



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

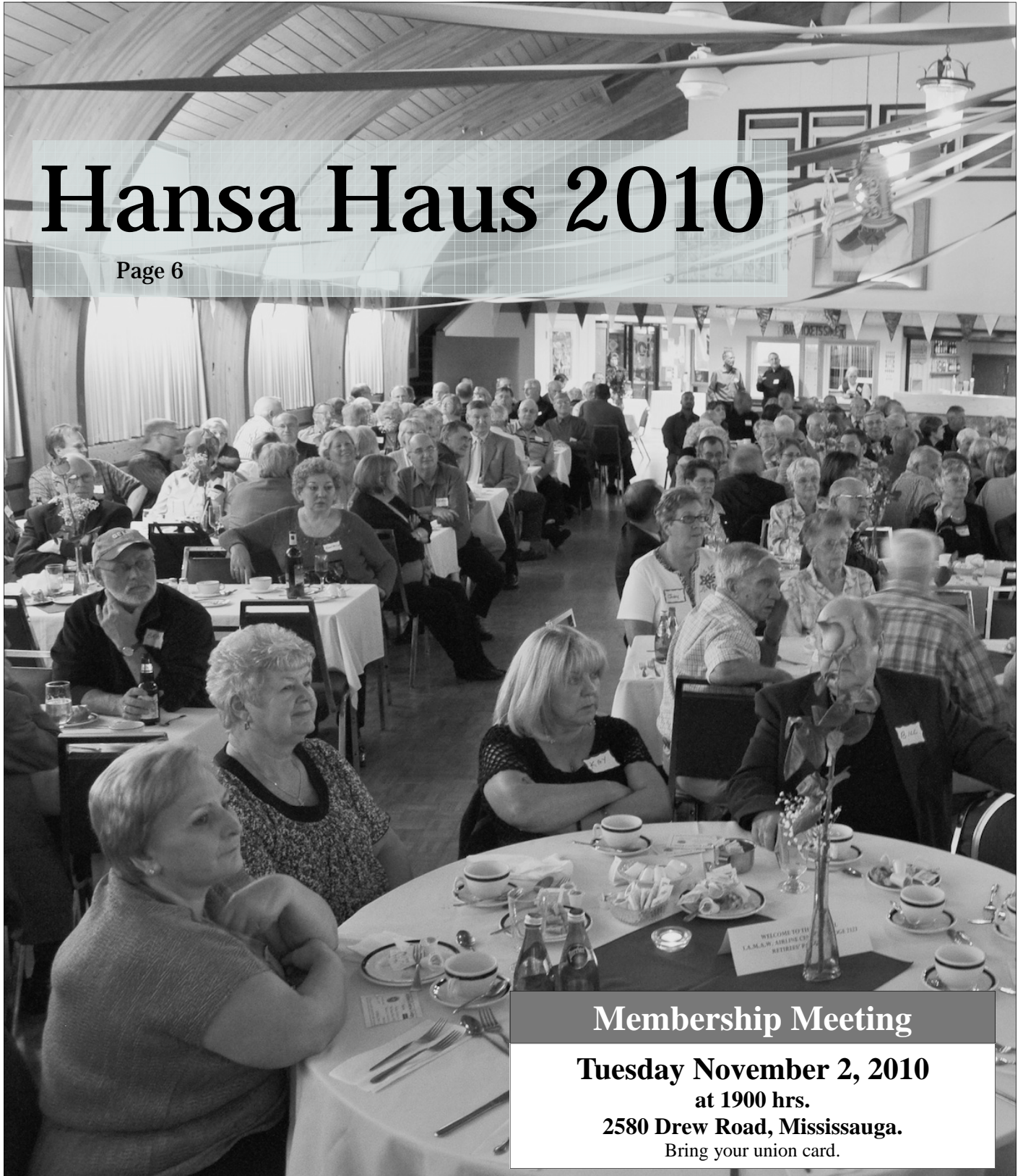
October 2010

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Membership Meeting

Tuesday November 2, 2010

at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

Joe Dermo -Shop Committee Chair, Clinton Tucker -Shop Committee Member

Office Phone 905-676-2243

Line Maintenance Shift Discussions and The AVEOS & Air Canada CIRB (Canadian Industrial Relations Board) hearings have kept Clint and I busy. Information pertaining to these two issues has been uploaded to the Local Lodge website and is communicated and distributed by the Steward body. Clint and I are also available to answer your questions on the phone, in the office or in the workplace.

