



Local 2323

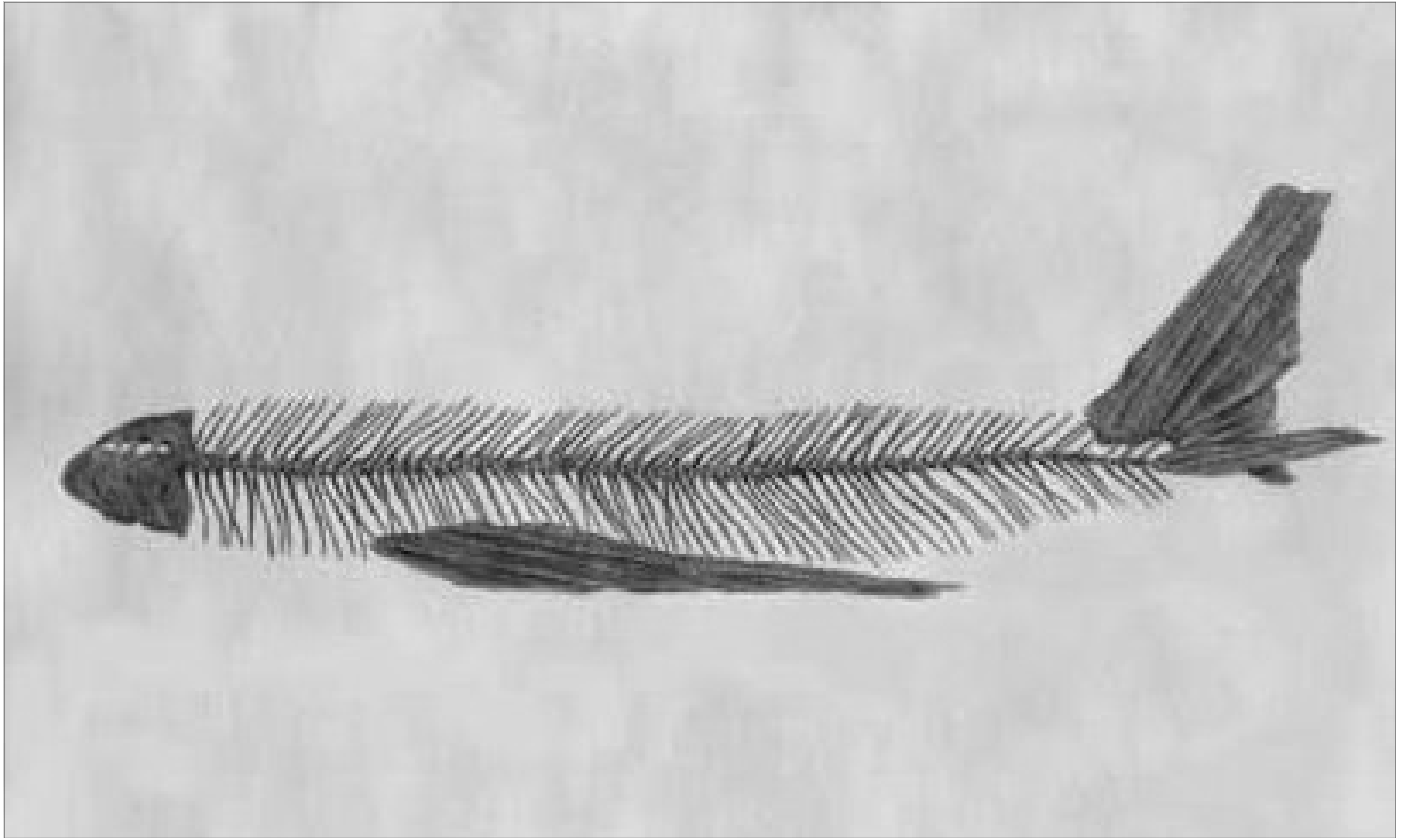
Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

March 2009

www.iamaw2323.ca

Volume 19 No. 3



Cartoon by Theo Moudakis.

