



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

May 2009

www.iamaw2323.ca

Volume 19 No. 5



Photo: R. Piercy

President's Message

Hopefully someday, my President's Report will include some good news again, but not this month. On April 28, active member and Shop Steward Joe Mazzaferro passed away at the very early age of 33. The funeral service was attended by hundreds of his friends and family. There was standing room only in church at least 30 minutes before the service commenced. Joe will surely be missed by all who knew him.

The recently held Local Lodge by-elections resulted in Steve O'Hara being elected to Vice-President and Sam Jabbar elected to Recording Secretary. Congratulations to both. Their current term of office ends December 31, 2010.

In mid-April, Air Canada tendered an unsolicited "take it or else" offer to all the unions. This is the new Air Canada way of dealing with the pension funding deficit and their non-payments into the fund. Some serious alterations to our pension plan were demanded. One of those demands was that we go hand in hand with them to the Federal Government and allow all of their proposed pension rule changes. It did not take the negotiations teams long to unanimously reject that proposal.

On May 8, Air Canada published its latest quarter financial results. Another loss, this time \$400 million, was reported. In tandem with those financial

results, Air Canada continued its unilateral negotiations with the Unions. This time through the public media. Air Canada is seeking another round of cost-cutting demands from the unions as published in the national papers. Another interesting twist on our stellar "labour relations."

At the June monthly meeting, as per our by-laws, the proposed by-law amendments for LL2323 will be read out for the second time. These by-laws are under review by our by-law committee. This committee will either recommend concurrence or non-concurrence with the proposed changes. The membership in attendance at the June meeting will then vote on these proposed by-laws. These by-laws will then be sent to Grand Lodge for approval.

Please make sure you work safe and obey the company's S.O.P.'s.

See you June 2.

Lou Pagrach

Membership Meeting

Tuesday June 2, 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

This month, employees on the ramp had a safety concern in reference to accomplishing other than minor work, on the Ramp area.

The concern can be broken into two sections; 1-Regulatory (GTAA) airworthiness and 2, Employees' safety. The safety committee representative investigated the concern. First part of the concern deals with GTAA apron and maintenance run procedures 8.0.1 and 8.0.2. This section deals with doing maintenance work other than minor work. I.E. fuel, hydraulic, lav fluids unit changes. The first thing that that needs to be done is to call the GTAA Duty Manager at 416-776-3030 for approval to do other than minor work. Then provide for spill and containment, (I.E. portable spill kits). Also, in the procedures section it mentions a 30-minute maximum work-time. This is meant for flight operational times and not night layovers. The GTAA doesn't want the gates to be held up due maintenance being done on aircraft. The second part of this concern deals with the safety & health of the employees doing the job and getting the proper equipment on the ramp to accomplish the work required. A light source was recommended, and a portable light was placed in ramp stores, by the Team Leader after talking to the safety team (note a 115 volt outlet is on all movable bridges.). P.P.E (personal protective equipment) is located in ramp stores. The final recommendation of getting a portable work bench was agreed to and is still on-going.

To all ACM employees, working safely is a duty and right of all employees. A job can be performed safely, providing all SOP's are followed, equipment/tools are provided and used correctly. If there is a concern about performing a job safely, please contact your safety representative and follow our safety report process. The safety reporting process is designed to be used to improve the safety in the work place. Now, if an employee is asked to do a job that he feels is unsafe, for himself or other fellow employees, he has the right to refuse unsafe work. This is a Federally protected right. The first thing to do is to make the following statement. "I refuse to do this job, due to safety", to your Team Leader. At this time, a safety representative is to be called. Also, locally the safety chairperson are to be called in. His pager number is available on all Safety Boards. The manager with the safety representative investigates the refusal.

While it's being investigated, his task can be re-assigned to another employee as long as that employee is made aware of the on-going work refusal.

The employee making the safety refusal has a right to participate in the investigation. If he chooses to let the Safety Representative investigate refusal without him, he can be assigned another task, or asked to sit in the lunchroom. He cannot be sent home with or without pay. This is due to the fact that it would then appear, as the company disciplining employee, as work refusal is being investigated.

