



Local 2323

# Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

November 2009

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

Volume 19 No. 11

## Shop Committee Elections

December 1, 2009

2580 Drew Road, Mississauga

06:30 to 21:00 hrs.



### Candidates on the Ballot

#### **Tech-Ops Shop Committee:**

Stephen Davidson  
Serge Miljkovic  
Roger Pathak  
Clinton Tucker

#### **Airport & Cargo Shop Committee:**

Steve Anderson  
Frank Morgani

Bring your union card

### **Membership Meeting**

**Tuesday December 1, 2009  
at 1900 hrs.**

**2580 Drew Road, Mississauga.**

Bring your union card.

## PRESIDENT'S MESSAGE

Lou Pagrach

Office phone: 905-678-0010

On December 1, 2009 Local Lodge 2323 will hold elections for one member in Airport & Cargo Shop Committee and one in the Tech Ops Shop committee. Paul Krska, your current Tech Ops Shop Committee member, will not be seeking a re-election.

The Local Lodge thanks Paul for his dedicated service he has provided over the years. Paul will stay involved with the Union as a Shop Steward and assist Pat Rainforth with the upcoming Shop Steward training along with Derek Morgan and others.

The Shop Steward elections, if needed, will be held later in the month and will take place at the workplace. The Shop Stewards are your fellow workers and members that provide day to day Collective Agreement enforcement and protection for all of us. Shop Stewards provide your first line of resolution in disagreement between you and the company. It is your democratic right to vote. Please exercise this right. The delegates for the Shop Steward positions will be asked to read, understand and sign a Code of Conduct. This is similar in content to the one that was posted a few years back. All Stewards must adhere to this Code of Conduct. Other elected officials, including myself, have sworn an oath to the IAM Constitution and adhere to Constitution guidelines.

On October 27 & 28, District Lodge 140 held its annual Convention, this year held in Montreal. At this convention, the DL140 budget for 2010 was fiercely debated, amended and ultimately approved. Workgroups were formed and issues such as "How can

we better serve the membership" were discussed. One of the recommendation that came from these discussions was a "Blue Ribbon Task Force" The Blue Ribbon process will have members from another District hold a Town Hall meetings for us. This will allow for free flowing communication. You are encouraged to attend these meetings to voice your concerns or issues pertaining to the District Lodge, Local Lodge and Shop Committees.

On the Air Canada front, it seems it's business as usual. It is still a high priority for this company to reduce cost at any cost. Company initiatives that are harmful to us all, such as getting accommodated workers back to full duty before they are healed, is again top priority for AC. I don't know what this accomplishes except more injury or stress, but somehow there are money savings to be made. On another front of importance, is the company's attempt to reduce the IAMAW Safety and Health committees to a size so irrelevant that we might as well be working back in the coal mines of the 19<sup>th</sup> century. The new outlook for our (your) Safety and Health Committees is seen as a cost liability to Air Canada. Air Canada does not want to fund it the way it is funded today. I hope for everyone's sake the company sees the error in their ways and reverse their stand on this issue, otherwise we'll be at battle again. In the mean time, please work safe as always. **"It's Better to Lose a Minute of Your Life, Than Your Life in a Minute."** - Safety First!

*cont'd on page 3 →*



### TomTom 140 Portable GPS System

The TomTom 140 GPS is compact and simple to operate. The 140 is perfect for users that are new to GPS or looking for a basic GPS unit.

## Airline Central Lodge 2323 Grand Lodge Convention Fundraising

Raffle to be held December 1st, 2009 at  
the Local Lodge Monthly Meeting

- Prizes include •

Prize #1 TomTom One 140 (GPS)

Prize #2 Union Jacket & Shirt

Need not be present to win

**\$5.00 PER TICKET**

Tickets available at your Shop Committee or  
at 2580 Drew Road, Mississauga.

## PRESIDENT'S MESSAGE CONT'D

From page 2

Our retired members meet once a month at our Local Lodge. I attended the November retirees meeting to present a \$625.00 fund raiser cheque to the Toronto Military Family Resource Centre. This group provides service and support to families of those serving in our Military. The money for this charity was raised at the annual retiree's dinner by way of a 50/50 draw.

