



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

September 2009

www.iamaw2323.ca

Volume 19 No. 9



Local 2323 participating in the 2009 Labour Day Parade -Toronto

President's Message

This past summer, negotiations were held for all of the Air Canada/IAMAW Collective Agreements. While prior to the start, we had been touting a great opportunity to re-coup past losses. These expectations did not materialize. The negotiation teams were “put in a box” with Air Canada’s pension funding obligation dilemma. This meant that if AC was not extended a reprieve from its obligations, it would have meant another trip through the Companies’ Creditors Arrangements Act (CCAA). This was not a path that would have proven advantageous to the membership.

The lesser evil that we were forced to contemplate was the one that was ultimately attained. Resulting changes in pension funding timelines and calculations were narrowly ratified on a second attempt. One of the few positives that came away from this agreement was a “letter of clarification” from Kevin Howlett, addressed not only to the Union but also to Hon. James Farley who presided over the negots process at the request of the Federal Government. In this letter Kevin Howlett writes: “Air Canada commits to use reasonable efforts to improve labour relations with the IAMAW Technical, Maintenance and Operational Support bargaining unit.” In my opinion, and I am sure several of you, Air Canada’s past relationship with its employees, you our members, have been strained at best. Mr. Howlett’s letter was well

received by the Union but I am not so sure it was copied to any one else, or at least we have not seen any proof of it in improved relations to-date. It is business as usual in regards to disciplines and collective agreement violations by Air Canada. For our injured workers, the harassment by Great West Life has been taken to a new level.

One of the Collective Agreement sore points in the past has been the ability of our members to take on an “acting management” positions for seemingly endless times and bidding on permanent promotional management jobs and then subsequently “demoting” back to within our ranks without any punitive loss of seniority or other penalties. The positive change to article 16.11.07 (T.M.O.S.) is welcomed by us. It does not completely address all our needs, but at least now when one of our members is the successful bidder on a permanent management vacancy, he or she will now forfeit all Union seniority. I have copied the text of this →

Membership Meeting

Tuesday October 6, 2009

at 1900 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

PRESIDENT'S MESSAGE CONT'D

from page 1

Office phone: 905-678-0010

revised article below. Please familiarize yourself with the text and guide yourself accordingly. The enforcement date was the ratification of the collective agreement, July 14, 2009.

“16.11.07 Permanent employees promoted to Management positions above or beyond the scope of this agreement, on a permanent basis, shall immediately forfeit all seniority privileges therein.”

The next round of negotiations are slated for early 2011. This is not that far into the future and we will be soon preparing for our next fight to gain improvements in compensation and language to our Collective Agreement.

The term for current Shop Stewards ends December 31, 2009. If you have the right attitude to take on unjust company decisions and uphold the rights of your co-workers, please consider running for one of these positions.

In August, I attended the IAMAW Transportation Conference in New York with several others from our Lodge. While most of the discussed topics were clearly aimed at our American Brothers and Sisters, a few of the topics hit home. Keynote speaker Randy Babbitt, Administrator with the F.A.A., spoke of not letting foreign carriers fly US sports teams between US destinations (cabotage). This had passed into US law and affects Air Canada JETZ and our members that service JETZ. At time printing, there was a “deal in principle” to put an end to the cross-border spat. Another hotly discussed topic was the recent

merger between Northwest (unionized) and Delta (non-union). Under US law, a new combined certification must be approved by 50%+1 of the entire workforce (not just from those that voted) or the Northwest and Delta workers will all be non-unionized.

On a lighter note, the Local Lodge will be holding fundraisers to raise money for the hosting of the 2012 Grand Lodge Convention. It is the Canadian Territory's turn to host this Convention and Local Lodge 2323 is part of the host committee. The first G.L. fundraiser will be a draw for a “Tom-Tom One 140” portable GPS system. Second prize will be a Local Lodge jacket and dress shirt. The draw will take place at the December monthly meeting. You need not be present to claim your prize. Tickets will be sold for \$5.00. Please see us at the Local or the Shop Committee offices for ticket purchases.

