



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

June/July 2009

www.iamaw2323.ca

Volume 19 No. 6

50.8%
50.8% Against
TMOS

93.2%
93.2% In favour
Clerical

Tentative Agreement
Ratification results

President's Message

Groundhog Day. Yes it looks like we've been here before. As you know by now, our normal negotiations course was abruptly altered by the Federal Minister of Finance when he intervened in the normal process and ordered Judge Farley to preside over all of the union's negotiations. The reason for intervention was to deal with a \$2.9 billion pension deficit that needed a partial funding by the end of June 2009. Our negotiating teams were ordered by Judge Farley to immediately return to the bargaining table and get an agreement or face the possibility of dire consequences.

With the assistance of a respected team of lawyers at their side, the teams hammered out a proposal that has been defeated by the T.M.O.S. (*Technical Maintenance Operational Support*) membership.

The tentative agreement would have provided for stability in the pension plan and for Air Canada not to make immediate deficit funding to the pension plan. Normal pension contributions would be unaltered by Air Canada and the members and no alterations to our pension benefits. This tentative agreement would then require approval from the Federal Government if it was ratified. As far as Collective Agreement improvements go, there were a few; but most are minor and virtually all non-monetary in nature.

The negots teams have worked many weeks and weekends until the early morning hours to complete this tentative agreement and they need to be commended for it. It was not a task that could have been accomplished in a routine 9-5 day. The stress and pressures they faced were intense. Although not completely the desired outcome, greater job security

and the pension plans would have been preserved. With the turn down of this collective agreement, the next steps in Air Canada's and our membership's future are unclear. The realm of possibilities range from Air Canada filing for another C.C.A.A. (*companies creditors arrangement act*) or if the courts don't see this as a feasible option, liquidation.

I hope all of you took the time to educate yourselves with the facts provided at the ratification road shows. YYZ, YUL, YWG and YVR had negots reps and lawyers on hand to explain the contents of the tentative agreements. Smaller stations had the negots reps, General Chairperson and Local Lodge executive members at the information sessions.

The negotiation teams, the Local Lodge executive and General Chairpersons have spent the last weeks briefing members on the tentative agreement.

Justifiably, negative feelings and talk were plentiful. Unfortunately, some of this dialogue was about "just let AC go bankrupt" and other assorted other signals of frustration. Just who takes the brunt of the hurt in the case of bankruptcy or liquidation is us, the members and not the likes of Milton and his gang. They've made their millions and now could care less.

Lou Pagrach

Membership Meeting

Tuesday July 7, 2009
at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

TECHOPS HEALTH & SAFETY

Ed Galas, Co-Chair, Health & Safety Committee -Technical Operations

Office phone: 905-676-2205

I would like to point out to all employee's that company policy and government regulations require that employee's be trained on equipment prior to using it. Both company and government regulations, state this. The level of training depends on the type of equipment being used. In ACM, there are a number of options on type of training /levels. E-Learning which is computer based training, training sessions in TIMS, and last OJT (On The Job) which is classroom based training with an instructor. For more information on type of training required, ask your Team Leader and or Safety & Health Representative.

Aerial Lift Training

I would like to deal with training on Aerial lifts. Prior to using an Aerial Lift, the following must be completed.

1. Completion of Power Point course which is in TIMS.
2. Completion of a check out by OJT,
3. Completion of a valid Fall Protection course.

If you do not presently hold a completion and sign off on Aerial Lifts, please follow and complete the previously mentioned 3 points prior to using any aerial lifts available in ACM inventory. Any questions on this matter, please contact your Team Leader.

To access Aerial Lift training in TIMS, go to ACAeronet/My Tool Box/TIMS/Document Title. Then type in fse-e and then open Power Point presentation – Theory; Aerial Lifts. After reading and understanding this PowerPoint presentation, inform your Team Leader, that you have finished your theory training on Aerial Lifts and now you require a physical check out by OJT. Remember, Safety is everybody's business.

Workplace inspections /Housekeeping

Workplace inspections /housekeeping and how it's relates to employee Safety & Health. This statement is a very important one. I believe it's the foundation of all Safety & Health in the workplace. On review of our accident's and injuries in the Hangar

area, if you examine them, you can observe that a lot of these accident's cause and or contribution factors deal with, access stands, wet/dirty floors, congested work area, etc. All these observations point to poor housekeeping. I truly believe that if we performed our workplace inspections, and fixed the equipment that fails, entire work place safety would improve dramatically. It's up to all parties to make this system work including the Team Leader to issue workplace Inspection card's, the employee to perform all tasks on said job card and then the Team Leader to report defects to the correct parties, (ASE or FM) for rectification. If this process is followed and all parties do what is required of them, the Health & Safety of all employees would be enhanced.

