



Local 2323

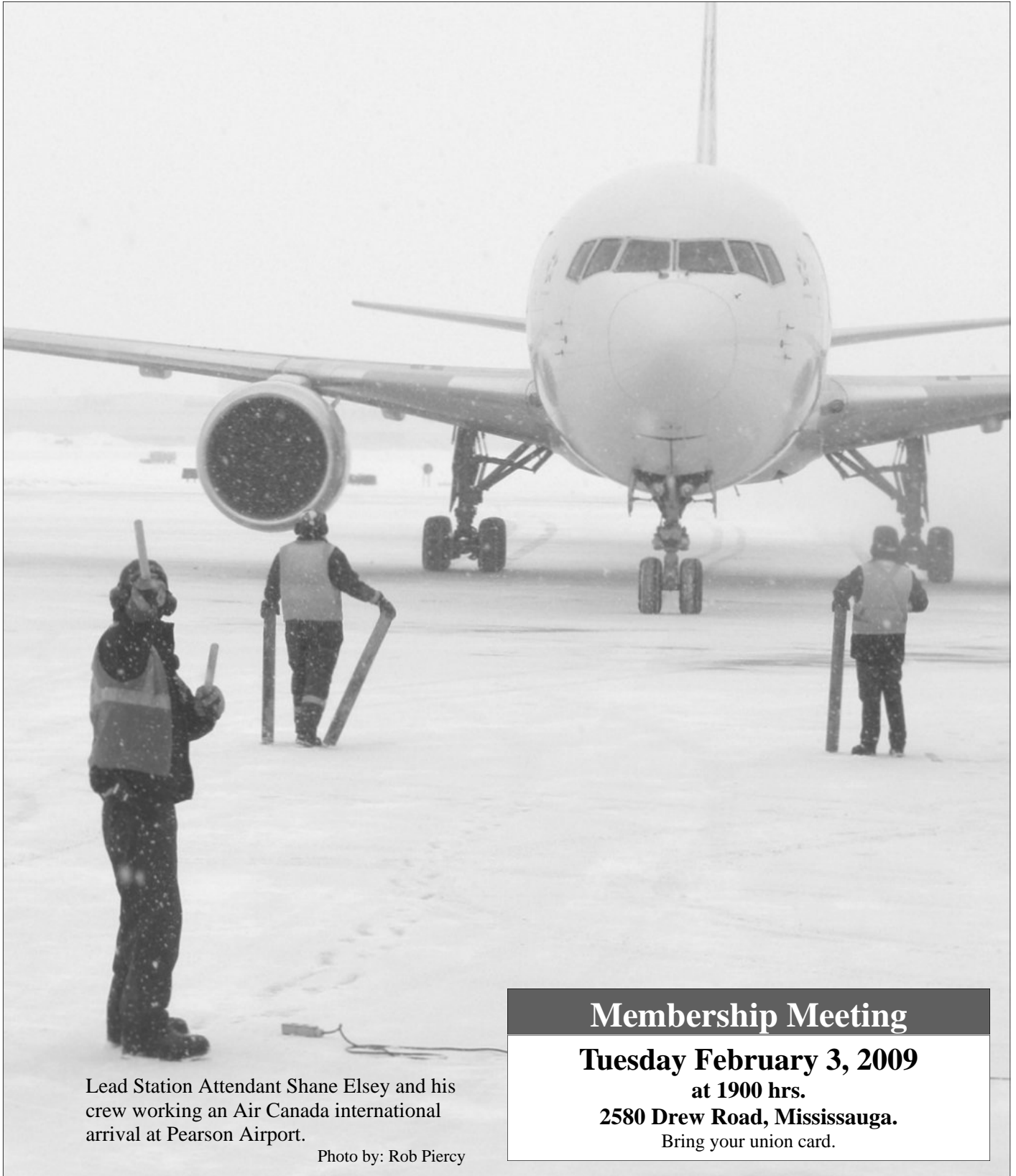
Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

January 2009

www.iamaw2323.ca

Volume 19 No. 1



Lead Station Attendant Shane Elsey and his crew working an Air Canada international arrival at Pearson Airport.