The District and Local Lodge representatives will be in Ottawa November 22, 23 and 24th, to resume the AVEOS & Air Canada (CIRB) hearings. There are also dates scheduled for late December. Many of you have signed the "Air Canada Act" petition; we thank you for your participation.

The Company has posted a "proposed shift highlights" bulletin in the workplace. The company will answer your questions on their proposed shifts. If you have any questions concerning the company's shift proposal, please bring them to the attention of your respective Operations Manager who will forward them to the appropriate people.

The Line Maintenance shift vote will be held November 4th and 5th in the Bay 8 Cafeteria from 0700 to 1500. This "shift vote" is not defined in the Constitution, so there will be no absentee ballots. The shift vote as per the Local Lodge bylaws requires the approval of 60% of the cast ballots to be implemented. Your 'air side' pass (RAIC) or union card identifying you as an affected line maintenance employee (01, 13, 19, 38) is sufficient to receive a ballot. Please ensure your attendance and participation. We are also seeking

volunteers to assist on the voting days. If interested, please contact the Local Lodge President or Secretary Treasurer at 905-678-0010.

We expect to bring to arbitration later this month the Cat 23 ASE/FM/GSE denied transfer grievance, OTB payout grievance and a termination appeal for alleged theft. Major issues still to be addressed at arbitration is a grievance filed on the "On Job Trainers" performing the work of the Technical Instructors and a GWL claim denial appeal.

At the end of the month, October 26th and 27th Clint and I will be attending District Lodge Convention. Joe Veltri will be covering our absence.

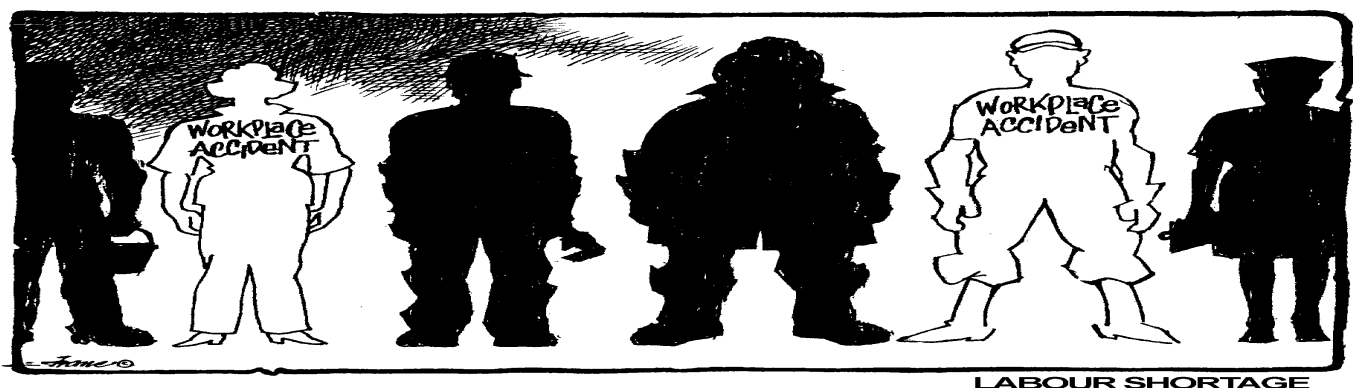
We will be moving our office to Bay 6 (training area) in the near future. We are not expecting disruptions, but as usual, things will get lost in the shuffle so we ask for your patience during the move in advance.

As always, support your Stewards and respect your co-workers.

In solidarity,

YYZ Technical Operations, Logistics & Supply Shop Committee

Joe D'Ermo Clint Tucker



LABOUR SHORTAGE

GENERAL CHAIRPERSON REPORT

Gary Sinclair - Central Region

Office Phone 905-671-3192

Summer has come and gone and hopefully enjoyed by everyone. We have seen the layoffs come and go with recalls and transfers happening as I write. In fact, some of the categories are now being looked at to hire from the street. The whole fiasco was a total mess taking people from one station to another. Then the companies orchestrated a rescind to some of the layoffs and recall to further complicate peoples' lives. One has to wonder if they could plan a one car funeral!