The retirees' monthly get-together will once again be held on every third Monday of the month. All retirees are welcome and encouraged to attend.

Later this month on October 27 & 28, will be the District 140 Annual Convention. This year's convention is in Montreal and will be attended by 12 Local Lodge Delegates, Joe Dermo, Paul Krska and myself. One of the hot topics up for discussion will be the 140 budget.

Please follow the Air Canada S.O.P.'s and stay safe.

Lou Pagrach,
President



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.

TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Office Phone 905-676-2243

Brothers and Sisters,

In the June/July Contact newsletter, we asked you to enjoy the summer and all the things that come with it, our family, our friends, our kids.

It was with great shock and sadness that on August 21, my nephew Matteo Dermo, passed away. Matteo was the 4 year-old son of Bruno & Vittoria Dermo, both Air Canada employees. My Air Canada family will never be the same with this tragic loss.

I implore you all to make the time for the most important things in our lives.... our children, family and friends.

In this month's submission, we need to convey our disappointment in management's way of conducting business. We have seen many changes in their structure. The professional courtesy that had been extended to this office in the past, has been lost with this current Shop Committee. We deal with a local Labour Relations department that does not, or chooses not to understand the Technical Operations component of the Collective Agreement.

At times, management seems annoyed at the fact that we are here to represent the members. Management needs to respect and understand that is what we do. It is not a privilege, it is your right. Until

that is understood, we need you to keep notes of your daily activities, keep notes on all discussions with management, keep notes on improper and unprofessional conduct. We will ask you to follow all Company Directives, SOP's, and the Control Manual. We will ask you to follow all of the Companies Policies and Procedures. They can be found in the AC Aeronet. We will then ask you to make sure the Company follows their own rules and to report any abuse to your Shop Committee.

The bright spot of the summer was this year's Labour Day Parade. I had the pleasure of spending the day with Lou Pagrach, John Smiley, Rob Piercy and their sons along with my son Dylan. I encourage you and your families to attend and participate in the 2010 Parade. It is a day to recognize Labour's economic and social achievements of workers with its roots being traced back to April 14, 1872 when a parade was staged in support of the Toronto Typographical Union's strike for a 54-hour work week. We have come a long way since then and need to be active to maintain what we have left.

In Solidarity,

YYZ Technical Operations, Logistics and Supply

Joe Dermo and Paul Krska

GOOD JOBS FOR ALL

Theme of the 2009 Toronto Labour Day Parade

Last year, the Toronto & York Region Labour Council and its Community allies came together for a Summit on Good Jobs for All.

People who work in a wide variety of occupations came together to share ideas and develop strategies for the future economy. Out of this came the widely-endorsed Declaration on Good Jobs for All.

The Declaration lays out a very different vision than the flawed economic model which brought on the financial crisis. It is ironical that the same people who created this mess (and got very rich in the process), say that workers must be the first to sacrifice. We reject that because it is not a solution. Instead, action is needed to protect jobs, support living wages and repair the social safety net. Strong laws at the local, national and international level are necessary to counter the reckless greed of global capital.



Awaiting the start of the 2009 Labour Day Parade in Toronto

(L to R) Cole Piercy, Adam Pagrach, Dylan Dermo and Connor Smiley,

Photo: Joe Dermo

TECHOPS HEALTH & SAFETY

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

Office phone: 905-676-2205

Improving Safety in the Workplace

SMS (Safety Management System) is a Transport Canada sponsored process. This process was designed to lower, control and understand accidents/incidents in aviation workplaces. Whether or not we as aircraft technicians support/agree or disagree with this process as a whole, there are a number of key points in SMS that I as a safety representative find useful and support.

1 -Task observations. Two fold; one cultural change by having the team leader go out and perform task observations. The employees will see that management is actually *'walking the talk'*. Second, it's a method to track trends and direct resources for preventing injuries and accidents. This includes both hangar, aprons and vehicles.

