



Local 2323

Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

November 2010

www.iamaw2323.ca

Volume 20 No. 11



President's Message

-Lou Pagrach

It was with joy that I read about the greatly improved financial results Air Canada recently announced. I guess the secret is out. A company squeezes employees hard and long enough, the results will be financially favourable for them. We give, they take, but these results do make for a great backdrop for our upcoming negotiations.

At the end of this month, all IAMAW Air Canada negotiations teams from coast to coast will be attending an intense training session at the IAMAW training facilities at Placid Harbor. Also included in this training will be selected General Chairpersons and all Local Lodge Presidents. Soon the membership will be asked to give input on what items are to be brought forward at negotiations. Somehow, I think a real pay raise will make it to the top of the list. If there are more

specific issues, please make your wishes known on the suggestion form. The negotiations team will communicate and update the membership as issues are dealt with. All our Collective Agreements (C/A) expire on March 31, 2011. Failing an agreement on or before the expiry of the C/A, all provisions will continue to apply until a new agreement is reached or a strike or lockout is called. *(continued next page)* →

Next Meeting

Tuesday December 7, 2010

19:00 hrs.

2580 Drew Road, Mississauga.

Bring your union card.

PRESIDENT'S MESSAGE CONT'D FROM PAGE 1

Lou Pagrach

Office Phone 905-678-0010

As you are aware, the Local Lodge is having its elections for all Executive Board members as per the Local Lodge by-laws and IAM Constitution. The current elected term is a 3-year period that expires December 31, 2010. Most of these Executive Board positions are hotly contested in this election and hopefully this will bring out the membership in droves.

Voting is a fundamental right that only goes away if you ignore it. For our active Customer Service members, you have an additional election for YYZ Shop Committee members and also the second negotiations member. The elections will take place at 2580 Drew Rd, Mississauga from 06:30-21:00 hrs. If you have misplaced your membership card, we do have replacements on hand at the Local Lodge office. With a new Executive Board also comes the task of selecting members for all Local Lodge committees. The notices are posted calling for anyone interested to apply. If you currently serve on a committee, you will also need to re-apply.

With the upcoming elections, again there is a lot of confusion on what, and what are not, the duties of the Local Lodge Executive board. Let me take this opportunity to reprint parts of a prior "Contact" article, with some editorial changes for more clarification.

*Local Lodge officers are tasked to oversee your dues monies, committee activities, membership meetings, labour research, workers compensation and disability insurance assistance, as well as communication through bulletins, your monthly 'Contact' newsletter and Local Lodge website. A Vice-President, Recording Secretary, three (3) Trustees and a Conductor-Sentinel join a full-time President and Secretary-Treasurer to make-up your Local Lodge Executive Board. The Conductor-Sentinel 'handle' is given to the representative who ensures only members sign-in and participate in Union meetings. Trustees are E-Board members who assist auditors to ensure your dues are handled properly. Your E-Board also meets with your Shop Committee Chairpersons and General Chairpersons each month to discuss any employment related challenges being faced by our members. **It is important to note that Executive Board members do not deal with the employer on collective agreement related issues.** Those matters are dealt with by Shop Stewards, Shop Committees and General Chairpersons. Their duties include such things as member*

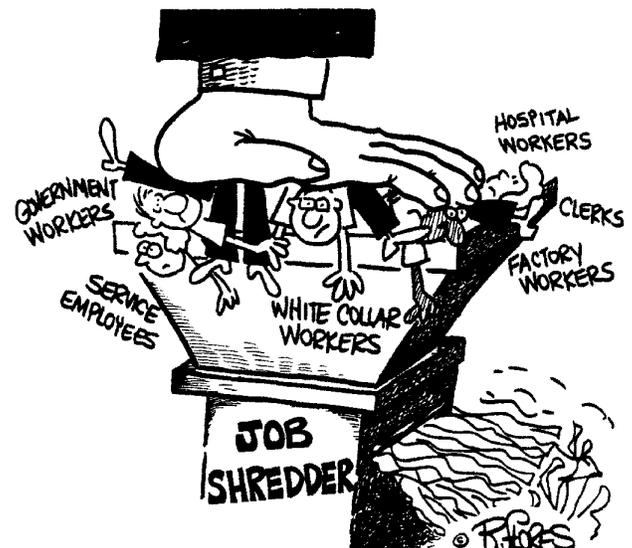
shift/vacation scheduling, pay issues, interpretation of work rules, as well as member grievances and disciplines. Your Shop Stewards are your eyes and ears on the Shop Floor. They report directly to your Shop Committee. Issues unresolved by your Stewards and Shop Committees are forwarded to your General Chairpersons for headquarters-level resolution. Your Recording Secretary, Vice-President and President communicate regularly with the other Local Lodge representatives across Canada to ensure that nationwide vigilance of our employer's actions is maintained.