“I truly believe that if we performed our workplace inspections, and fixed the equipment that fails, entire workplace safety would improve dramatically.”

Safety Concerns Reporting process

In regards to the ACM safety report process and the ACF 1213 form, there is a detailed flow chart and description of the process in the control manual. I have talked about this process in the past. And at this time, I would like to talk about the appeal process. When an employee gets his answer for his safety report, the said employee can request an answer in writing due they were considering an appeal. This appeal goes to Labour Canada and it must be made in writing, the Safety Team will assist in this matter.

Horseplay in the workplace

Fooling around in the workplace. It's been going for ages. That is until some one gets hurt...

Please, be aware that all action's have an equal and opposite reaction. Unknown to you, while fooling around you could injure someone or cause an employee to hurt a previous injury. Think before starting, going along with, or reacting to a prank.

Be Safe not foolish.

Edward Galas
Safety Chair YYZ ACM

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

By the time you read this, all the stations have cast their ballots for the ratification of the tentative agreement. Paul and I have expressed our opinions. One way or the other, nothing will ever be the same.

June was a difficult month. The shop committee and the steward body thank you for your patience and understanding.

Our submission this month is short and to the point.

It's summer, the barbecues are lit, the kids are laughing and the grass feels good beneath our bare feet. I think now more than ever is a good time to appreciate the things we have in our lives, our family and friends.

Get out and enjoy yourselves this summer.

In Solidarity,

Your Technical Operations, Logistics & Supply Shop Committee and Steward Body

Joe Dermo and Paul Krska

Alain Ruel, Alf Bailey, Allan Mills, Arie Sandel, Clint Tucker, Clive Richards, Dave Juneau, Ed Galas, Fred Soares, Gary Koster, Ioannis Makris, James Oprea, Joe Veltri, John Smiley, Larry Zadel, Manjit Hans, Mike Giantsopoulos, Mike Hannah, Naresh Persaud, Peter Kemp, Phil Green, Roger Pathak, Serge Miljkovic, Steve Boyle, Steve Davidson, Tim Fines, Walter Rohrer, Xavier Dias.

Member Lino Debono retires



Lower front L-R,
Pierre Nadeau,
Hussein Farag.

Front row L-R,
Louis Chiu,
Lino Debono,
Joel Garrovillo,
Joe Dermo.

Back row L-R,
Timmy Mugaseth,
Phil Green,
Roger Martel,
Ross Latour,
Ralph Watts,
Dave Pal.

RECENT RETIREMENTS

Local 2323 would like to thank the following members for their

Lajos Abert

Station Attendant -YYZ

Lino Debono

CAT 13 -YYZ

Mike Graham

Station Attendant -YYZ

Hector Abiusso

Station Attendant -YYZ

Antonio Degli-Angeli

Lead Station Attendant -YYZ

Richard Guest

Station Attendant -YYZ

Piera Arnold

Cabin Service Attendant

Giovanni DiFonzo

Station Attendant -YYZ

Jorge Hehus

Cabin Service Attendant

Julio Baglietto

CAT19 Sheet Metal -Line Mtc.

Paul Doguet

CSA -Cargo -YYZ

Leslie Hibberd

Lead Station Attendant -YOW

Jorge Cal

Cleaner

Joseph Dunkley

Station Attendant -YYZ

Alan Jones

Licensed Technical Instructor

Bill Carnie

Customer Service Agent Cargo

Ruben Escobar

Cabin Service Attendant

Martyn Jones

Station Attendant -YYZ

Gaetan Courchesne

Customer Service Agent -YOW

Paul Fischer

Station Attendant -YOW

Stephen Kelly

Lead Station Attendant -YYZ

Ray Critch

Station Attendant -YYZ

Graham Foster

Station Attendant -YYZ

John Kennedy

Station Attendant Cargo-YYZ

Lambert Croaker

Station Attendant Cargo -YYZ

Tom Galloway

Customer Service Agent Cargo

John Kozeluh

Station Attendant -YYZ

Josh Cyrus

Customer Service Agent -YYZ

Bruce Gemmel

Station Attendant Cargo-YYZ

Joe Lamberti

Station Attendant -YYZ

Gord Deane

Lead Station Attendant -YYZ

Manny Goncalves

Licensed Aircraft Technician

Rod Love

RECENT RETIREMENTS

valued service and wish them a safe and enjoyable retirement.