“The whole fiasco was a total mess taking people from one station to another.”

On the topic of Air Canada and AVEOS transition, there have been numerous bulletins put out in the workplace. There has also been a number of hearings and case conferences with the CIRB in attempts to acquire resolution on transition.

In respect to the CIRB, there was a decision made on Friday afternoon October 01, 2010. In that decision, the Board had sided with the two companies and determined we (the Union), had all the documents we needed to ascertain viability of AVEOS and basically dismissed our request at that time. They also moved our venue for the next set of hearings to Ottawa for October 4, 5, 6.

The legal team had filed a Common Employer application under Section 35 on October 01, 2010. The Board will also hear arguments on the Common Employer Application.

The CIRB accepted our argument and has combined the two cases of the Section 35 and the employer application for the certification split.

The Board has set a possible date of November 5, 2010 to have a conference call on the status of the case proceedings. They have also set dates in November and December for case continuation hearings. Clearly, the Board now sees what responsibilities we all have to exhaust every avenue before splitting the certification as quickly as both companies want.

The CIRB backed off the “rubber stamp”

theory presented by Air Canada and AVEOS legal teams. The two companies were intent on meeting the October 19, 2010 deadline for the CIRB to issue an order severing the two bargaining certificates, thereby triggering the 74-day count down as laid out in the transition MOA.

Both companies during their submissions threatened that the MOA would be dissolved if the transition procedure did not start as stated in the MOA. They would not meet their deadline of having transition completed by April 01, 2011. By the Board's decision on Tuesday October 5, 2010 the 74-day countdown is postponed for the time being.

For the Transition Committee, there are still approximately 68 outstanding items that need resolution and some of those will likely have to go to arbitration. We have been working on transition bumping forms that are to be filled out and a venue for our members to be able to deal with filling the forms and getting answers to their question when completing the forms. This whole process has been a long and gruelling one that started back in July 2007 up to Sept. 16, 2010. More meetings have yet to be scheduled. We do not see this transition being over anytime soon.

On Monday October 4th in Ottawa, we had members from Local Lodge 1751 protest outside the CIRB Board hearings. Approximately 200 of our Montreal members came out to speak their minds on the Board decision, the Air Canada Act. Some of the members also were able to schedule a meeting with Members of Parliament. You can view some of the photos and details on the 1751 website.

The Air Canada negotiations reps have been elected for YYZ (Tech-Ops) as well as across the country. The schedule has been set at the end of November to go to the Union training facility in Placid Harbor for a negots preparation course before we would meet with the employer. Once the training has taken place, the negots team will be in a position to put out pre-negots surveys to the membership.

Thank you for your support.

Fraternally,
Gary Sinclair
General Chairperson, Central Region

AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

Derek Morgan -Chairperson, Frank Morgani and Vick Seebalak -Members

Office Phone: 905-676-2484

As usual, there was a lot of misinformation regarding the Ramp & Baggage shift bid. There is no way to know if this is the “worst bid ever” until you actually bid. The shift bid changes about 10% from the previous bid; most of the bid remains static.

The shifts are driven strictly by the flight schedule, when there are more flights on the ground, you need more people, when there are less flights you need less people. There were not and are not 200 less bid positions, there are actually more bid positions than last winter. There are more total bid positions in the bag rooms than last winter, not less. We clear members of the shift bid committee to work in the Shop Committee the week after the completion of the shift bid to answer your questions. Do not rely on rumours to make your decision.

We have, again this bid, run into some issues regarding the accommodation of injured employees verses the seniority rights of the able-bodied worker. The Union believes there are numerous positions the injured workers could do, the company simply takes the less physically demanding jobs off the bid sheet instead of accommodating the injured worker in a position they are able to do. The company planned to take all 9 Connection Lead positions for the injured worker. An interim arbitration award was issued that no more than 6 positions could be held for the injured worker. Rather than the company simply pulling jobs off the main roster, we had the company bid out the jobs and when it came down to the final couple of positions left, then they were pulled. This allowed seniority to take precedent for all but the final few positions. We have met a number of times with the Chief Arbitrator and the Unions legal council to find a compromise that is fair to everyone. These meetings are ongoing as this issue is one that is system-wide.