At the December Local Lodge Monthly Meeting, the draw for the GPS system and jacket and

shirt will take place. Tickets are still available until the draw for \$3.00 each.

Please ensure that you participate in the upcoming elections. If you have misplaced your Union card, one will be provided for you.

Lou Pagrach, President  
Local Lodge 2323

### **IAM&AW Supplemental Life Insurance**

**The following bulletin was written by Christopher Hiscock, President Local Lodge 764.**

**It applies to members of Local Lodge 2323 as well. Please read.**

In the fall of 2008 and again this year, Local Lodge 764 members have received mail outs from the Grand Lodge regarding *free* life insurance. This insurance is offered not by the IAM but by an independent insurance company. They offer the free portion of the insurance as a means to introduce themselves and to try and sell additional insurance coverage to you.

We have received a large number of complaints from members last year and again this year about the very aggressive hard sell tactics employed by the representatives of the insurance company. This bulletin is to caution you about any dealings you may wish to have with this insurance offer.

First and foremost, you are entitled to receive the stated insurance benefit *free with no obligation to purchase any further insurance coverage from the represented company*. You can and should tell them that you wish to conclude all business dealings with them via mail and do not wish to be visited in person at your home. Despite any claims they may make to the contrary, they do not have to visit you and complete the policy in person. It can be done by mail. The insurance representatives who visit you are working on commission.

The complaints of their hard sell tactics have been reported to the Grand Lodge from a number of different bases including YVR and this issue has been brought to the attention of the insurance company executives by Grand Lodge as a matter of concern. The company has been asked to instruct their representatives that "no means no."

The IAM&AW has not furnished any names or addresses of any members to the insurance company but did agree to do a direct mail out of the information sent to our members in exchange for the free insurance offered to our members. The insurance company does not have any contact information for any member until you fill out the enclosed form and mail it to them. When they receive the completed forms their sales representatives will then contact you any try and arrange an appointment with you to try and "up sell" you with additional insurance coverage.

I urge each member to act according to their own circumstance with respect to the additional insurance offered. You may elect to simply tell them you wish to have only the free insurance and wish to complete the forms via mail with no personal visit. Or you may elect to have them visit you and discuss any further insurance needs you may have, but please be aware that the experience of your fellow members has been that this will be a very high pressure sales visit that will be very hard to terminate without being rude.

Or you simply elect to recycle the shredded paper mail out in your blue box.

Respectfully,  
Christopher Hiscock, President  
Local Lodge 764

## TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

Every now and then someone will drop in and ask “what do you guys actually do in here all day?” How do we respond to a question like that?

Before I get down to telling you what we should be doing, I would like to begin with the things we shouldn't be doing.

The day to day administrative functions that is solely vested in the Company. We do not run production. We do not discipline employees. We do not change your shifts, crew, or schedule training.

We are not Hewitt, Great West Life or Claim Secure and as such, we cannot authorize monetary compensation, approve your claim or deny your benefit. We do not administer the sick policy, travel privileges or your retirement package. *However, we will assist you in preparing your claim, want to hear about your vacation and show up at your retirement party to present you a watch.*

Failing a satisfactory response from the company in any of the above, and not mentioned functions, and after the employee has made an effort in seeking resolution and providing substantiation for a grievance in a claim, we can concentrate on resolving your issue.

My first year as Shop Committee Chair has been an eye opener. 2010 will bring on the continued changes as to how we conduct business on your behalf. The expectation from the respective Shop Committees, the Local Lodge Executive and the membership will be to see a more active and empowered Shop Steward.

A code of conduct will be established for all Union representatives. We are accountable to you, the member. In return, we ask that you do your part. Respect those that take on the task of representing you and becoming more active in your Union.

You have heard it many times before.....You are the Union. To make the change you desire you must participate in the process. This was the re-occurring theme at the 2009 District Lodge Convention, “participation”. What does your Union have to do to engage its members? In the New Year you will be asked that question.

Do we look forward to 2010? Absolutely!

We have received positive feedback from those that have seen some of the things we have accomplished. We ask for your help in achieving our goal of an active and united membership.

Paul will be ending his term in the office as Committee member in 2009. Words cannot convey the fortitude, conviction and logic that have been displayed by this individual.