We trust this description will assist you in understanding the basic structure of your Union, including some of the core responsibilities of your representatives. Of course there are numerous other areas of representation not mentioned in this simple overview. If you are unsure where to receive guidance on a particular matter, please call any of your Union offices for assistance. The best way to learn about your Union is to attend a monthly membership meeting, or better yet, join the fight and become a representative yourself.

Please work safely and follow the Standard Operating Procedures (S.O.P's).

Lou Pagrach,

President



TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

Joe D'Ermo –Shop Committee Chair, Clinton Tucker –Shop Committee Member Office Phone: 905-676-2243

Dear Brothers and Sisters;

The next round of AVEOS/Air Canada hearings with the CIRB is scheduled for November 22-24, November 29th and December 21-23. We will update you of any information or the Boards decisions as it becomes available.

We were pleased with the membership's participation at the Line Maintenance Shift Vote. There will be no further shift discussions for 2010/2011. Transfer meetings will continue every second Thursday of the month with the exception of July, August and December. Vacation bidding has started.

As a result of a recent Arbitration ruling, management's decision to cancel the ASE/GSE/FM transfer agreement has been upheld. Only those members that may have been able to transfer prior to the ruling will be allowed have their cross formation transfer request looked at. The affected area Stewards have copies of the award for your perusal. Vacation bidding in these areas is proceeding as normal.

Line Maintenance in the past has held employees transferred from other stations in a hangar location for 6-months. With the amount of new employees coming into YYZ (transfer/recalls) this process is denying senior employees from exercising seniority and moving into the hangar locations on a transfer request. The company and Union have agreed to a new process that will have transferred/recalled employees spending 2-weeks in hangars East, West and Ramp locations to get accustomed to the 3 work formations. All transfer requests/movements are still contingent of licence requirements. New hires are probationary employees for the first 6-months and cannot be bumped.

The Shop Committee asks you to direct all bargaining related questions to Ioannis Makris and Paul Krska your Technical Operations Negotiations Representatives. The Shop Committee and the Steward body will communicate the information to you as it becomes available from them. An online survey and contact email addresses for Ioannis and Paul will be available soon.

We will be seeking members interested in becoming Shop Stewards for vacancies identified in GSE, ASE and Stores. Nomination forms will be

available in our office. In the event there is more than one nomination on the shift/crew we will hold runoff elections. We will post a bulletin identifying the vacancies.

In between the monthly issues of the 'Contact' newsletter, Clint and I post bulletins that are uploaded to the Local Lodge website as well as the Union bulletin boards. We also advise your Steward body through email updates of the weekly events. Anything posted on the Shop Committee door is available to be taken and shared with co-workers. Of the 2 Shop Committee office area bulletin boards, one is for our office postings the other for Local Lodge affairs. The EAP brochures are also easily and discreetly available in the hallway adjacent to our office. We ask you to use all the resources available to stay informed.

The Local Lodge website is found at: <http://iamaw2323.ca/>

Clint and I can be reached at: ctucker@iamaw2323.ca and jdermo@iamaw2323.ca Our office number is 905-676-2243 and fax number is 905-671-2419.

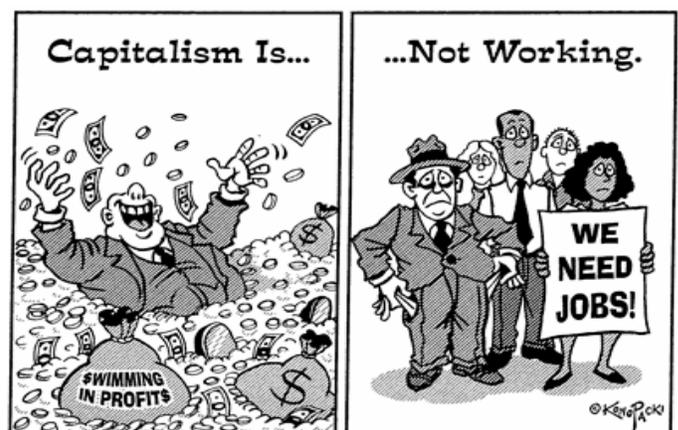
A reminder to all, the Local Lodge Executive Board elections are on December 7th. **Get out and vote!**