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President's Message - Lou Pagrach

On February 3rd, a great member turnout elected Wayne Paterson to the vacancy of Secretary Treasurer and Paul Lefebvre to the vacancy of the "at large" General Chairperson position. Personally, I know by having served alongside both, that they will fulfill their respective Union positions to the highest standards. By-elections are now scheduled for May 5 to fill the vacancies of Local Lodge Vice-President and Recording Secretary. Also on this day, we will hold the election for delegates to the annual District Lodge 140 Convention scheduled for later this year in Quebec.

Most members are still dealing with the financial cuts we took in light of Air Canada's bankruptcy filing six-years ago. At that time it was impressed on us that cuts were necessary to make Air Canada a viable entity again and secure our future.

AC recently released its latest annual financial results. They didn't look very favourable. Oil prices at record high levels during most of the year and betting the wrong way on oil price hedging was the main stated cause. ACE Aviation, Air Canada's parent corporation, has sold off nearly anything with value that once was part of the mainline airline and distributed, or is in the process of distributing the last of the proceeds back to investors. Employees, that is us the members, are investors as well. It was on our backs that this company →

Membership Meeting

**Tuesday April 7, 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

once again rose from the ashes. But we are being left behind and broke in mainline Air Canada. We have made our investment by sacrificing pay, vacation and by work-rule changes. Yes, we collectively agreed to these cuts and changes but it was with the understanding the future would hold a payback. We then patiently waited our turn at the wage re-opener a few years back. Pennies were thrown our way and the arbitrator told us it was too early for any meaningful gain. It was his view that the airline was not financially robust enough yet.

It is now 2009 and our collective agreement is set expire at the end of June. This triggers our next round of bargaining. You may see and hear managers engaging Union members in discussion on the upcoming contract negotiations and be told that this is not the right time to go for the gold. Actually, we know some managers are being sent to a full-blown classroom session and given the "facts" plus a roll down on how to work this angle. From documents we obtained, managers are being schooled in "Our industry leading pay and benefits for unionized workers", "Our approach to 2009 labour negotiations" and "Plans for 2010-2014". Oddly enough, Mr. Milton's total pay package is not part of the curriculum. Mr. Milton somehow was able to justify an executive compensation package of nearly 43 MILLION dollars. To keep this in perspective, he was the third best paid C.E.O.. in Canada. Only to be outdone by the CEO's of RIM and the Royal Bank of Canada. Mr. Milton made almost 900-times the average wages in this lodge.

Our negotiation representatives will have a tough task at hand. They will be bombarded with fact and fiction by Air Canada labour relations. Our reps will spend sometimes day and night negotiating. It takes a dedicated person to see this through. We have 5 of these in LL2323. For the T.M.O.S. (Technical Operations, Logistics & Supply and Airport & Cargo Operations) it is Phil Brennan, Steve Banks, Ioannis Makris and Rob Manti. Rhonda MacLachlan is the Clerical Agreement negotiating representative. These representatives need your support especially during the tough times ahead. In the past rounds, the negotiations teams have asked the membership to respond to the suggestion forms distributed in the workplace. Soon they will ask you to respond again. These suggestion

forms are vital in preparing the team's agenda, although my suspicion is that financial gain, pension and job security will be near the top of the list.

From documents we obtained,
managers are being schooled in;

***"Our industry leading
pay and benefits
for
unionized workers",***

***"Our approach
to 2009 labour
negotiations"
and
"Plans for
2010-2014".***

I started working for Air Canada as a mechanic in the spring of 1987. By the fall of that same year, we were out on strike, actually locked out, for 20-days. As an impressionable Union member, I vividly remember the weeks and actually months leading up to the lock-out. Tensions were high, but our spirit was strong. We collectively knew a strike was imminent the way Air Canada was bargaining with us. The old Air Canada tested us and we responded.

Let's hope the new Air Canada won't test us this time and compensate us for what is rightfully due.

I would like to take a quote from Montie by saying, please remember to work safely, look out for each other and take care of our customers.

In solidarity,
Lou Pagrach

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

It is with great sadness and sorrow that we have to report that in these past few months many of our brothers and sisters have experienced the loss of a family member. We offer our heartfelt condolences.

We also need to report that many of our fellow co-workers are off due to work-related injuries or have fallen ill. We wish you all the best and a speedy recovery.