You cannot grieve a letter of expectation. This issue has already been before the arbitrator and he has ruled that a letter of expectation is not disciplinary and therefore not grievable.

The arbitration is out for our grievance concerning the inspection of rolling stock, that is, carts, dollies, pallets. The arbitrator has ruled that it is a Station Attendant function to conduct a “visual

inspection” of rolling stock and it is a maintenance function to do a mechanical inspection.

We are working on the Cargo shift bid. We hope to have it completed before the vacation bid in November.

The Cabins bid is complete with the bid sheets being out on Oct 12 and the shift bid is taking place on Oct 25 and 26.

The vacation bid will be in November for all departments.

There are promotional bulletins out for all stations across the country. There will be a number of transfers actioned due to the promotionals. If you are interested in transferring, it would be a good idea to submit a transfer. Transfers are done online on the Aeronet. To submit a transfer go to, my tool box, eHR, manpower, etransfer.

Each shift bid we phone those who are off sick to inform them of the bid. We find a lot of the phone numbers we have are no longer valid. We suggest that if you move or change your phone number, let the Union know.

There is a leave of absence out for Ramp & Baggage for the month of October. There may be one for November also. If interested, contact the bunker.

If you let your D/A expire, the company will send you home until you renew it. You will have to write a test, take a safety course and a driving test. It can take a couple of weeks to complete the process. Make sure you renew before your D/A expires.



HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-4295

Equipment Inspection - This is an issue that has been stirred up lately. After the horrible personal injury accident of one of our members, Human Resources Skill Development Canada (Labour Canada) gave Air Canada a series of seven orders that were in violation of the Canada Labour Code Part II and the Canada Occupational Health and Safety Regulations (can be seen at your H&S bulletin boards). Members of your H&S Committee attended the follow up meeting (as required by law). In it, laid the requirement for equipment to be inspected by a 'qualified' person. The issue at present is our vast amount of 'rolling stock' (dollies, carts, pallet carriers). The company (Corporate Safety) stated that their maintenance dept. was inspecting them, when in fact, they are maintained when they fail and then are brought over. The company implemented inspections by the user, which are a good idea, but proper training is required to do so. Also issues of liability arose - 'If I inspect it and something bad happens, am I liable?' - no, you are not. A proper maintenance inspection process is being planned shortly. In the meantime, with user inspections, you are encouraged by the company to take out of service anything that is unserviceable - identify, take to GSE and refuse to use it. It's the law. If a manager gives you a hard time over using unserviceable equipment (that's all we have to use), refuse again and ask for a H&S representative. It's your right. Unserviceable tags are available in the Ready Rooms or from a manager or GSE.

Your Rights - Another issue raised by HRSDC was the fact that those who have managerial duties must be training in their roles in health and safety - specifically- 125.(1) ...every employer shall.. (z) ensure that employees who have supervisory or managerial responsibilities are adequately trained in health and safety and are informed of the responsibilities they have under the this Part and act on behalf of their employer. We can see this is not done, in particular, those that choose to 'act' are responsible to be trained before they act. Otherwise, it is a contravention of the law. Also, management is responsible for ensuring that you know your rights under the law. This was raised as well. This includes your right to know, your right to participate and complain, as well as the right to refuse. We have repeated problems with this. I have raised this issue with the Union and we will work toward informing you

of your rights, whether or not the company decides to. Also, we have a lot of new members who need information. Help them out if you can. We were all new once and you know how it meant when a senior employee helped you. We are working on getting H&S Committee members properly and recurrently trained to give them the tools they need.

Drain Masts - We have had further incidents of drain mast usage, the last one being a violently ill passenger using a lavatory and the crew being sprayed by the yummy effluent (a biohazard). We are meeting with the company again on Oct 18th to see what their resolution is. In the meantime, if you see a mast used, call your manager and vacate the area until they stop it. If you are hit by the fluid, clean up, fill out an injury report (in case you get ill from it) and if need be, seek medical help. Some of our members have been tested for hepatitis, etc. You don't know what is there.

Hearing Loss - I mentioned in the last issue of Contact the need for hearing tests, but it is really crucial to be proactive and wear the proper hearing protection, whether in a bagroom, ramp, hangar, around tools or aircraft. Remind your co-workers to do so. I am having noise level tests conducted on Oct 14th in various areas, we hope to post these in the areas to help educate our members on the hazards and risks involved. It might not seem noisy in an area, but meanwhile, you're sustaining hearing damage. You can refuse to enter the work area without the proper hearing personal protective equipment. Also, they must be changed periodically, they lose their integrity over time and usage.