In Solidarity,

Your Technical Operations, Logistics & Supply Shop Committee

Joe D'Ermo

Clint Tucker



AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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

Office Phone: 905-676-2484

We hear all too often from the membership that the company has told them that “the Union agreed” to this, that or the other. The only thing the Union has agreed to are the terms and conditions in the current collective agreement. When you hear this from management, challenge them to name names. Ask them who specifically agreed and then let the Shop Committee know.

We have had a number of problems with individuals renewing their RAIC. You must make an appointment at least 3-months prior to it expiring. Be clear when you make your appointment with the GTAA, if you need the long form, short form or both. Keep track of who you spoke with at the GTAA and dates and times in case there is a problem in the future.

The Shop Committee met with HRDC regarding the inspection of the rolling stock, that is, the carts, dollies and pallets. The Health and Safety Committee is to meet with the company to determine what exactly is required to do a visual inspection. A mechanical inspection is the job of GSE. Whenever there is a safety concern a proper Health & safety concern has to be filled out by the concerned member. At our HRDC meeting, the company insisted there was no problem with the members completing the inspection of the rolling stock as there were no H&S concern forms filled out. HRDC agreed that these forms should be filled out whenever someone has a safety concern.

If you go off work injured, you have to return your FAF, functional abilities form, to the company

within 24 hours or you will be placed directly on WSIB and not get the 14-day advance. We grieved this and the arbitrator ruled that since the company is not obligated to pay the 14-day advance, he cannot force them to.

Due to the company revamping the priority baggage check-in process, there will be a mini-bid out for a number of positions related to the moves done in the bag rooms. We expect the mini-bid to out in the first week of December.

The LSA and CSA promotionals have been filled and the notice of selection has been posted.

In the past couple of months, a number of people in western Canada have been fired for giving their Aeronet pin number to other people. This includes immediate family. Under no circumstances should you give your pin to anyone, even your spouse. When you sign on the Aeronet, you are acknowledging that you are the employee when you agree to the terms and conditions.

If you are off work for more than 30-days and you do not collect WSIB or GWL, you will receive a revised service date as you are considered to be on an unauthorized leave of absence.

If you have any payroll problems you must contact Hewitt at: 1-877-645-5000. The Shop Committee cannot call on your behalf. If you cannot resolve the problem yourself through Hewitt, contact a Shop Steward or the Shop Committee.

2011 Bargaining Survey/Suggestion Form for IAM Members Working at Air Canada

Please take the time to complete this Survey for the upcoming contract negotiations. The input from the Surveys will enable your Negotiating Committee to better understand and address the membership's issues and priorities. We appreciate your participation.

Copy and paste the following link into your browser.

A link to the survey is also on the LL2323 website.

<http://bit.ly/cWH2QN>



HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-4295

Cones/Pylons - The company has reacted to the recent aircraft damage situations with a brilliant idea of putting pylons all around the aircraft. Apparently, this is what other carriers do, so we have to follow suit. Just because. There are much better means of solving this problem than cluttering up the gates with more equipment. We cannot manage the cones we have. This was raised at our national Policy Health and Safety Committee, where we at the IAM unanimously disagreed with the process. We fear ingestion, clutter and see this as a knee-jerk reaction to a problem that could be better resolved through training and education. No doubt, it's still coming. If so, what needs to be done is to follow proper procedures and take your time. Namely, the flight arrives, and is chocked; everyone waits until the Lead does the arrival walk around; gives a thumbs up; the aircraft is coned (either keep them on a cart or drag them out); and then all others can approach the aircraft. Issues such as de-icing or high winds are not taken into account. Stay tuned, you are paid by the hour.

Drain Masts - There is a prototype hose extension that is being proposed that clamps onto the drain mast and directs the waste liquid onto the ramp. This seems pretty good so far and will be weighted so it does not blow in the wind. We are waiting for a trial on this. The other option of a 'waste cart' simply is of no value logistically. Until then, if a mast is flowing, remove yourself from the area and inform your manager. If you are hit with waste fluid, file an incident report. If you get any pushback from management, call a H&S rep.