In times of uncertainty, these personal difficulties add to our already insurmountable daily tasks. We are here to listen and provide you with the resources to get you through these difficult times.

I have now been in the office with Paul for 90-days and we would like to offer our thoughts and opinions on "Labour / Management" relations. There is none. We have conveyed to you in past Contact newsletters that the steward body is empowered to resolve grievances at the "floor level". It is our expectation. It is also negotiated language. The steward body is capable and willing. Management is not.

At the second level, we are dealing with some issues with a foregone conclusion. Why do we need to go to the third-level of the grievance procedure or arbitration for something as simple as an overtime bypass? We will let you decide the answer.

Moving forward, issues unresolved at the verbal stage and proceeding to a formal grievance will require a "member's statement of facts" within a week of presentation at the first-level. We require from the member a full statement of events surrounding the grievance. The onus is on the Company. "Denied" is an unacceptable answer, proves no justification and shows disrespect towards the membership.

We implore you to assist the stewards and the shop committee in preparing your case for it's presentation.

**Support your stewards,
Support your negotiations committee,
Support your safety representatives,
And the most important, support each other.**

In solidarity,

Your Technical Operations, Logistics & Supply Shop Committee

Joe Dermo and Paul Krska

Recent 2323 Bulletins

- Revised T.M.O.S. Bargaining Unit Members Union Dues** (March 19)
- Revised Clerical Bargaining Unit Members Union Dues** (March 19)
- Absentee Ballots 2323 Elections** (March 18)
- To all BBH Members Union Dues** (March 16)
- Safety & Health Committee Vacancy -Ottawa** (March 12)
- Revised* Notice of By-Election for Vice-President Local 2323** (March 5)
- Notice of By-Election for Recording Secretary Local 2323** (March 4)

www.iamaw2323.ca/2323_bulletins.htm

Recent DL140 Bulletins

- European Free Trade Association (EFTA)** (March 23)
- Bulletin Re: Montie Brewer's March 5th Letter on Pension Issues Bulletin #29** (March 12)
- Teplitzky Transition Award (AC/AVEOS) Bulletin #26,** (March 6)
- Full 8-page Transition Document from Arbitrator M. Teplitzky** (March 5)



www.iam140.ca/en/Bulletins.aspx

HEALTH & SAFETY

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

Office Phone: 905-676-4295

Lightning - The Shocking Truth

Almost all of us in our lives have had an experience with a nearby lightning strike. It could have been recently, or back when you were young, but it usually leaves quite an impression. Lightning is fascinating, is totally random and varies wildly in the high amperage and voltage it consists of. And it will strike anywhere, not necessarily at the highest point. This is the unpredictability of natural forces. If you remember last year during lightning storms, the company arbitrarily decided to try to bridge aircraft during active thunderstorms by management personnel, including



the former AC Safety Manager. This was incredible and went against the recommendations of your H&S Committee. Without going into too much detail, after the Air France crash of 2005, the company wanted a means with which to park airplanes that had medical emergencies on board during active 'red alerts' (lightning warnings). We developed a process that aircraft could be brought up to gate position without anyone being harmed, as long as they remained in vehicles and off the ramp and bridges. The sticking point was opening the aircraft door. This could not be done safely. If the aircraft was struck by lightning at the time when your hand is on the door handle, you are the conduit between the aircraft and ground. Also, if Inflight opened the door, they could be seriously hurt/killed as well. Your H&S Committee contacted various aircraft manufacturers (Airbus, Boeing, Embraer). They recommended against

this process. Even the GTAA (they own the bridges) put out a bulletin against this practice. Other airlines were also consulted. Even in Florida, the lightning capital of the USA, they too recommended against this process. Also, I contacted the Government (Labour Canada) and discussed the issue with a professor from the University of Toronto who specializes in lightning (he was involved in the lightning systems for the CN Tower). I requested the company utilize this expert (actually he is the department head of the electrical engineering program) that we could make an educated decision.