If the manager and Safety Representative cannot come to an understanding, the Labour Officer is called in. Under the Federal Labour Code, the company must make the call.

The Labour Officer investigates the refusal and will make his decision. If his decision is in favour of the Employee, the company must immediately stop the task and then follow the Labour Officer's recommendations. If his decision is in favour of the employer, the employee then must perform the task(s).

It should be noted that both parties can appeal Labour Officer's decision.

I hope all employees keep this in mind.

Edward

2323 Election Results

Vice President:

Steve O'Hara -373

Pat Rainforth -126

Spoiled ballots -10

Recording Secretary:

Sam Jabbar -314

Anthony McLaughlin -185

Spoiled -10

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

This monthly newsletter is one of our avenues to communicate with the membership. This month, we find it difficult to be politically correct.

“Actor” The performance in a part or role in a drama or serving temporarily especially as a substitute “acting team leader”

Our collective agreement has language that gives bargaining unit members the opportunity to “act” out of scope. We would like to remind those “acting” in the capacity of a Team Leader that they are still Bargaining Unit Members. The reservations of management are solely vested in the Company as per Article 3. You do not “bear witness” in this “acting” capacity against a fellow Brother or Sister.

Brother “vs” Brother

Now that we are getting closer to the expiry of our collective agreement we should be standing united in our resolve. We should strive to better ourselves and protect our future.

The “Me First” mentality is damaging to the well being of all. We are dealing with members fighting amongst each other. We were also in receipt of a document that was sent off to management that was written by a spineless nameless author/s accusing co-workers of wrong doings.

We would like to remind all of the Air Canada Workplace Harassment Policy which can be found in the ACAeronet/HR/AC Polices/Workplace Harassment. Please guide yourselves accordingly and respect your fellow co-workers.

Paul and I met with the other Shop Committees earlier this month. For me it was an introduction to my counterparts from across the system. It became apparent from the short time I was there, that the issues are the same across the system.

We need your help to achieve the desired results, individually we may feel we do not have a voice but collectively we can make a difference. In the near future, we will be afforded the opportunity, but until then we ask that you become more active and involved in the Union.

Attend and participate at the monthly Local Lodge meetings. Talk to your Member of Parliament and ask him or her on their position on the pensions.

Engage and ask your Shop Stewards and Safety Rep’s the questions you need answers to. We are here to assist.

At the time of this writing, our Negotiations Committee is in YVR meeting amongst themselves compiling all the information from the online survey and recommendations from the shop committees across the country.

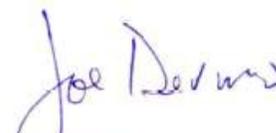
Updates will be posted on the District Lodge site at: www.iam140.ca/

Local lodge information can be found at: www.iamaw2323.ca/

Paul and I can be contacted at 905-676-2243 and/or reached by e-mail at; jdermo@iamaw2323.ca
pkrska@iamaw2323.ca

In Solidarity,

Your Technical Operations Logistics and Supply Shop Committee.


Joe Dermo


Paul Krska



HEALTH & SAFETY

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

Office Phone: 905-676-4295

Swine Flu (H1N1) Influenza

As most everyone is aware, there is an influenza outbreak in Mexico which is expanding globally. This has caused great concern for our members who fear contracting the disease as we, by working at the airport, are at the entry point into Canada. Initial reports of the disease were ever changing in severity, recommended precautions, and location.



It is important to mention the distrust of the system that our members have after the last serious disease entered Toronto, - the SARS epidemic. In this, the company was more concerned with public

image (barring the usage of masks although all other agencies around wore them), and the downplaying of the seriousness of the risks. Your H & S members have worked with the company to develop Influenza Pandemic Preparedness after seeing the mistakes of the SARS crisis.

Information regarding the H1N1 virus was provided by the company bulletins (with references to the World Health Organization, and Health Canada) which stated the masks were not recommended for the 'general public'. It was our view that, the airport being a primary entrance point for disease, we could use some extra precaution, to not compromise our members' health and safety. I met with the company and stated that our members have concerns with bringing disease home - possibly infecting young children or elderly/ill parents. Everyone has their own situations. We attempted to reason this, to offer masks to those who have concerns. Remember, at this point, there was a lot of conflicting information with the virus, and we wanted to err on the side of caution, and perhaps win some trust back after the SARS fiasco.