Edward Ming Tak Lui
Licensed Aircraft Technician

Demitrios Petrovits
Station Attendant -YYZ

Roy Snelling
Station Attendant Cargo -YYZ

Spencer Lui
Station Attendant -YYZ

Daniel Pynkoski
Station Attendant -YYZ

Marcelo Soliguin
Station Attendant -YYZ

Gary Lyons
Station Attendant -YYZ

Ramesh Ramsingh
Station Attendant Cargo-YYZ

Fred Stokes
Customer Service Agent Cargo

Layne MacCallum
Station Attendant Cargo -YYZ

Graham Reid
Station Attendant -YYZ

Stephen Stupich

Michael Madden
Station Attendant -YYZ

Bruno Ricupero
Station Attendant -YYZ

Paul Taylor
Station Attendant -YYZ

Michael Mahoney
CAT 13 Trim & Finish

Gary Rose

Michael Toh

Steven McKeddie
Station Attendant -YYZ

Steve Running
Lead CSA Cargo -YYZ

Baird Widmeyer
Licensed Aircraft Technician

Steve McKenzie
Lead Station Attendant -YYZ

Eduardo Sabate
Cleaner/Blaster -YYZ

Pit Meng Wong
Aircraft Technician -YYZ

Jose Antonio Melo
Station Attendant -YYZ

Adrian Scarpiello
Station Attendant -YYZ

Glen Zegarchuk
Station Attendant -YYZ

Scott Mills
Station Attendant -YYZ

Frank Shaver
Station Attendant Cargo -YYZ

Ralph Zylstra
Station Attendant -YYZ

Adolfo Pannozzo
Lead Station Attendant -YYZ

Paul Smith
Station Attendant -YYZ

HEALTH & SAFETY CONT'D

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

Office Phone: 905-676-4295

Summer Heat - Summer is finally here, please make sure that you drink enough water and if you are overheating, go in and cool off. If you have a problem, call a Health & Safety (H&S) rep. This week (hopefully), they will be installing water coolers in all of the ready rooms. Air Canada may also be buying personal water bottles for each of us. Hydration is crucial, in both winter and summer.

H1N1 Swine Flu - There was a work refusal on April 27th on a Mexican inbound flight. Our members were afraid of contracting the disease and either getting it or giving it to a family member. Not enough was known at that point. Labour Canada was called in to mediate, their ruling, after investigation, determined that face masks were not required but gloves must be provided for each flight. Other recommendations include pandemic training for our people, and a job hazard analysis of workers performed.

Red Alert Parking (Lightning) - We went to Dallas to see the docking system they use during thunderstorms (American Airlines). They use a semi-conductive mat on the aft side of the bridgehead, which is wired to a surge suppressor at the bridge electrical panel. This is being referred to the Dean of Electrical Engineering at U of T (they were involved in the CN Tower lightning systems), and Ontario Hydro research division called 'Kinectrics'. I have given them a sample of the material for testing. In order for this to work, there must be no risk to our people and must safely 'bond' the aircraft to the bridge. Stay tuned.

Cell Phone Usage - As you all know, there is widespread usage of cell phones, radios, etc. We also have had a couple of accidents, one could have been more serious or fatal. Please, if you must use a cell phone, pull over and talk, not while driving, or loading, or whatever task you're doing. We see them under earmuffs, everywhere. Also using your radio too, pull over. Eyes on task, mind on task. GTAA and AC spank as well.

Three Wheeled Jitneys - We again ask you not to drive these units outside. We have had a couple of very

serious injuries in the past. They stay inside the room, tell your manager to provide the proper tools to do the job. Don't risk your life or limbs.

Embraers - Thank you to you folks who are identifying problems with these aircraft. Any puncture or tear in the hold material means that hold is un-serviceable (u/s) unless fixed. All webbing must be done up 100%, any problems, call Maintenance. We are also type-trialling a different ceiling cage. One that hopefully doesn't pull off as much scalp as the originals. Too bad we couldn't have shoved a few of those who ordered this aircraft into the hold for a little 'first hand experience'.

“The company is on a discipline tear, follow them to the rule.”

Power Drive Units - We are attempting to set up a meeting with Maintenance to see about fixing the drive-systems in the Airbus A320/321 fleet. We need each base to have some units on hand, the go/no-go gauge (if it drops onto the roller, it's worn out), and the willingness of ACM to fix their fleet. We have quite a few mechanics who have been great in supporting this initiative, we all win and thank you for your help. Our injuries escalate like crazy when these are worn out.

Right To Refuse - We are currently handing out small cards which outline what to do about a safety concern and your legal right to refuse dangerous work without any retribution from management. Labour Canada has indicated as well that we need to educate the workforce. Each H&S bulletin board has a copy of the Canada Labour Code Part II, have a look at it.

Driving / SOP's - There is a big push at the moment to improve driving habits. Please follow the roadways and be mindful when going through gates as someone could walk out from anywhere. SOP's (Standard Operating Procedures) -The company is on a discipline tear, follow them to the rule. I have seen many folks get into trouble for going the extra mile for the customer, cut a few corners and then get disciplined. It breaks your heart. Follow the rules, keep your job, go home in one piece.