Power Drive Units - The list of repair units has gone right down. They are being repaired, but the calls to STOC for repair has dropped off. Once again, if you find a drive not working, call STOC for a mechanic to inspect as it has to be entered into the aircraft log book to be repaired. It's worth it to your back and shoulders.

Cold Weather - Yes, winter is coming back. If you are cold, tell your manager that you are going in to warm up. Do not argue with manpower, or wait until they tell you that you are cold. If you have problems, call a Health and Safety rep. Watch your co-workers for cold effects as well.

Education - We are working on getting all the Health and Safety reps fully trained. The company does not have training, so we at the Union provide it. It is shocking that the acting managers are not trained in the

least on their roles under the Canada Labour Code Part II. We have raised this to Labour Canada, and are following up. The company is completely liable should something happen. Many of the permanent managers are woefully under-trained on their roles in health and safety. Proper education means that people know what to do properly should problems arise. The company should also be training our members on their roles in health and safety, not just procedures. You have three basic rights: the right to know, the right to participate, and the right to refuse dangerous work.

Equipment Inspections - There were meetings with Labour Canada again over this contentious issue. While user inspections are a good idea, the inspections must be formulated by the H&S committee and proper training must be provided to our members. However, the inspections mandated under the Code must be performed by a 'qualified person' - namely, our ground service equipment (GSE) department. They are ordered to come up with a plan to properly inspect all of the rolling stock (that is dollies, pallet carriers, carts) at least once a year, not on failure basis only. Also important to all of us who use this equipment, is to ensure that you refuse to use anything that is unserviceable. Tag it, take it to GSE or inform your manager or Green 4 to take it away. There is a directive to put the side panels up on carts now, so if they don't go up, they should get repaired. Protect yourself and your job from discipline.

There have been a few reports of people finding 'metals' in their blood tests. We are exposed to multiple hazards in the workplace. I strongly recommend that if you are having a physical and blood work done, you request additional screening for this. If you find elevated levels, ensure you inform your committee. We are going to look at building an exposure profile, once we consult with professionals in this field.

In Solidarity,

Rob Penyk



GENERAL CHAIRPERSON REPORT

Gary Sinclair - Central Region

Office Phone 905-671-3192

Terminations: This month I would like to talk about the marked increases in terminations.

This company appears to have taken the position of termination on a whim. They do not take the time to fully investigate avenues of lessening the discipline. They will hold you out of service and take the chance that even if you get your job back, you will most likely not get the lost money returned to you. So, even though you win, you lose. It's a pretty sad way to do business. Remember during the last round of negotiation, they told us they were going to improve Labour Relations! Lip service?

We had a member terminated for removing "scrap" from the workplace. The Arbitrator upheld the termination as theft despite his clean record. Please be careful out there, and don't take anything you don't have permission to remove from the workplace.

Bargaining; We will be releasing an online bargaining survey in the very near future and will post the link once available. We invite you to take some time to fill out and send in the survey. This will help your bargaining team bring forward your issues. Going into bargaining this time brings expectations. We are all aware of how long we have been held hostage to no increase over the past ten-years. It is time to get back what we gave to keep this corporation afloat.

Benefits: There have also been increases in Great West

Life denials. We are finding that the apparent basis for denial appears to be a lack of medical substantiation to support the claim. Personal physicians have to be made aware of the need to substantiate your absence with clear and understandable medical. They need to be aware that failing to supply that substantiation will affect your ability to earn income as Great West Life will not pay. Please make your physicians aware.

AVEOS Transition: On Friday November 5, 2010 a case conference hearing was held with the CIRB, our lawyers and both Air Canada and Aveos lawyers. The purpose of this hearing was to update the Board on how things were progressing from their previous award. The letter from the Board is posted on the District 140 website. More hearings are to follow in Ottawa on November 22 and 23, 2010 and are open to the public. There are also dates scheduled for December 20-23, 2010.

We continue to meet with AVEOS and Air Canada on the outstanding transition items which include forms to be used, process and procedures. Some items will most likely end up in arbitration for resolution. It appears that the proposed transition date in the MOA will most likely have to be moved should the CIRB rule in favour of the two company's application for split certification.