The company declined, and on April 27, a crew who was assigned a Mexico City inbound flight refused to offload the aircraft unless they had masks and gloves. It was cited that the crews at Terminal 3 were provided PPE, Customs was all outfitted, and the Mexicana crews were all provided personal protective

equipment. Some of the concerns raised were how long the virus could survive on bags/aircraft holds, breathing air from the cabin after opening the passenger door, and air circulating in the holds. Also, exposure to the person delivering wheelchairs/strollers to the bridge. HRSDC (Labour Canada, our federal governing body) was called to inform them of the refusal to work. Another crew was asked to work the flight, but was told of the refusal and the reasons why - this must be done by law), they agreed to do so if they were provided gloves and masks to work the flight.

The company finally agreed to temporarily provide gloves and masks in the interim until Labour Canada could investigate and provide a ruling.

Labour Canada's ruling stated 'no danger', however, they did instruct Air Canada to provide personal protective equipment (gloves) to those working the holds, which must be sanitized before reuse. Labour Canada's decision cites several points -

Customs (CBSA) has been charged by Health Canada to screen for ill passengers. Toronto Public Health Registered Nurse stated that a person could be sick for 24 hours before symptoms (confirmed by PHAC). Drying out kills most of the virus. The Senior Communications Advisor Public Health Agency of Canada (Renee Robert) stated that the virus could last on a surface reasonably for up to 48 hours. He also stated "its highly unlikely that the baggage will transmit virus. Even without gloves the risk is infinitesimally small." Also, "Given the distance between Mexico and Canada and the likely →



HEALTH & SAFETY CONT'D

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

Office Phone: 905-676-4295

temperatures in the baggage container below deck, it is unlikely that the virus would survive on the baggage, and this even though the baggage may rest on stainless steel surfaces." Dr. Spica, Health Canada, stated "The real risk is contact with an ill passenger; ie respiratory symptoms. If within 2m (6 ft) suggested N95 mask if providing close clinical care to an ill passenger. The likelihood the virus on a dried surface (baggage) after a 3-4 hour flight is so small it is difficult to put a degree to it." Dr. Jeff Chernin, Occupational Health Medical Officer, Health Canada, Toronto office, provided the following details - "Unless the passenger is coughing, there is no spread of the virus. The higher risk are people within 2m of a potential swine flu passenger, N95 mask requires training and could provide a false security. If the passenger is not coughing, there is minimal risk. Gloves could be needed for the job, yes could be transference. If someone is ill and coughs, (the virus) can stay on the surface 24-48 hours."

Labour Canada recommends better training with regards to pandemic developments. This certainly won't be the last situation, and preparedness is key. Any changes to the situation may potentially change the decision as well.

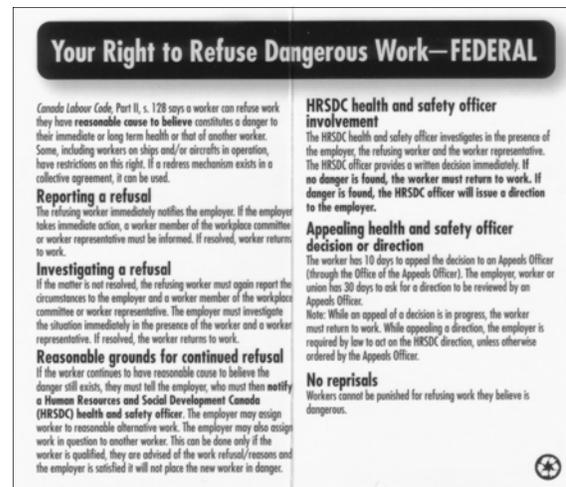
With regard to the right to refuse dangerous/unsafe work, it is important to note that the company CANNOT discipline someone for refusing. This must be investigated the management and an employee member health and safety committee. The company can ask someone to perform the work, but they must state the concern for refusal and reasons why. With the decision, both parties also have the right to appeal.