2 -Self-audits. These can point out how our work place is been kept. A clean organized workplace is a safe workplace. This has been proven in the past reviews of accident reports.

3 - Accident investigations and recommendations. Stats can show that *'history repeats itself'*. A good accident investigation program would come up with realistic causes, and recommendations that would be implemented by the organization to prevent this from happening again.

Through many years of working as a Safety Representative and also as a Lead, the following points could help in lowering our accident rates.

4- Crew briefings at start and mid-way through shift. Briefings held by a team leader at start of shift would get the info and message to the crew's directly. Stat's point to the fatigued factor at near end of shift (specifically the midnight shift) having a LLAT (Lead Licensed Aircraft Technician) give a safety briefing at this time may jolt someone into not breaking SOP's (standard operating procedures), which in the past has proven to be a major cause of accidents at this time of the shift.

5. Shift handovers in reference to hangar/equipment condition, and also aircraft status.

a) Status of equipment that is serviceable/unserviceable.

b) Staging of equipment for next operation. i.e.

staging ground air conditioner and extension hose for cooling aircraft during check.

c) -Installation of door barriers. To conform with SOP's, Government A.V.C.'s (Assurance of Voluntary Compliance).

I think if we as a group could understand these processes, we could begin to support them. I think we would see in the long run, a lowering of our accidents in the workplace. This would be followed by a lowering of our injuries in the workplace.

To all, please consider this. The next time you step over a oil patch on the hangar floor, use a unserviceable stand, or not follow a SOP, all this in the name of getting the job done. Who does this actually help in the long run?? Not you, not the company and not your family or friends.



Safety Management Systems (SMS)

www.tc.gc.ca/civilaviation/aviationsafety/menu.htm

Making Canada safer

Safety management systems (SMS) help companies identify safety risks before they become bigger problems. Transport Canada regulations require the aviation industry to put safety management systems in place as an extra layer of protection to help save lives.

Leading the world

Safety management systems will become an international requirement in 2010. Canada leads the world in having these systems already in place. Credit for this success goes to Transport Canada inspectors, who have worked hard to promote the importance of safety management systems.

Inspecting and enforcing the law

Transport Canada inspects aviation operations to make sure they meet safety regulations and enforces the law when they don't. Transport Canada's role now goes even further, as it also measures how well industry safety management systems are working.

HEALTH & SAFETY –RAMP

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

Office phone: 905-676-2295

Red Alert Parking - We have been informed that the GTAA has taken over this issue and is still using the recommended resources we have suggested - apparently they will be making a 'mock-up' of a bridge to an aircraft in the Kinetrics laboratory (branch of Ont. Hydro) and will be applying two million volts to test. We will keep you informed of any changes. Right now, bridges will not be put on aircraft unless deemed 100% safe to the user. Also, the park crews will be getting the aircraft onto the gates, not managers, as it is our work. It is distressing to see how many people still work outside during lightning alerts, mostly other agencies. Apathy prevails until someone gets barbecued. It is important to note that the GTAA has lowered the parameters of their lightning detection system, so it is very important to leave the ramp immediately if the warning strobes go off. If you are unsure, you have the legal right to refuse dangerous work, with no risk of discipline. We have had a similar issue last year, the gov't upheld the refusal, and cautioned Air Canada.

H1N1 - We had the issues earlier this year, but there is a possible escalation in the flu season this fall/winter. There are plans corporately in case of an escalation and we have reviewed these at the Policy Health and Safety Committee. More details will be available as they come. With the vaccine, we are told that this is for one strain of the H1N1, it is now mutating, so it's effectiveness may be questionable. Proper hand-washing and hygiene is the best deterrent so far. If there is an increase in the flu, we inquired as to the fear of being disciplined when members are sick and afraid to call in. Then they come in and spread it to everyone else (and their families). Stay tuned.