Photo by: Rob Piercy

Membership Meeting

Tuesday February 3, 2009

at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

PRESIDENT'S MESSAGE

Paul Lefebvre

Office phone: 905-678-0010

As this is being written, the CAW has announced a tentative 3-year collective agreement for the Customer Service Agents at Air Canada. Media reports indicate that the deal includes a \$1,000 signing bonus contingent upon ratification and payable at years end, as well as 1.5 % wage uplift in year 2, followed by 1.75 % wage uplift in year 3. By the time you read this more information regarding the agreement terms should be available.

Our IAM/Air Canada collective agreements are set to expire at the end of June, this year. For the past 3-years, your Local Lodge, as well as other Lodges across Canada, have been preparing for these discussions. As part of these preparations we have set aside contingency funds in the event that our members choose to authorize a Strike in order to obtain a fair and just settlement. We have also ensured that your Negotiations Committee will have the resources that they require.

The company has also been preparing. ACE Aviation Holdings sold \$2.5 Billion dollars worth of Air Canada assets and paid the money to shareholders. In our opinion, they have contrived the situation so they can cry cash poor going into collective bargaining. Dare we mention the approximate \$400 Million dollars required under terms of the Pension funding agreement between the Unions, Federal Government and Air Canada, also due in 2009.

The financial picture aside, we are advised that the General Chairperson assigned to represent Airport & Cargo branch members had to present a startling 20 member terminations to arbitration last month. At the January membership meeting, he stated that he felt the company did this knowing full well that the arbitrator would quickly overturn these unsubstantiated firings. To put this in perspective, 20 terminations for members of your Local Lodge would normally equate to the amount experienced in the 10 year period prior to Mr. Milton's 'exceptional' tenure. Couple this to the hundreds of disciplines and suspensions, and the picture becomes clearer. Members are understandably angry as they see the latest unjustified attacks on themselves and their co-workers. Why is this happening?

Make no mistake – this is Union Busting at its worst. By example, the very same dynamic was being played-out at United Airlines in early 2001. In the

United scenario, your Union was seen as ineffective in stopping management's attacks on the membership. The members began to rebel, some turning on their Union Reps. United appeared to be preparing for a labour war by utilizing the same underhanded tactics that we now see at Air Canada. Ultimately though, 9/11 and the subsequent Chapter 11 bankruptcy process accomplished managements goal of beating down the workers, their pay and benefits. Is it just coincidence that the CEO and many of the management types presently 'running' Air Canada are from United? We think not.

Perhaps we should focus on what we have learned from all of this so history does not repeat itself here. At United, members were afraid and frustrated. Union Busting consultants were given run of the company. They used rumour and innuendo to exploit member differences. When we are angry because of the injustices committed upon us by management in the workplace, we tend to lash out, especially at fellow workers whom we dislike. Management lackeys amongst us discover these trivial prejudices and pass them on so the Union Busters can exploit them. Union Reps are not immune from these tactics themselves. In fact, former Union Buster Marty Levitt reported that his team even succeeded in pitting paternal brothers who were both Union reps against each other by planting a story in the workplace about an alleged act of adultery between one brother and his brother's wife. It was untrue, but did the job intended. Fellow members were duped into reacting to the false stories as well. In doing so their solidarity was smashed!

Marty Levitt reported that all Union Busting tactics are aimed at demolishing friendships, shattering families and turning workers against workers. He and fellow 'consultants' spied into the police records, personnel files, credit histories, medical and personal records of Union activists. They then planted lies based on such things as sexual innuendo, racism and misuse of Union member funds in their efforts to discredit these reps. We expect they will use the same proven tactics on us. The question is, are we going to allow ourselves to be their unwitting accomplices?