The Committee member position will be determined by an election in December. I ask you to participate in this process and cast your ballot for one of the four nominees.

In solidarity,

Technical Operations, Logistics & Supply

Shop Committee

Joe Dermo and Paul Krska

## AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Phil Brennan (Chairperson), Derek Morgan, Frank Morgani, Vick Seebalak

Office Phone: 905-676-2484

The company has cracked down on those who have let their D/A expire. The company's position is that the D/A is a requirement of the job of a Station Attendant and Lead Station Attendant. In September, without warning, the company sent more than 25 members home until they had acquired a D/A. The union has grieved this action and feels the company should have, at the least, given those who had an expired D/A a grace period to attain it.

When you are off sick or injured, you can send

a written request to the company to have all promotional bulletins sent to your home.

If you are off injured, you must return your FAF, if possible, within 24 hours. This is mandated by WSIB as you must be available for light duties. Failure to do so will result in you being placed directly on WSIB and not receiving the 14-day advance from the company.

When you receive a Step letter, you must give the Union a written statement as to why you are





## AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Continued from page 4

appealing your letter. All step 1's and 2's are appealed by the Shop Committee and all 3, 4, and 5's are appealed by the District Lodge.

You must call Hewitt for payroll problems, we cannot. Ask them why you were docked and the specific day you have been docked for. If there is still a problem, then contact the Shop Committee for help. What we have found in the past is a lot of people have just forgotten they have called in sick.

When dealing with the company in any matter, return to work, calling in sick, when you phone, always keep a record of the date/time and who you spoke to. Be sure to get tracking numbers from Hewitt.

There will be Shop Steward elections early in December for those areas where an election is necessary. The new Stewards will take office January 1, 2010. We ask that you think before you vote and choose those people you feel will put an honest and dedicated effort into serving the membership. All Stewards will be required to wear a badge to identify themselves.

There is a timeline involved when filing a grievance. You must file a grievance within 10-days of being made aware of the situation. You cannot file a grievance months after something has occurred.

We have had a number of complaints of members being harassed by other members. What someone may think is a joke, others may find offensive. Please think before you say something you might regret later. The company has a zero-tolerance policy when it comes to harassment.

Whenever you are asked to meet with management, it is your right to have a Steward present. You must ask for one. It is your responsibility to ask for a Steward to be present and the company's responsibility to ensure you have one.

Questions regarding WSIB should be directed to our local lodge WSIB representative Al Hodder @ 905-673-0382 and questions regarding GDIP should be addressed to Gail Lis at the Local Lodge @ 905-678-0010.

## ORGANIZING

Ian Morland –Organizer, District 140 -Central Region

Office phone: 905-671-3192

### Local Lodge 2323 Welcomes Newest Members into the IAMAW

Last month's Contact article focused on the struggles of two groups of employees trying to form a union at their workplace. The groups are employed by the same company but in different divisions. The Porters (115) have tried to form a union three times in the past twenty-years. Each time they tried the employer fired, suspended, threatened and even offered promotions to many of its employees in an effort to avoid the workers from joining the IAMAW.

On Friday October 30, 2009 a vote was conducted by the Ontario Labour Relations Board and the results of this vote concluded that again the employer's anti-union tactics won out when the majority of employees rejected the opportunity to join the IAMAW. It is unfortunate that the right of workers to form a union, free of harassment or intimidation from their employer still plagues our society today. This is a reality and we must respect the workers' decision. Until we have better laws that prevent employers from engaging in this type anti-union activity, we will

continue to see workers break under the pressure imposed on them by the employer during a union organizing effort.

The employer's tactics were the same but the results were much different, on Friday November 06, 2009. A vote was conducted by the Canada Industrial Relations Board and two hundred (200) employees of Toronto Ground Airport Services (TGA Services) voted in favour of becoming members of the IAMAW. TGAS provide wheelchair and other assistance to passengers at Pearson International Airport, Toronto. It is interesting to observe how an employer can have a negative influence over some of its employees but not over its entire workforce.

Brother Dave Ritchie has advised that this group will be placed into LL2323. We ask that you join us in welcoming our newest members and please make an effort to introduce yourselves if given the opportunity.