Lightning Issue

The company has stated that they will not bridge aircraft during thunderstorms. As mentioned previously, we have developed a process to safety get the aircraft on the gates, but installing the bridge is deemed too risky at this point. American Airlines in Dallas has special equipment to 'bond' the aircraft so the passenger door can be opened without risk to the person on the bridge (apparently). We will be having a look at this, and will relay information to the University of Toronto Electrical Engineering Dean for his technical opinion (he worked on the lightning protection systems for the CN Tower). Stay tuned. But until then,

WHEN A RED ALERT IS CALLED, IMMEDIATELY LEAVE THE RAMP FOR SHELTER, NO MATTER WHAT.

If you have questions, contact your H&S rep.



Keep a copy of this right to refuse info with you or in your locker so you have it when you need it.

The info is also in your 2009 pocket calendars!
You can get one of these cards from your H & S reps.

East Hold

The GTAA/company are planning to close the old East Beach and open a newer one out from gate 193. We have been involved in the discussions to ensure that H & S concerns and comfort issues are addressed (ready rooms, etc.)

Heat Issues

Summer is coming (hopefully). With this, comes intense heat and humidity. Make sure that you keep drinking water and watch your fellow crew members for heat exhaustion and dehydration. If you need a cool down break, contact your manager and a H & S Rep if you have problems.

In Solidarity,
Rob Penyk

BBH & AIR CANADA CLERICAL

Paul Lefebvre -General Chairperson District 140, Central Region

Office Phone: 905-671-3192

BBH

We would like to welcome four new Shop Stewards: Ibrahim Abdi, Kanwaljit Gill, Marsha Haughton and Ayanle Siyad, who will represent their fellow members working for BBH. Local 2323 informs us that all will have completed their Shop Steward training by early June. Their assistance will be greatly appreciated, especially since BBH management has, in our opinion, unjustly terminated Chief Steward Kamal Mohamed. The Union has been attempting to achieve a settlement that will put Brother Mohamed back to work as soon as possible. Should these efforts fall on deaf ears, we have a number of dates scheduled in June and July in front of Arbitrator Saltman, to conclude the matter. Many members have expressed their support for Kamal and hope to see their Chief Steward back soon.

The GTAA has cancelled the Security Recon contract work with BBH, which affected the jobs of 8 members. A layoff has resulted. Some members have expressed concern that the layoff sequence was incorrect. This matter will have been reviewed by the time this newsletter is distributed. Anyone who has a concern about the layoff process, please contact your Shop Steward, or myself for assistance.

Your Union has been told of numerous incidents where BBH Management allegedly speak-out against our Union, and in fact the validity of having a Union and paying dues. We are told that you may be approached and asked to join a management member for a free lunch, or to have an offer that overtime will come your way if you listen to their lecture. Should any members be approached by management and be subject to these anti-Union tactics, please contact me immediately at (905) 671-3192

In the March 'Contact', we wrote about management encouraging members to write negative letters about co-workers, perhaps someone they dislike. Management then files these letters to be used as justification for discipline in the future. It would appear this is just another anti-worker, Union Busting technique being utilized to break your solidarity. Please assist your Union in stopping these despicable practices by contacting us when this is happening. Together we can stop this nonsense.

The IAM BBH Collective Agreement is set to expire on September 26 this year. This will be a time to

address your the issues and concerns. Please give some thought to what you would like to see improved, so you are prepared when your Negotiations Reps request your input.

Air Canada Clerical

Your Clerical Bargaining Committee met with the TMOS (Airports, Cargo, Logistics, and Tech Ops) and Finance Negotiations Committee's in Vancouver the last week of April. IAM Canadian General Vice-President Dave Ritchie and D.L. 140 President Chuck Atkinson gave all in attendance a review of the high level discussions that have taken place between your Union and Air Canada over the past year. We were also apprised of the planning and legal research conducted by and on behalf of the IAM regarding Air Canada's financial situation and its possible effect on our Pension Plans. A motion was unanimously passed by the combined Negotiations Committee's to hold firm on the terms of our members Pensions at this year's collective bargaining, where this message will be delivered loud and clear.