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brother and Sisters,

A New Year, a new Committee, a new Director for line maintenance.

2009 looks to be a busy year for us all with some major decisions to be made in the not too distant future.

Most of the Local Lodge Agreements that we are currently working under (whether you like them or not) are just that, "agreements". These agreements evolved from past committee members involved in discussions, negotiations and a final agreement for the mutual benefit all parties involved. These agreements were based on "spirit and intent". Recently "spirit" has been lacking and we are concerned of their "intent".

To date, has anyone been told what direction Maintenance is going? What they may have told you and what they are doing are two different things. At the local level, we are affected by this misdirection on a daily basis. Retirements, resignations and recalls has cut into management being able to "manage the holes". Losing members to acting management assignments, increasing amounts of overtime and not replacing the missing bodies due to the "3 R's" is putting a strain on an already weakened workforce. This strain in the past few months has incurred some incidents within maintenance which have been attributed and conveyed as complacency.

I will remind you all of your profession and the

responsibility that comes with it.

We are not here to manage the company's daily operation. That right is solely vested in management. The shop committee is committed to uphold the "spirit and intent" for the mutual benefit of all, until that happens we will reserve our rights under the terms of the collective agreement.

Your Shop Committee and Stewards are here to communicate and assist.

The upcoming months will also see some new stewards on the floor. Please welcome them. They are assuming the responsibility during some tough times.

The current stewards will also be busy answering your questions on the recently released transition document to the best of their ability.

Again as I did last month, I need to convey **SOLIDARITY**. Your Shop Committee and its Stewards are only as effective as you make us. We are empowered when we have your support.

In Solidarity,

Your Tech Ops, Logistics & Supply Shop Committee.

Joe Dermo

Paul Krska

UPCOMING EVENTS

www.iamaw2323.ca/upcoming_events.htm

Elections February 3, 2009

**By-Election for Local 2323
Secretary-Treasurer**

&

**DL 140 General Chairperson
(At Large), Central Region**

Where: 2580 Drew Road, Mississauga

When: 06:30 -21:00hrs

Note: A valid union card must be presented or a ballot will not be issued.



February 3, 2009

General Membership Meeting -19:00 hrs
2580 Drew Road, Mississauga

March 3, 2009

General Membership Meeting -19:00 hrs
2580 Drew Road, Mississauga

April 7, 2009

General Membership Meeting -19:00 hrs
2580 Drew Road, Mississauga

EMPLOYEE ASSISTANCE PROGRAM

Ron Rawding - Central Regional Coordinator, Employee Assistance Program (EAP) Office Phone: 905-678-1079

The Air Canada Family

Our lives are shaped from the beginning by our parents. After birth, our self-image comes from our primary caregiver's eyes. How we see and feel about ourselves is exactly what we see in our caregiver's eyes. If they are shame-based and dysfunctional, they will feel inadequate and needy and unable to be there for us. They will need us to be there for them. Our *reality* is shaped from the beginning by the *relationship with a caregiver*. The family system model shows how each person in the family plays a *part of the whole system*. Let's imagine our relationship and system as it relates to the *Air Canada family* and what that might look like.

To study this Air Canada family system we need to look at the various connections between the individual work groups and how they interact with each other. We are taught to feel a certain way about other work groups through our working relationship. Family systems can either be closed systems or highly flexible open systems.

In *closed systems*, the **connections** (how our job connects us to others), **structure** (the different work groups and their locations) and **relationships** (what brings us in contact with each group) are fixed and rigid and the process patterns are essentially the same. It is important to understand when examining the family's problems how the system is maintained to fill the needs of the parents. Family systems, like all systems relate through a process called feedback. It is the feedback loops that maintain the systems functioning. In closed system families the feedback loops are negative and work to keep the system frozen and unchanging.