Manpower/Workload Issues - In the past few years, there has been a dramatic increase in the responsibilities and work tasks being performed (eg. water service, walkarounds, guide persons, gate tidying, etc.) with tighter turns and increased pressures. **It is crucial that you do not cut corners, as you will be disciplined for that as well (CYA).** Contact your manager with issues with manpower and do not get into an argument with the planners. Just let the manager deal with it. The important thing is that no-one gets hurt, us or the passengers. Time lines are suggestions.

Gate Lighting - We have been working with the GTAA to try to get the non-working fixtures repaired (gate 141) and get additional lighting by either adding fixtures or adjusting the current ones.

Power Drive Units - Here we go again. That long crusade to try to get the aircraft PDU's (primarily A320/321) repaired, after many years and tries at it. The worn drive units are responsible for many back, shoulder and arm strains and injuries while attempting to get the containers out and into the aircraft. I have been in touch with Joe Pedalino (head of YYZ Mtce), and have discussed the issue and recommendations to improve. These recommendations include: better inspection; load testing; Mtce getting go/no-go gauges to measure roller wear; adequate spare drives on station for immediate repair; and shortened intervals for changing units. We are working on this issue with local management, they fully support it. We ask Leads and our Maintenance members to assist each other and ensure it is recorded in the flight deck log book. Also, we will be auditing the fleets for serviceability, please let a H&S Committee rep know the specifics (eg. C2 in/out doorway, also position 42 drives fwd/aft worn).

Policy Health and Safety Committee - This is a higher level (national) Health and Safety committee, which was mandated for larger companies to help solve their problems. Due to the current management upheaval, there are changes to this committee as well. We hope that some of our issues will be quickly resolved (PDU's, B777 bulk hold, A319 doorway loading, etc). We hope that management heeds the advise of Judge Farley and work with us to improve relations. We can all win if we work together, or we can all lose if they fight us.

Rolling Stock -We have been coordinating with Ground Support Equipment (GSE) to get strings of carts, pallets and dollies lubricated. If you find one unserviceable, please do not use, tag it and report it or take to GSE. This will help to reduce injuries, especially with winter coming.

In Solidarity,

Rob Penyk

UPCOMING EVENTS



Airline Central Lodge 2323 Retiree's Party 2009

Friday October 2nd, 2009 -5:00 pm

The Hansa Haus

6650 Hurontario Street, Mississauga
(Hwy 10, North of the 401, south of Derry Rd.)

Cocktails at 5pm, Dinner at 6pm

*Enjoy a night of good fun reacquainting yourself
with good friends*

*Tickets have been mailed out to everyone who has
requested them. **The event is now SOLD OUT!***

Other Events:

September 27 - 30, 2009

IAMAW Communication Conference
Westin Bayshore –Vancouver, BC

October 6, 2009

General Membership Meeting -19:00 hrs.
2580 Drew Road, Mississauga

October 27 -28, 2009

District 140 Convention 2009
Inter-Continental Montreal

November 3, 2009

General Membership Meeting -19:00 hrs.
2580 Drew Road, Mississauga

November 30 -December 4, 2009

Employee Assistance Conference
Winpisinger Education & Technology Center
Hollywood, Maryland

December 1, 2009

General Membership Meeting -19:00 hrs.
2580 Drew Road, Mississauga

Retired Members

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

Cirila (CJ) Ali Cabin Service Attendant	Melvin Paul LLAT –Trenton
Marc Brunet Station Attendant -YOW	Paul Pilkey Cabin Service Attendant
Ken Clyne Station Attendant -YYZ	Sergio Regueiro Cabin Service Attendant
Patrick Fagan Station Attendant -YOW	Frank Rejano CAT 23 –GSE
Paul Ingram CSA -Cargo	Wayne Scantland Lead Station Attendant -YOW
Angelito Martin Lead Mechanic -GSE	Robert Smith Station Attendant -YYZ
Ken McGrath Lead Station Attendant	Carlos Sousa Lead Station Attendant
John Mills Station Attendant -YYZ	

WORKING FOR A LIVING



Delegates to the AFL-CIO Convention in Pittsburgh, PA visit the IAM's "Faces of the Unemployed" exhibit that displayed photos of some of the 30,000 IAM members who have been laid off during the recession.