H&S Concerns - What do I do if I have a health and safety concern? First, report it to a manager for resolution. If they cannot, a H&S member can be contacted to see if they can assist. If not at the time, then a concern form is filled out for the issue to be brought to the H&S Committee, but it is crucial that the concern form has a management signature - to ensure the law is satisfied that the issue has been brought to them first. You cannot, by law, be disciplined or discouraged in raising a concern. If this happens to you, contact a H&S rep. immediately for action.

Please read the bulletin boards, ask questions, work safe and get involved. It's your workplace and health.

In Solidarity, Rob Penyk

HANSA HAUS 2010

This year's event took place on October 1 at the Hansa Haus in Mississauga. The event was well attended (over 400) with retirees accompanied by their spouse and/or guests. Invitations for next year's event will be sent out to all retired members early summer 2011 and tickets being sent out in September.

There are over 150 images from the event on the Local Lodge website. There is a link on the main page of the site and you may also navigate to the images by going to Links, then Photos. Images from the previous years at the Hansa Haus will be also moved over to the new site.



Check out more photos at:
<http://iamaw2323.ca>

ORGANIZING

Ian Morland District 140 Organizer, Central Region

Office Phone: 905-671-3192

Why Is Organizing the Unorganized So Important?

Over the Thanksgiving weekend, I read with amazement an article in the Toronto Star about how the Labour supporting Politicians (Political Movement) had failed during this recession. In general, the reporter was comparing the power of unions during the great depression of the 1930s versus this current recession. In the 1930s, the Union movement experienced tremendous growth and yet the opposite is true today. This movement towards the left was also experienced in politics in the 1930s, when even the far right agenda of the Progressive Conservatives shifted towards the left in order to hold on to votes.

During today's economy, we are observing a very different situation, both in politics and in the labour movement. Many Unions are coping with declining membership in different ways. Some Unions are forced into deals with employers that allow the companies to restructure and compete in this top down environment. For example, the UFCW agreed to lower wages for all new hires of the Loblaw's Super Stores in order to compete with the non-unionized Wal-Mart workers. The UAW agreed to GMs demands that resulted in a 50% wage cut for 40% of its members at a sub-compact car plant in Michigan.

So you can see where all this is going; we are slowly becoming a Wal-Mart society, with the race to the bottom. You can bet that you will hear many similar stories in the years to come if things don't change. The problem with this whole scenario is that you will not have the middle class, (the class most of us reading this fall into) should this continue. We will do without like many other developing countries endure, we will become "the haves and have not's". You cannot live well, only barely survive in a Wal-Mart society and you will only be able to afford to shop at Wal-Mart because you will only earn Wal-Mart type wages.

This is why we must all play a part in organizing the unorganized. If we don't, we may find ourselves confronting the same situations other unions are facing their industries. We must as a Labour movement grow or face elimination when the

underemployed are the majority and we are seen as the greedy minority to be done away with, companies will find ways to outsource, and or hire the less expensive unorganized. This will make a fair living wage a thing of the past, gone the way of the dodo bird. No one will fight against this on our behalf because they will see that we get, what they are getting, they will want us all to become equals, the lowest common denominator.

If you know of someone who can benefit from having the IAMAW represent them at their workplace, please contact our union office. Remember that District Lodge 140 offers a reward of \$14.75 for every new member. All you have to do is provide us with the name of your contact and we will do the rest.

Help organize the unorganized!

Retired Members

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

Scott Hardie
Station Attendant

Richard Lasaleta
Cat 36 -Stationary Plant Operator

Kuo Lee
Cat 33 Cleaner

Roy Leger
LLAT Cat 38

Hossein Malek
LAT Cat 1

Rob Maly
Station Attendant

JUSTICE ON THE JOB. SERVICE TO THE COMMUNITY.

In Memoriam

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

Eric Adams
Retired Cat 1 Mechanic



Contact

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| Pat Rainforth | -Educator |

Shop Committees (YYZ)

Airport & Cargo Operations

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Technical Services

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Shop Committee (YOW)

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Join the IMAW

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