In solidarity, Gary Sinclair

GENERAL CHAIRPERSON REPORT

Boyd Richardson - Central Region

Office Phone 905-671-3192

Over the last while, I have been responsible for many ongoing issues. I will try and review them all over the next few articles.

Terminations:

The most contentious issue this year has been disciplines. I can honestly say that since I entered office twelve-years ago, the number of disciplines that we have handled over the past few years has grown in leaps and bounds and lately, it has been Step 5, 20-day suspensions and terminations. Has the number of members grown equally, the answer is NO! It seems that Air Canada's mandate today is to discharge you, regardless of how many years you have, your spotless

prior record, your indulgence over the last ten-years of having no raise....and then the company may ask questions regarding your discipline, maybe. The amount of members that have had to endure the suffering of no income, and all the issues that come with that, over the past, is despicable.

Therefore work safely, and most of all, be aware that the Company expects you to follow the SOP's to the letter! There is no room for error!

Benefits -Orthotics:

Another issue that seems to be prevalent is Orthotic issues. I will be putting out a national bulletin soon, but in the meantime, to ensure you get your



ORGANIZING

Ian Morland District 140 Organizer, Central Region

Office Phone: 905-671-3192

Welcome Continental Airlines Customer Service Agents to the IAMAW!



We are pleased to welcome forty-five new members employed with Continental Airlines in Toronto. Our new sisters and brothers work as Customer Service Agents in Terminal One.

With the recent merger of United Airlines and Continental, the staff at Continental contacted the IAMAW for representation. After only a few days, the application for certification was submitted to the Labour Board. To the delight of the group, the certification was granted. They have now elected two members who will

represent them in negotiations with the employer for their first collective agreement. "This is an exciting time for all of us, and we are very pleased to have chosen the IAM" said Fabian Hernandez, negotiations team member.

In other news, we have started an organizing campaign at Porter Airlines at the Toronto Island Airport. After working for a few years at Porter many of the staff members are now considering joining our Union. If you know of anyone who works for Porter, encourage them to join the IAM or have them contact our offices.



CONT'D FROM PAGE 6...

Boyd Richardson

money back quickly you should call ClaimSecure FIRST! (1-888-982-7878) You should then identify that you are looking to purchase Orthotics and ask what your eligibility is and how much you will be reimbursed. That way, you will know exactly what you will be getting back.

Bids: I understand frustrations are high right now as we conclude the bids and vacation bids. The times are changing and getting frustrated at each other or at the Shop Committee is not the way. As we get closer to Negotiations next year, I strongly urge you to stand together.

The Union is only as strong as its members!

We all understand what we are owed, and must focus jointly on the trophy.

Boyd Richardson
General Chairperson

Retired Members

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

Lise Chicoine

Cabin Service Attendant

Anthony Llanos

CAT 13 Trim & Finish

Alder Pires

Station Attendant

Hargurdip Saini

Cabin Service Attendant

Kevin Smith

Customer Service Agent -Cargo

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.

Dan Burlingham
Retired Lead Station Attendant



Contact

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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 |
| Jean Guy Labelle | -YOW Member |
| Linda Mastromattei | -Clerical 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

Executive Board Elections

President

- Steve Anderson
- Coby Budgell
- Steve Davidson
- Kelvin Francis
- Lou Pagrach

Vice President

Steve O'Hara –Acclaimed

Secretary Treasurer

- Wayne Paterson
- Rob Penyk

Recording Secretary

- Barbara Beattie
- Sam Jabbar

Auditor

Tony Albanese -Acclaimed

**Airport/Cargo Negots Rep.
Run-off Election**

- Stan Dolnicek
- John Hill

Trustees

Three (3) Positions

- Karnail Singh Brar
- Vince Commisso
- Cumar Durairajah
- Jeffrey Ince
- Jean Guy Labelle
- Ioannis Makris
- Linda Mastromattei
- John Smiley
- Joe Veltri

Conductor-Sentinel

- Stan Dolnicek
- Rhonda MacLachlan
- Mark Pozzoban

**Airport/Cargo Shop Committee
Elections Two (2) Positions**

- Jason Barlow
- Brad Gomes
- Aldo Iafrate
- Stuart McFarlane
- Joseph Romanelli
- Vick Seebalak
- Jonathon Smith