Here are some of the messages spoken or implied which support the negative and allow things to go unchallenged:

- *You should be thankful you got a job*
- *You're lucky to be working for a company like Air Canada with all the flight privileges.*
- *Things could be worse.*
- *You couldn't do better than this.*
- *Where are you going to make the money you do?*
- *You've got too many years in to leave now.*
- *Suck it up things will get better in time.*

- Just grin and bear it.
- The company is only going through a stage and they need time to change

These messages keep us stuck in a vicious circle of lost hope and self-defeating behaviours. An example of how negativity distorts our thought process is when we label a department (and everyone in it) stupid, lazy, worthless because we have a system founded on disconnectedness and blaming. Positive feedback can break up the frozen status quo of a system. Positive feedback comes in the form of new belief systems which precipitate new ways of acting by changing old attitudes and behaviours. It is not this or that person who needs to be isolated and labeled "shitty manager" or "incompetent asshole". It is in looking at the way the whole system operates that we understand the system failure. Resolving our dysfunctional relationship as a family is accomplished by initiating movement through the use of feedback which changes how the system works.

When the company has "chat sessions" with the employees and their immediate managers are present, it's creating a feedback loop that could defeat its own purpose. My point being, you could bring into existence a "no talk rule" for the family and things will remain the same. It would be like sitting at the dinner table with an abusive parent who is raging and yelling about what they want done around here and what will happen if things aren't to their liking and then asking "does anyone have anything they would like to say". The fear of becoming the next target or making things worse for everyone else combined with the perceived helplessness of the situation insures that you will not speak up.

Understanding silence as a way of surviving in a dysfunctional family allows you to see how it becomes a self fulfilling prophesy when we are offered a voice and don't use it. Your greatest struggle will be to stay out of your instilled mind set (belief) that things can't change. You need to recognize that your negative thinking created by the family system is what takes away your power. Your contribution to promoting change in this family system is to speak up.

Another aspect of the information loop is parents (management) are allowed to think and instill the belief that all is well because the lines of communication are open and there appears to be no significant problems.

“THE AIR CANADA FAMILY” CONT'D

Ron Rawding - Central Regional Coordinator, Employee Assistance Program (EAP) Office Phone: 905-678-1079

Interestingly enough, some who do speak up are often identified as the troublemaker in the family and become the scapegoat for all that's wrong in the first place. This in part, due to the fact more voices are needed to reinforce the growing concerns and support change.

Cabin Service, Cargo and Ramp Services, Ground Equipment, Aircraft Maintenance (line and hangar) and all other groups have their own individual culture and uniqueness within the Air Canada family. Each group has a conscious and unconscious role to play in the family system. Consciously, Cabin Service is expected to clean up the mess and help give the appearance that all is well for those outsiders (customers) who expect no less. Unconsciously, they might feel that no one cares about them and view themselves as abused and neglected by their siblings and caregiver's (managers). They in turn could carry a low self-image and act that out among themselves. How we behave is greatly influenced by those who parent our workplace. We can act *out* on our brothers or sisters in a mean spirited way to gain some sort of power or, act *in* on ourselves and allow others to treat us in a way that is unacceptable, not wanting to challenge the parents (managers) who make all the rules and hand out the punishments.

Cargo and the Ramp can be viewed as the twins in the family, constantly competing for separateness. Cargo tries to leave the system and create a family of their own, only to struggle with the changing work place parenting (managing) style. Confused and angry as to how things have changed in the cargo family, they contemplate returning to their previous family (ramp) to avoid in most cases, the very thing that drove them away. They become workplace orphans searching for a place to feel needed and welcome in a family system that is incapable of being there for them.

Maintenance is the family member who has developed a co-dependent relationship with their siblings. They feel their skill level is what sets them apart from their siblings; yet struggle with the reality that you can fix planes elsewhere. Unconsciously they understand how the parenting style has changed for them also and are apprehensive should they become the identified problem of the family system. Understanding that isolation is the first step in the predator/victim cycle, their need to be separate could open the door for greater abuse.