The company would not agree to consult him, instead looking to other reputable agencies such as the 'Weather Network' and 'Billy-Bob's Ceramic Tile and Lightning Advice Company' (just kidding). After HRSDC's involvement, the company stopped bridging aircraft by management and would not ask our members to do so either. So...jump ahead to this year. Air Canada's Corporate Safety and ACGHS Safety presented to the AC executive board a presentation regarding bridging during thunderstorms.

In this presentation, the company risk analysis stated that the risk was far too high and the "risk of injury/death to anyone in the bridgehead area is also very high", also "This risk is associated with the persons) either directly becoming part of the energy path (i.e. touching the aircraft and the bridge so the energy travels through the person) or indirectly from being in the vicinity as the energy "jumps" from

HEALTH & SAFETY CONT'D FROM PAGE 4

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

Office Phone: 905-676-4295

aircraft to bridge. In other words, you don't have to be hit or have lightning pass through you to be injured/killed". They also had photos of a USAF C5A Galaxy aircraft that was hit by lightning on March 28th, 2008. The aircraft's loading ramp was down and the lightning blew a big hole in the concrete at that point where it touched the ramp. They also state "In the event an employee or customer were injured or killed in the bridge as the result of a lightning strike, Canadian law (Criminal Code 217.1, formerly Bill C-45) would place liability on those in a position to manage the procedure. This could include ACGHS front-line manager, ACGHS Lead Station Attendants, ACGHS station and executive management, GTAA employees/manager, the accountable executives of ACGHS and Air Canada." Apparently, Montie Brewer wants this process and has Toronto management pursuing this regardless of their own Safety Department's recommendations. Makes you wonder...

Anyway, local management has decided (after all) to consult with the U of T professor, Dr. Janischewskyj, and has stated that it will involve the H&S Committee with all aspects of the investigation. Also, they stated that they will not go ahead with this process unless it is deemed 100% safe. Your H&S Committee also has been in touch with the CAW and CUPE H&S Committees to keep them informed of what is going on with this debacle. Stay tuned. It is important to remember that thunderstorm season is fast approaching. You and your crew members know to take cover when there is a 'red alert' declared. This is indicated by building-mounted strobe lights and radio call out when the hazard is present. The GTAA lightning detection system is fairly reliable compared to earlier units, but it is still a machine. The GTAA has lowered the detection area parameters for lightning detection, so it is more important to take cover ASAP. Last year, I found many crews continuing to work flights, change tires, drive outside with open tractors, etc. This is insane!! Please take cover, and ensure those around you do as well.

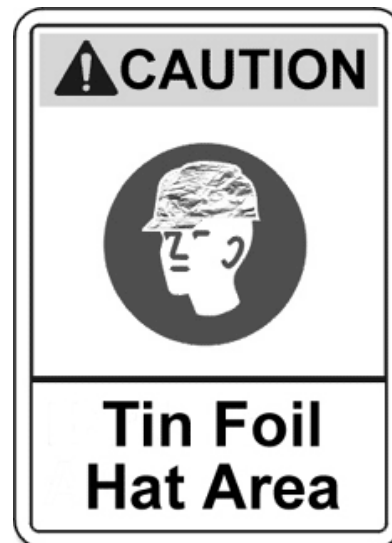
www.iamaw2323.ca

Last year's management bridging did unspeakable damage to awareness of how dangerous this hazard is. As mentioned, we had managers, including the former AC Safety Manager out walking around on the ramp during the red alerts!!! During a lightning alert, do not drive open tractors or those without doors. If you are on a loader, get off it and find cover immediately. If you are in baggage, stay indoors. Also, I found many in baggage last year standing in the open doorways of the room, watching the storm. There is a phenomenon known as the 'side flash', where the energy from a lightning strike will blast outwards, if

you are in an open doorway, you might as well be unprotected outside. Please close the doors immediately. Last year, with the lightning alerts on and off continuously (due to the lowering of the alert area by GTAA), there was frustration by our members. One crew evoked their right to refuse, they felt it was unsafe to go outside when the alert ended

(they saw several close lightning strikes). With the refusal, we contacted Labour Canada for a decision on this. On discussion, they stated that due to ever changing conditions of the storms passing through, they recommended the manager 'exercise extreme caution on the side of safety' and upheld the crew's right to refuse. Remember, you CANNOT be disciplined for using your legal right to refuse unsafe work under the Canada Labour Code, Part II.