Have a great summer, work smart.
In solidarity, Rob Penyk

ORGANIZING

Ian Morland -Organizer District 140, Central Region

Office Phone: 905-671-3192

Reward Presented To Deserving Member.

Recently Brother Kenny Clyne received his reward for providing a lead that resulted in the Swissport employees in Hamilton joining the IAM. When Ken worked in Hamilton for Air Canada he was friendly with all the staff at the Airport. The employees of Swissport showed an interest in becoming unionized. Ken contacted Ian Morland, organizer for DL 140 in the Central Region. Information meetings were arranged with the group and over several months the majority of the employees signed cards to become members. The Canada Industrial Relations Board subsequently certified the group. Negotiations began and soon thereafter a deal was reached resulting in these new members ratifying their first collective agreement. We would like to welcome these new members into District Lodge 140.

The District By-Laws read as follows;

13.13c) In order to entice our members to provide us with contacts for new certifications and first collective agreements, the contact person would be rewarded by District 140 with the value of the equivalent of one month Per Capita Tax for the new organized group.

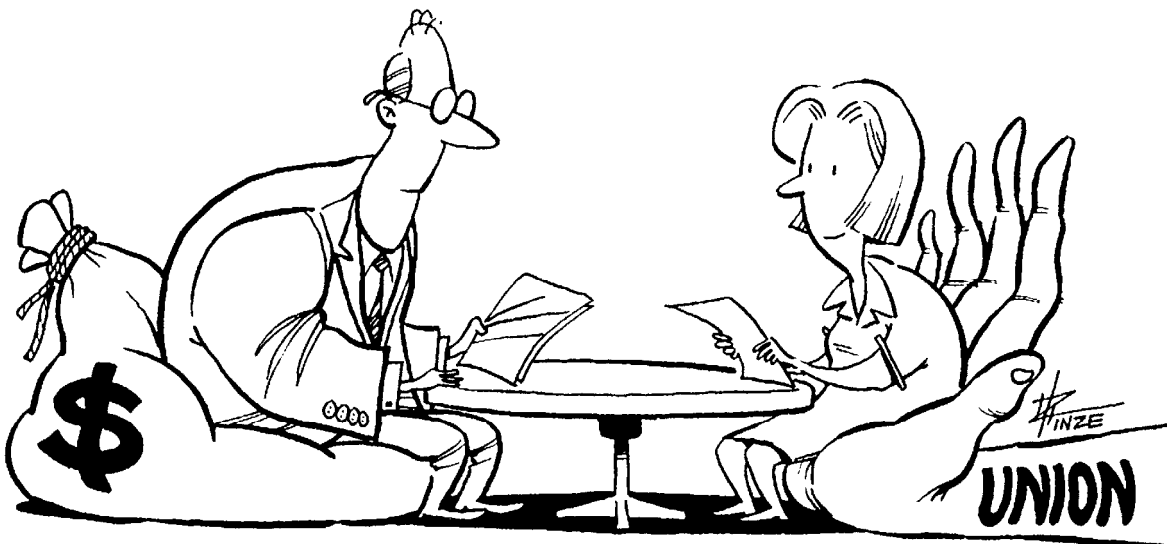
The cheque will be given to the contact person as soon as the District 140 receives the first monthly Per Capita Tax from the new organized group.



Brother Kenny Clyne (left) receives his cheque from Ian Morland (District 140 Organizer) for submitting a tip which led to organizing Swissport employees at John C. Munroe Airport in Hamilton.

Local Lodge Presidents, PDGC, RADGCS, GCs and Organizers are not eligible to receive these rewards. The policy must be approved each year by Grand Lodge.

The reward works out to approximately \$14.85 per each new member. We encourage you to forward any new leads to our office and you may be the next person to receive a cheque. All it takes is a phone call.



JUSTICE ON THE JOB. SERVICE TO THE COMMUNITY.

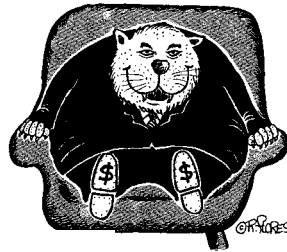
In Memoriam

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

Tony Araujo
Retired LAT -YOW

Clarence Hoxey
Retired Station Attendant

Lars Ledin
Licensed Aircraft Technician



HUMONGCO



"We can't get anyone to serve on the Workers Morale Committee."

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

Contact

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

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Lou Pagrach & Rob Piercy

Local 2323 Executive Board

- | | |
|----------------|----------------------|
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| Wayne Paterson | -Secretary Treasurer |
| Sam Jabbar | -Recording Secretary |
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| John Smiley | -Trustee |
| Clinton Tucker | -Trustee |
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| Rob Piercy | -Communicator |
| Pat Rainforth | -Educator |

Shop Committees (YYZ)

Airport & Cargo Operations

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