## HEALTH & SAFETY –RAMP

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

Office phone: 905-676-2295

**H1N1 Flu** - As predicted, this is getting more and more widespread. At the higher levels, we approached the company to see what they can do to help our members through this. Of course, as in the past, they are back to their regular 'compassion'. We asked for creative concepts to help members who are sick, or caring for family members affected by the flu. They indicate that all current policies apply, there are no special provisions. If an employee runs out of sick time, you will be sent home without pay. Also, you must still get a doctor's note. This is just great when doctors at hospitals (I have seen this in person), get angry at people to stay away, unless it is an issue of life and death. What of all the people who cannot get a personal physician? Also, it is ridiculous to get a note, also exposing yourself and others to the flu by being at these facilities. Once again, Air Canada is unnecessarily overloading our fragile medical system and they have learned nothing from the recommendations of Judge Farley to improve relations with their employees. A true slap in the face. Now we have lots of people coming in sick, thus in turn spreading it to others. The company has its head in the sand and those in Corporate Medical and Corporate Safety and others should be ashamed of themselves. Of course, if THEY get sick, I'm sure it's compassion and pay all 'round.

**Cargo** - Nice to hear that they have reduced the number of bathrooms for our people to use. Oh, the Managers can use them, but we can't - two were taken over by management and are now keyed. Maybe they'll leave us a bucket somewhere to use. Or a shrub.



**Cold Stress** - Winter - it's coming back. Once again, please watch yourself and your co-workers for cold exposure. If you need to get warm, you do so - just tell someone. Cold is a hazard like any other, and the company is responsible for your personal safety.

**Drain Mast** - We are discussing again possible measures for this hazard. We have found out that by opening the water service panel and leaving open, the water system on board is disabled. This might be an easy fix. However, this is not approved by the company as yet and won't solve the problem if fluid is poured down the galley/lav sinks. The ice buildup from this is treacherous as well.

**Aircraft Power Drive Units** - Many thanks to Mike Giantsopoulos and Ed Galas! We're working with them to use the proper tool to check the wear on the drives. We are going through the fleet, but once again, please contact the M.O. / STOC / H&S rep when the drives don't work so we can get them logged and repaired. And many thanks to the mechanics who take the time to enter into the logbooks any defects found. We know there is a lot more effort required, but it is greatly appreciated.

**External Lighting** - We are finally seeing improvements in lighting (along the LE room, 141, etc) it has taken a long time, but it got done. Hopefully, this will make working in these areas safer.

Remember - you have three basic legal rights - the right to know; the right to participate; and the right to refuse. If you have any questions, please see a H&S rep.

In Solidarity,  
Rob Penyk

### Retired Members

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

**Ahmed Dawood**  
Baggage Agent -YYZ

**Luigi Fazari**  
Station Attendant -YYZ

**Pat Forbes**  
Lead CAT 13 -YYZ

**Amita Jayawardena**  
Clerical -YYZ

**George Mills**  
Station Attendant -Cargo

**John Mills**  
Station Attendant -YYZ

**Frank Rejano**  
CAT 23 -GSE

**Joe Slesarczyk**  
Station Attendant -YYZ

**Robert Smith**  
Station Attendant -YYZ

**Deborah Yorke**  
Clerical -YYZ

## AIR CANADA CLERICAL & BBH SERVICES

Paul Lefebvre -General Chairperson, Transportation District 140

Office phone: 905-671-3192

### **Air Canada Clerical**

On October 20<sup>th</sup> & 21<sup>st</sup> your Clerical Negotiations Committee consisting of Rhonda MacLachlan (YYZ), Ron McKelvie (YVR), Frances Pion (YUL) and General Chairperson Paul Lefebvre, met with Air Canada in Montreal to review and proof-read the terms of the new Clerical Collective Agreement. We also initiated a review of all non-Union clerical type work within Air Canada, for inclusion into the bargaining unit. This concept was negotiated during the recent talks held to secure our jobs and pensions through the global financial crisis.