If you have any further questions, contact an IAM H&S Committee representative. They will never put operational goals ahead of your right to a safe workplace.



CLERICAL & BBH

Paul Lefebvre -General Chairperson District 140, Central Region

Office Phone: 905-671-3192

Since my election to the position of General Chairperson District Lodge 140 in early February, I have been familiarizing myself with my new responsibilities. District President, Chuck Atkinson has assigned me to provide service to members covered under the Air Canada Clerical, BBH services, Smarte Carte and Servisair collective agreements. In fact, the Air Canada Clerical, BBH and Servisair 'contracts' are set to expire in the next few months and I will be involved in their renewals. I also have 5-weeks of training scheduled at our Union's Winpisinger Education and Technology Center.

The members employed with Air Canada Clerical and BBH Services also happen to be fellow members of Local Lodge 2323. The following is a brief membership update.

Clerical Bargaining Unit

The Air Canada Clerical members of our Lodge work in Ottawa, Trenton, Pearson Airport, as well as other GTA locations. Among other things, they provide office support to the many work areas that most of us toil in every day. Chances are when your boss gets something right it began on the desk of a member of our Clerical team. On April 05, I will be joined by Negotiations Reps from Montreal, Toronto (Rhonda MacLachlan) and Vancouver, for 6-days of intensive training at the Winpisinger Center. Together, we will be studying the various aspects of negotiations including, benefits, costing, contract language & proposals, as well as Canadian pension issues and options. Our Union counterparts representing all other Air Canada IAM members will also be at the Winpisinger Center to develop joint strategies as we prepare to renew our Collective Bargaining Agreements.

We have also requested input from all Local Lodges representing Clerical unit members regarding the formation of a 'Bumping Committee'. This committee will be charged with overseeing the bumping process as outlined in the collective agreement if/when the AVEOS (Heavy Maintenance) separation agreement is finalized. We are advised that some Clerical positions associated to the former Heavy Maintenance branch, may be mapped over to AVEOS. This information will

be communicated to the Clerical membership once the agreement is finalized and the affected positions are known.

BBH Services

Approximately 80 members of Local Lodge 2323 are employed at BBH Services at Pearson's Terminal 1. They provide baggage odd-size and special handling, as well as some connection baggage duties that fall under the jurisdiction of the Greater Toronto Airport Authority (GTAA). BBH has a service contract (up for renewal shortly) with GTAA. The Local Lodge has posted for 4 Shop Steward volunteers to assist Ricardo Williams, who has graciously volunteered to fill-in for the Chief Steward, Kamal Mohamed in his absence. Local 2323 President Lou Pagrach has committed to timely training for the successful applicants. An election will be held if it is necessary after the nomination period closes on March 31. Any member who would like to learn about their collective agreement rights should consider submitting their name for consideration. I look forward to meeting all of you in the coming weeks.

I would also like to warn the members who work at BBH about a questionable practice that your management encourages. I refer to the act of soliciting negative notes and letters from members about fellow members. At some point at work we have all had a particular dislike for a co-worker. That's life. The problem begins when we commit nasty things to paper and let management get hold of them. In doing so, we undermine ourselves. The fact that management encourages this practice should be our first clue that it is wrong. Did you know that your manager's file these 'letters' in order to discipline and disadvantage your co-workers at later dates? Case in point - BBH management has referenced 'fellow employee letters' in grievance proceedings as justification to discipline members. Remember, the greatest single weapon that we have against management oppression is our solidarity together as workers and equals. If we assist management in disadvantaging those we may not like, we will all suffer the same fate at the hands of our bosses. Do you want to be the next victim?



ORGANIZING

Ian Morland -Organizer District 140, Central Region

Office Phone: 905-671-3192

On March 6th, 2009, Transportation District 140 filed at the Canada Industrial Relations Board applications for certification of two new groups.

BOMBARDIER is for Bombardier Services, comprised of employees located in Moose Jaw, Saskatchewan and Cold Lake, Alberta. These employees perform logistics and forward supply services. Bombardier provides support to the NATO flight training operations at these locations. IAM Local Lodge 32 currently has members employed as Aircraft mechanics at both these locations and they look forward to welcoming these new members into their local lodge.

