, 2009**

#### **General Membership Meeting -19:00 hrs**

2580 Drew Road, Mississauga

### **June 2, 2009**

#### **General Membership Meeting -19:00 hrs**

2580 Drew Road, Mississauga

### **July 1, 2009**

#### **Existing Collective Agreement expires**

# AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Phil Brennan, Derek Morgan, Frank Morgani, Vick Seebalak

Office Phone 905-676-2484

## Ramp & Baggage

-We are now in the middle of round 2 for mini-bids. There are a variety of times and shifts available. If you are interested, come into the Shop Committee and fill out a bid sheet.

-Every month we are dealing with more and more disciplines which have been accompanied by a rash of accidents. Think before you act. Slow down, work safely and follow all SOP's. The company has told us they don't care if the flights go late. Safety is the #1 priority.

-Here is the proposed timeline for the upcoming Summer Shift Bid (please keep in mind that these dates may change slightly, although we have been right on the last 2 bids). Plan accordingly.

-bid sheets out March 19

-bid sheets completed and handed in March 29

-open bidding begins March 30 until April 09 (no bidding on the weekend). LSA's bid first, followed by SA's and PT SA's at the same time. Note: April 10 is Good Friday.

- Summer bid begins/flips April 29.

-the plan calls for an 8% drop in manpower from last summer but still an increase from this winter (we will be looking to hire Part-timers).

-If you have any ideas or suggestions for the upcoming bid, now would be the time to put them forward. You should speak to your Manager and/or a member of the Shift Bid Committee and Shop Committee. Please keep in mind that it is the company who has sole discretion on the manpower requirements. If you believe changes need to be made, you must make your case with the reasons behind them to management. The company keeps telling you that they value your input. Now is the time for you to ensure that they follow through on all their promises and "walk the talk".

-Baggage Agents and Cabins Service bids are still to be discussed. We believe the Agents will be bidding around April 09. In Cabins, we now have to discuss

with YUL, and those discussions have not yet taken place. If anyone from these two areas would like to help out on the bids and become part of the Shift Bid Committee, we would like to hear from you. Please contact us in the office to let us know that you are interested.

-These next 2 issues have been brought to us by the company on the Ramp side but we think that everyone will hear the same thing shortly:

-a recent company bulletin on overtime shifts was posted dealing with working the entire shift when you sign-up for OT. If you agree to work overtime, you must work the length of time you agreed to work! An arbitration ruling recently upheld a discipline in which a fellow member was disciplined because he decided to leave after 5 hours when he signed up to work 8 hours! The Union has NOT AGREED to this

but, because of the Arbitration ruling are informing you so you won't be the one disciplined!

-going home sick part-shift. The company is going to start asking for a Doctor's note upon your return" if they believe your sickness may not be legitimate" ( the company MUST inform you at the time if a Doctor's note is needed ).

-The company has informed us that the bulletin board we have been asking for has now been ordered. It will be used to post Promotional Bulletins/etc. so that everyone has a chance to see them i.e. Midnights/ bulletins which go missing/ etc. The new board will be located in the time clock area.

-We are up to date on discipline appeals on the Ramp/ Baggage and have planned appeal hearings for Cabins and Cargo next week. We are way behind with the grievances and are working with the General Chairman now to find a resolve to the problem. We will let you know as soon as we have a fix and begin the process at the third level.

Cont'd on page 5 →

## **Ramp & Baggage Summer Bid**

-bid sheets out March 19

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in March 29

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April 09

(no bidding on the weekend)

-Summer bid begins/flips April 29

## AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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Office Phone 905-676-2484

### Cabins

There has still been no agreement on the Leads qualifications and requirements. Under no circumstances are you to put GPU's / heaters / coolers/ any type of equipment on an aircraft. The company started training some individuals without the Union knowing about it- this is a good reminder- if you don't tell us about something – then we probably don't know about it. Please inform the Union of any changes to your work area or job duties. We can then act on the information. Note: if you have been trained, you are still NOT to put any of this equipment on an aircraft.

### Cargo

-There was a lay-off in cargo- 4 CSA's – we discussed this with the company and they agreed to absorb these 4 as Baggage Agents. The 4 most senior agents with active transfers were sent rather than bumping the 4 junior agents who did not want to go. The training for these CSA's has already begun. This does NOT affect the LOU 5 process in April.

-The notice of selection for the 5 LCSA's has still not been posted. We are apparently waiting for the interview process to be completed.

-The testing and the interviews for the Gate Planners and Training Instructors are still ongoing. Once this is completed, the lists will be finalized and the Notice of Selection will be posted. Good luck to all those taking the tests.

-A reminder to everyone. Once you have appealed your discipline we need a statement from you within 2 weeks as to the facts of your case. If no statement is received, we will go forward with your case with what's ever in the file.

- Please keep in mind that it is not only your right to have a Shop Steward present for any discussion with the company, it is also a good idea! We are presently dealing with one of your co-workers on a case where he was told by a manager something which they now deny. Without a witness to verify what was said, it may not only affect his case, but it may have dramatic effects on his livelihood. Don't let this happen to you- always have a Shop Steward present- and remember- it is not your responsibility to find a Shop Steward- if you request one, the company must provide you with one. If one cannot be found, it is your right to delay the meeting until one is provided for you.