All systems have principles and rules. Likewise, all systems have components. In a family system, the chief components are the dominant parents (President & CEO) relationship to themselves and their relationship to their partner (Management). The status of these relationships dominates the system. If the marriage component is dysfunctional, the family members are stressed and adapt in a dysfunctional manner.

Like all social systems a family has basic needs.

The family needs: A sense of worth. A sense of security or productivity. A sense of intimacy and relatedness. A sense of unified structure. A sense of responsibility. A need for challenge and stimulation. A sense of joy and affirmation.

A family also needs parents (President & CEO and Management) who are committed in a healthy relationship and who are secure enough to parent their children without contamination.

The first principal of the system is that of wholeness. If the dominant parent (President & CEO) is incomplete emotionally and lacks wholeness, they will depend on the system to meet their needs. If the dominant parent bonds to wealth and power to feel complete, they will abandon the family needs in order to fill the emptiness. The relationship to their partner (management) will be vital in using the family system (everyone else) in supporting these needs.

Let's ask ourselves if we have suffered from neglect or abuse as siblings of the Air Canada family in order to fulfill dominant parents (President & CEO) needs through corporate manipulation.

- Sense of *worth*: how do we see our value as employees of the Air Canada Family?
- Sense of *security and productivity*: how secure do you feel and what sense of accomplishment do you share at the end of your day?
- Sense of *intimacy and relatedness*: how close are your fellow workers and managers in running the operation effectively as a family?
- Sense of *unified structure*: do u feel you're treated in a way that supports the well being and wholeness of all the employees?
- Sense of *responsibility*: does all the family accept

“THE AIR CANADA FAMILY” CONT’D FROM PG. 5

responsibility for their part in meeting the needs of everyone?

- Sense of *challenge and stimulation*: what is your biggest challenge facing you everyday and does it have a face?
- Sense of *joy and affirmation*: if going to work has become a struggle why is it so?

I would ask all my family members who have formulated their “*sense of the family*” to please visit the website iamaw2323.ca and compare your findings to those results found in the Morale Survey conducted in

July 2006. As siblings of this Air Canada family, we might look back in sorrow or we might look around in worry, what is needed is to look ahead for change. Your Union makes your future their first priority; don’t make the Union your last resort. My closing thought for those who parent and give direction is, “a good example has twice the value of good advice”.

Your EAP is here to help **all** Air Canada family members, knowing that when you help others you help yourself.

In solidarity, Ron Rawding

HEALTH & SAFETY

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

Office Phone: 905-676-4295

Baggage Jitneys - I mentioned this in the last article, this is an issue we're working on. We're trying to keep all these units inside the building so no-one else gets seriously injured after being struck. The big issue is that there are not enough of the other covered units to go around. We met with GSE, they have 11 covered units they are repairing or awaiting parts, so hopefully they'll be ready soon. In the meantime, please help us keep them inside.

Roadway and Baggage Rooms - There is an established cleaning schedule for the wet washing of the bag rooms and roadway. There has been a big reduction in the use of the anti-icer (sodium formate), so it isn't as bad as past years, but the GTAA needs to keep on top of the cleaning. We'll bird-dog this. Also, we ask that you keep out of the roadway with gas or diesel equipment to keep the air cleaner for those working in there, unless you absolutely need to be there.

Bird Guano - This is a more pleasant term for bird shit (sorry). We have had numerous complaints about the level of pigeon droppings outside the International ready room, the LD and LE bag rooms. Last week, the droppings in the LD room were so bad that a couple of people vomited, we got the area cleaned up, and had GTAA Wildlife Control called. They came and dealt with the seven pigeons in the room. They have also committed to routine inspections of the bag rooms. Here today, guano tomorrow. If you have any problems, call GTAA at (416) 776-3055.

Snowfall - If your gate is snow-covered, call for a gate

cleanup through STOC. There have been lots of slip/fall injuries. One thing that is aggravating is the big brushes the GTAA use to clean the gates - this seems to polish the surface more than clean it, making it far worse. I brought this up at the Airside Safety Meeting and asked them to keep them away from the gates.