IAM Exhibit Highlights Human Cost of Unemployment

-iMail

For many people, unemployment numbers are abstract statistics. But for the people who are laid off, it's a grim reality of no paycheck, no health care, skimpy unemployment benefits and a bleak job market. To put a human face behind the numbers, the IAM hosted a display of some of the 30,000 Machinists Union members from across the United States and Canada who have been laid off in the last year. The moving photos gave delegates a look at our brothers and sisters who have been thrown into the economic abyss of the recession.

"This display is a reminder of who this recession hurts most - workers who are trying to care for their families," said IAM President Tom Buffenbarger. "These are the faces of the men and women who can't wait two or three years, or even a few months, for the current stimulus plan to take effect. These are the men and women who need JOBS Now!" Delegates at the AFL-CIO Convention approved

resolutions that adopted key elements of the IAM's JOBS Now! campaign to demand additional apprenticeship opportunities, investment in skills training and a second, targeted stimulus package aimed at the manufacturing, construction and transportation sectors.

Excerpt from a New York radio show

Gary Sinclair –GC DL140

While listening to a New York talk show about companies and how they solicit morale, I thought this should be shared. It was themed Tool of the Day, or something to that effect.

It seems that there were some employees who had reached a milestone working for their company. The usual thing the company does is send each of those employees a nice letter thanking them for their loyal and continued service. The company also included with that letter a lapel pin (most likely made in a country far away from here) for the employee to wear whenever he/she went out in to the public signifying how many years they worked for that company. What an advertisement scheme to show the world a lapel with multiple pins (if you lasted that long) on it. Wouldn't that indicate what a great employer they worked for?? Wouldn't that show your pride?

It seems that a particular employee took time out of their busy life to send a nice letter to his superiors. In that letter, he thanked his bosses for the recognition of the pin and letter and that they must deeply care for their employees. He was a slight bit perturbed however

that it took a mere six-years to get that letter and pin and did not find that it improved his morale or respect for the corporation, let alone his boss. Not to be outdone by one of his subordinates, the boss writes back. He tells him how sorry he is that this individual feels that way and suggests to him he might consider a different career path. Ya right!

He continues to tell this individual that he should at least acknowledge the corporation's efforts appreciatively. Not quite finished though, the "boss" goes on to say that as unhappy as he is, he should seriously consider a change in his future; that you only get to come this way once in your lifetime type idea and also wouldn't it be sad to come to work everyday feeling like that.

I have to tell you, everybody at this company should have such great warm and fuzzy feeling about this place. Everybody needs a boss like this. He is just the best and really cares that you are happy.

Send out the job applications please, so we can get more happy people working there. This company must have employees with the highest morale any employer could expect! I'm sure they whistle while they work. Right?

Does anybody out there know a company like this?



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.

Gary Leslie
Lead Station Attendant -Cargo

Henry Malenfant
Retired Stockkeeper

Pedro Zepeda
CAT 38 (Avionics)



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iamaw2323.ca

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Lou Pagrach & Rob Piercy

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| 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

The Not So Green Skies

Scientific American.com

Even the infrequent flier might have noticed that when the flight attendant comes around collecting passenger detritus, all the empty cans, cups, bottles, newspapers and napkins usually end up in the same garbage bag.



The U.S. airline industry discards enough aluminum cans every year to build nearly 58 Boeing 747s and enough paper to fill a football field-size hole 230 feet deep—that's 4,250 tons of aluminum and 72,250 tons of paper. The 30 largest airports in the country, with the help of the airlines, create enough waste to equal the trash produced by cities the size of Miami or Minneapolis.

Unlike other aspects of the travel business, the airline industry has moved at a snail's pace to get onboard the green revolution. Although hotels, for instance, have plenty of monetary reasons to encourage patrons not to have their towels changed every day, the airline industry has little economic incentive and even less government pressure to go green.

Join the IAMAW

Please contact one of our organizers below:

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