## RECENT BULLETINS

### Local 2323 Election Results

#### By-Election: Secretary Treasurer

February 3, 2009

**Wayne Paterson 366 ✓**

Lou Pagrach 281

Karnail Brar 103

Rhonda MacLachlan 92

Spoiled 9

### 2009 Negotiations

#### **District Bulletin #17** –issued February 12, 2009

**-We will make the arrangements to get the Negotiations Committees from the TMOS, Finance, and Clerical groups into training courses as soon as possible.**

**-Suggestion Forms / Surveys will be distributed throughout the system in order to ensure that the Committees have a clear understanding of what the members' concerns are, in order to formulate an agenda for bargaining.**

**-As the process continues, the Local Lodges and Transportation District 140 are committed to a continuing communication process to ensure that the members are kept aware of how negotiations are progressing.**

## TRENTON SCHOLARSHIP WINNERS

As a result of several arbitration awards against Air Canada, IAM District Lodge 140 received \$127,500. The Arbitrator ruled that this money was to be used to provide Scholarships for the children of our Members employed by Air Canada. The Toronto area award winners were invited to pick up their \$2500.00 cheques at the January 6, 2009 membership meeting on behalf of their son or daughter. Three scholarships were also won by member's children located in Trenton, Ontario (pictured below).



*Photo: Lou Pagrach*

Pictured from left to right are: Paul Lefebvre, Claude Blouin (Katherine), Ron Neri (Alex) and John Janas (Justin).

**Members of Local 2323 at CFB Trenton maintain and repair the fleet of the Canadian CC-150 Polaris (airbus A-310) used for transporting thousands of troops and supplies to Camp Mirage in the Middle East. Two are setup for air to air refuelling. Other uses include providing air transportation for the Prime Minister and staff. The photo on the right was taken during a recent visit of a Polaris aircraft to Pearson Airport**



*Photo: Rob Piercy*

## IAMAW CANADA

### **ACE and Air Canada Board Liable**

Friday February 13, 2009

**for breach of pension plan fiduciary duties say Machinists!**

For Immediate Release

Toronto, ON - The IAMAW says the members of the ACE and Air Canada Board of Directors will be liable if ACE goes ahead with its plans to wind up ACE Aviation and distribute the proceeds to its shareholders.

"During the past year, the funded position of Air Canada's pension plans has deteriorated significantly and has imperilled the financial position of retirees and the future of the pension plan," said IAMAW General Vice President Dave Ritchie.

ACE Aviation has progressively sold off assets that had previously belonged to Air Canada. The proceeds from those assets sales, some \$2 billion CDN, have already been distributed to the shareholders. "Surely the remaining proceeds should be used to fulfill the obligations that Air Canada owes to its employees and retirees, instead of being distributed to the shareholders," explained Ritchie. "Don't shed any tears for the shareholders of ACE, they've already profited handsomely in the period since Air Canada emerged from bankruptcy protection in the fall of 2004."

Given the cyclical nature of the airline industry, Ritchie wrote to the Directors of Air Canada and the federal pension regulator in 2005. "I implored Air Canada to address its pension issues when it had the means to do so, but they never responded to my letter," explained a disappointed Ritchie. "Air Canada will face substantial increased liabilities over the coming years in relation to the pension plan and the fact that I wrote a letter of warning to the Directors of Air Canada in 2005 will provide support for our legal position."

Given Air Canada's current financial condition as well as the current state of the economy, the distribution of assets by ACE at this time is nothing short of criminal.

"I would also suggest that the distribution of assets represents a breach of fiduciary duties by the Directors of ACE," said Ritchie.

"The IAMAW will not stand by and watch ACE distribute funds to certain of its shareholders at the very time that Air Canada is in need of funds to survive," Ritchie stated. "We intend to oppose the wind up of ACE and we will take all necessary steps in the interim to prevent any further distribution of assets by ACE."

## RETIRED MEMBERS

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

**Bryon Cowley**

Station Attendant -Cargo

**Gary Jones**

Station Attendant -Ramp

**Terry Pardy**

L/Station Attendant -Cargo

**Herb Hasse**

Station Attendant -Ramp

**Jorge Melo**

Station Attendant -Ramp

**Gord Stewart**

L/Station Attendant -Cargo

**Peter Ho**

Station Attendant -Cargo

**Albert Onlock**

CAT 13 Mechanic-YYZ

**William Tomchak**

Station Attendant -Cargo

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.

**Jim Biggs**

Lead Station Attendant -YYZ

**Tom French**

Lead Mechanic CAT 14

**Leslie Machell**

Retired L/Cabin Service Attendant



**Labour Quote**

“The only effective answer to organized greed is organized labor.”

-Thomas Donahue,  
President, AFL-CIO

*Contact*

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& Aerospace Workers**

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**www.iamaw2323.ca**

**Editors & Publishers**

Lou Pagrach & Rob Piercy

**Local 2323 Executive Board**

- |                |                       |
|----------------|-----------------------|
| Lou Pagrach    | -President            |
| Wayne Paterson | -Recording Secretary  |
|                | -Secretary Treasurer  |
| Doug Currie    | A/Secretary Treasurer |
| 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



FLAHERTY ON A ROLL

“Contact” is also available online at:

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

**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

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