Extreme Cold - Another reminder that if you are cold, tell someone, and go inside and warm up. There are too many cases being reported of workers having hassles with the manpower planners - this is not up to them, if you are cold you cannot think properly. If you are having problems with the planners, contact your manager and a H&S representative. We are still human, and we feel cold. Watch your co-workers as well please.

Training - If you are not trained on something, do not be coerced into using it. Be it a piece of equipment, an aircraft or whatever, you do not want to hurt yourself, someone else or put your job in peril. Contact a Health and Safety Rep if you have a problem.

Arrival/Departure Walkarounds - CYA!!! Make sure you have a good look at the aircraft after arrival and before departure, management are in discipline-mode. Also, double check aircraft locks, take your time, a lot of lives depend on this.

External Lighting - The type-trial fixture is outside LF10. These are the type proposed (after complaints from members) for outside the LD room, LE rooms and the vehicular corridor bend by the 140 Maintenance room. Hopefully, they will be installed soon.

In Solidarity, Rob Penyk

2323 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 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.



Pictured from left to right are Anthony McLaughlin (Jessica), Rodney Gutmanis (Tanya), Gord Deane (Gord Jr.), Surinder Takhar (Arunjot), Gary Fei Wei (Hung Fei), Edward Gubert (Jessica) Terry Haynes (Jennifer) and Arie Sandel (Roni). *Child's name are in brackets*

Other LL2323 award winners were: Lung Sang Chung (Homina), Paul Cooper (Kyle), Najib Elboury (Meryem), and Ron Tupling (Greg).

Three scholarships were also won by member's children located in Trenton, Ontario. They are: John Janas (Justin), Claude Blouin (Katherine) and Ron Neri (Alex).

Photo: Jorge Santos

RETIRED MEMBERS

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

Chris Ceci

Station Attendant Cargo

Kong Sang Chan

CAT 38 -Avionics

John Dias

Cabin Service Attendant

Rick Estrella

Maintenance Planner

Edgar Falzon

Station Attendant -Ramp

John Glover

Station Attendant -Cargo

Mike Graziano

Station Attendant -Ramp

Robert Hainstock

L/Station Attendant -Ramp

Dawson Hogg

CSA -Cargo

Randhir (Jane) Kang

Cabin Service Attendant

Dan McNiven

Licensed Aircraft Tech.

Frank Minchella

Station Attendant -Cargo

Mike O'Connor

Station Attendant -Ramp

Derek Smith

L/Station Attendant -Ramp

Mike Willmott

Station Attendant -Cargo

Teresita (Tessie) Zuniga

Cabin Service 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.

James Dennison

Retired LAT

-YYZ

Oscar Golez

Retired Cabin Service Attendant

-YYZ

Brian O'Hare

Retired Lead Station Attendant

-YYZ

Ronald Kwong

Retired Lead Station Attendant

-YYZ

Odisevs Smyrnis

Lead Station Attendant

-YYZ

Leo Uytenbogaart

Retired CAT 22

-YYZ

Frank Gasper

Retired Station Attendant

-YYZ

we apologize to the family for the incorrect spelling that appeared last month

“Contact” is also available online at:

www.iamaw2323.ca



"Kids today are a lot smarter than we were."

Labour Quote

"We're ready to take the offense for organized labor. It's time we have a President who didn't choke saying the word 'union.' We need to strengthen our unions by letting them do what they do best - organize our workers. If a majority of workers want a union, they should get a union. It's that simple."

--Barack Obama, Dubuque, Iowa, November 13, 2007

Contact

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

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- Rob Penyk -Conductor Sentinel
- Brad Gomes -Trustee
- John Smiley -Trustee
- Clinton Tucker -Trustee
- Crystal Nowe -Trenton Member
- Rob Piercy -Communicator
- Pat Rainforth -Educator

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Join the IAMAW

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