The present day bargaining unit was borne out of the amalgamation of Air Canada and Canadian Airlines. Clerical workers supplying office support to all aspects of the airline operation were members of the IAM at Canadian Airlines, but not at Air Canada. Your Union attempted to negotiate that all such work conducted within the merged company be certified within the IAM. The employer refused. The dispute was brought to the Canada Industrial Relations Board (CIRB), where it languished for 6 years. Finally, in 2006 the CIRB issued an order certifying all similar positions from both pre-merger airlines.

Subsequent collective bargaining began, concluding in 2008. Clerical members received their first pay raises in nearly a decade! Unfortunately, other events overtook the requirement to print new 'contract books' for the members. Our thanks go to Local Lodges 1751 (YUL), 2323 (YYZ) and 764 (YVR) for stepping-up to print and distribute copies of the 2008 Collective Agreement.

We are scheduled to meet with our Management counterparts again on November 24, 25 & 26 in Montreal. We hope to complete a streamlined (understandable) Bumping Process for inclusion into the Collective Agreement. It is our goal to get these new 'contract books' in your hands as soon as possible. We will keep you informed as things progress.

### **BBH Services**

The arbitration concerning the termination of your Chief Steward, Kamal Mohamed continues with hearing dates planned for January and February, 2010. In his absence we are pleased to report that Brothers Zaid Hamdan and Adam Skitch have volunteered to

become Shop Stewards. It will certainly be helpful to once again have on-site assistance available to the members.

Your Union has been having regular discussions with management to try to improve relations. We are pleased to report that this effort seems to be working. It is far more beneficial to all concerned when we discuss issues openly and attempt to seek a solution to any problems that may arise.

The Winter 2009/2010 Shift Bids have been a work in progress the past few weeks. Operations Manager Amin Sultani and your new Shop Steward Zaid Hamdan have been working together to come up with a shift schedule that accommodates the operation, as well as your particular seniority rights. This exercise has been very difficult due to the increased requirement for D/A Drivers in the new GTAA contract, and a corresponding reduction in non-driving work. We encourage everyone to volunteer to become D/A qualified, as this designation will result in a greater shift choices, and better job security.

BBH was also recently successful in obtaining a contract for new work at Terminal 3. This work requires some specialized training. BBH has retained many of the existing staff from the former contract provider. We have been assured that this new work will become part of the master shift bid in the Spring/Summer 2010 shift schedule. We urge all members interested to take advantage of the training being offered for the Terminal 3 work. This will allow you more job/shift choices when both Terminal 1 and Terminal 3 work is amalgamated during the Spring/Summer 2010 shift bidding exercise.

Finally, your Union has had preliminary talks with BBH management regarding renewal of your Collective Agreement. BBH had advised the Union that these discussions were delayed due to the new contract awards and resulting restructuring. They have committed to begin negotiations soon. We will keep you informed as things progress. Although your collective agreement had officially expired on September 26, 2009, the Canada Labour Code ensures that it remains in full force until such time as a new agreement is negotiated. Please feel free contact your Union Rep if you have any questions.

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.

**Loretta Archibaldbrookes**  
Retired CSA -Cargo

**George Brammer**  
Retired CSA -Load

**William Kerr**  
Retired Station Attendant

**Isolino (Izzy) Pires**  
Retired Lead Station Attendant

**Edwin A. Robinson**  
Retired CAT 1 -Windsor



*'Contact'*  
is available online  
[iamaw2323.ca](http://iamaw2323.ca)

*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](http://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

**IAMAW Photo Contest**



**First Place**  
*'De-icing  
Air Force One'*

**Ottawa member Jim Stewart takes First Place!**

His photo of IMAW members de-icing Air Force One during President Barack Obama's first visit to Canada in February, was the first place winner in the 2009 IAM Photography Contest.

Jim took the picture of IMAW Local Lodge 2413 members Nigel George (left) and Al Johnston (right) as they applied de-icing fluid to Air Force One prior to its departure from Ottawa's Macdonald Cartier International Airport. The photo will be included in the 2010 IAM Calendar.

**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](mailto:imorland@iam140.ca) or

**Joe Veltri -Local Lodge 2323**

Phone: 905-678-0010

Fax: 905-678-0034

email: [jveltri@iamaw2323.ca](mailto:jveltri@iamaw2323.ca)