The other application was for employees of

Wasaya Airways, comprising of Ramp agents, Passenger service agents, Cargo agents and Ground Equipment maintenance at Thunder Bay International Airport. Wasaya Airways provides scheduled passenger service to 21 First Nation communities in north-western Ontario. The company operates a modern and state of the art passenger fleet of Beech 1900D aircraft. We



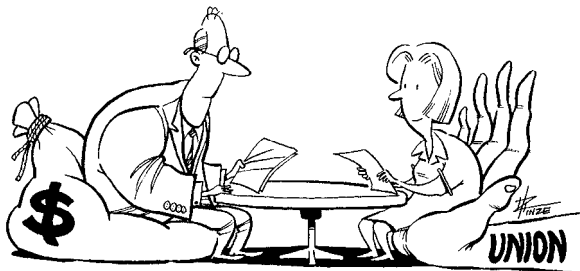
would like to welcome these new members into Transportation District 140 of the IAM.

All members are encouraged to discuss with friends and family the benefits of belonging to the IAM. Please contact our office for further information.

TECHOPS NEGOTIATIONS

Less than 100 days left

In the first week of March, Rob Manti, the newly elected LL2323 negotiation committee member for maintenance, visited Toronto. Prior to transferring to Ottawa, Rob worked in Toronto line maintenance and this visit was a return to familiar territory. The visit coincided with the Local Lodge executive monthly meeting, which gave us the opportunity to meet with the Local Lodge executive board, some of the District Lodge 140 officers, and I was able to introduce Rob to the negotiations committee members from the Airports and Cargo branch. We also visited the hangar and ramp maintenance areas. We met with many of the members we had worked with in the ramp and hangar, and also met some members for the first time. I have been asked as to why the visit had not been posted or communicated to our members ahead of time. This visit was intended to "meet and greet the members".



We emphasized the need for all members to start discussing the upcoming negotiations. In the future, there will be more visits and discussions about specific issues. We will try to meet with as many members in as many areas as possible. The purpose of these visits is to generate discussions and get feedback from our members. We try to keep it small so that the flow of work during those visits is not disrupted. This visit was only the beginning.

Ioannis Makris

RETIRED MEMBERS

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

Paul Arora

Cabin Service Attendant

Miller Hernandez

Cabin Service Attendant

Albert Huizingh

Station Attendant -Cargo

Cass Huyben

Cabin Service Attendant

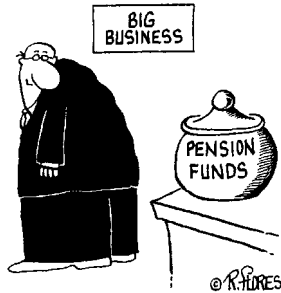
Robert 'Gord' Moss

CAT -19 Line Mtc.

JUSTICE ON THE JOB. SERVICE TO THE COMMUNITY.

Don't Mess With Our Pensions!

On March 13, 2009, the Canadian federal government initiated a consultation process on federally regulated pension plans. In response, a group of seven influential companies, each with large federally regulated pension plans, prepared a joint submission, which is garnering much interest. The so-called 'Group of Seven' comprises Air Canada, Bell Canada, Canada Post, Canadian National Railway Company, Canadian Pacific Railway, MTS Allstream and NAV CANADA and is supported by the Federally Regulated Employers – Transportation and Communication, which includes TELUS and VIA Rail Canada.



The seven companies that made a joint submission to Ottawa earlier in the week want to take 10-years to close a funding gap, without consulting employees or retirees. They also want a formula for calculating the size of the funding shortfall that would be far laxer in the current economic climate.

Send a letter to your MP!

There is a letter on our website that describes the Union's position. Copy & paste it into your email program and send it to your Member of Parliament.

www.iamaw2323.ca

Retiree's Get-together

Our retiree's meet on the
3rd Monday of the month
at 13:00 hrs.

Next get-together is
April 20, 2009
2580 Drew Road,
Mississauga



Join the IAMAW

Please contact one of our organizers below:

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