Your Clerical Negotiations Reps, Rhonda MacLachlan (YYZ), Ron McKelvie (YVR) and Frances Pion (YUL), have distributed and collected your Negotiations Surveys from coast to coast these past two weeks. Your surveys are now being sent to IAM Strategic Resources, where the data will be analyzed and a report will be created. The committee will then use this report to create your 2009 Bargaining Agenda, when we meet in the first week of June.



EMPLOYEE ASSISTANCE PROGRAM

Ron Rawding –Area Coordinator, Central Region

Office Phone: 905-678-1079

The conflicted workplace: What is going on and where does it end.

I would like to believe that there is no place for harassment in our workplace and this fundamental right is instilled throughout the corporation. Sadly, this is not so and I feel the need to address the bullying and harassment taking place almost daily. Awareness of why some people engage in this behavior is paramount in determining a proper outcome in resolving these matters. Let's first look at workplace culture and managing style.

When a work group or corporation is managed in a way that appears unfair and disrespectful, people will feel powerless and abused. A workforce could not help but feel under attack by its employer as a result of reduced wages, attempting to close down their pension plan, removing shift premiums, reduced vacation time, stat holidays, decreased manpower, followed by increased workloads. This combined with the enormous financial gains of others who directed the corporation only furthers their resolve.

Over a long period of time, this type of treatment instills hopelessness which in turn leads to anger in individuals. These underlying feelings can contribute to a poisoned work environment. This type of behaviour is often the result of a process referred to as "internalized oppression". The primary contributor to oppression is the dynamic of power and the misuse of power.

When people feel powerless, they may sometimes seek to regain this power where they feel safe. This often occurs within work groups where people feel equal. People will act out their anger laterally on fellow workers as there is no ability to act down. Sometimes one work group will act out on another work group who they perceive to have less power or value within the organization. The group may also seek out individuals to victimize as there is safety in numbers.

Some managers on the other hand, may act down on the work force, as acting laterally on each other is not as safe because management has no union to protect them. It has become quite evident that for some, our work place has become a much more difficult

place to be. Quite notably, over the past three months the number of reported incidents of conflict between fellow employees is growing at an alarming rate, I often wondered why management appeared to allow this to happen. During a recent training, I was enlightened as to why corporations are reluctant to address these issues and in fact may contribute to the problem themselves. Corporations achieve a systemic value from this type of behaviour on many fronts.

In clarifying "systemic value", we need to understand how a company uses its relationship with its employees to undermine the union itself. Management is fully aware that members are acting out on each other almost daily. Not addressing this issue in a constructive open forum with set boundaries of responsibility only exasperates the situation. This not only further divides the work force, it also weakens our resolve as a collective group. Once again, the company benefits from this. Our members start blaming the Union for its ineffectiveness. This again displays the principal of seeking power where people feel safe. Members find it safer to attack the union as opposed to the company.

You're entitled to whatever you may feel towards the union or the company, but no one has the right to cause emotional or physical harm to a fellow employee. I believe all parties involved need to take ownership of responsibility in understanding relevant policies.

We all need to be aware and better prepared to address these behaviours from whatever side of the equation we may reside.

Please refer to the additional information provided with this newsletter on the following topics:

- **The Canadian Human Rights Act**
- **Human Rights Harassment,**
- **Personal Harassment**
- **Defining Workplace Harassment**
- **Defining Bullying in the Workplace**
- **Examples of Bullying in the Workplace**

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.

Paul Hartshorn
Retired -CAT 38 (Avionics)

Johannes Hoepfer
Retired -CAT 13 (T&F)

Paul Laroque
Station Attendant -Ramp

Joe Mazzaferro
Station Attendant -Ramp



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

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

**Employee Relations, Rights and Equity
Committee (E.R.R.E.)
Fundraiser BBQ**

The Local 2323 E.R.R.E. Committee would like to invite all members to our first charity fundraiser BBQ. This event will place before the next general membership meeting June 02, 2009, at the Local Lodge at 2580 Drew Rd. Come out and meet the Committee members and find out about Canadian Human Rights and how the committee works for you. The event will start at 17:00 hrs. and finish in time for your membership meeting at 19:00 hrs. Come out and support this worthy cause. Bring a buddy, and we'll see you there!

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