



Local 2323

# Contact

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (IAMAW)

December 2010

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

Volume 20 No. 12



## Next Membership Meeting

**Tuesday January 4, 2011**  
19:00 hrs.

**2580 Drew Road, Mississauga.**  
Bring your union card.

Winter 2001 Photo: R. Piercy

## PRESIDENT'S MESSAGE

Lou Pagrach

Office Phone 905-678-0010

On December 7th, the Local Lodge held it's Executive Board elections. As you know, these elections were hotly contested. A record breaking number of members turned out and cast their ballots. The resounding vote of confidence was very inspiring to say the least. Congratulations to all the successful candidates and thank you to those members that participated.

The outgoing Executive Board overhauled parts of our election process to make it more transparent in response to some perhaps misconceived notions. Some changes were the use of an offsite mail box for absentee ballots. Our security system now includes a closed-circuit camera at the Lodge. For the overnight hours from when the polling station was closed, to when we started the count the next day, we hired a third-party security guard. This again to keep the ballot boxes and contents secure. Several candidates requested and were granted permission to use election scrutinizers who were present both during the election and during the count. We've received nothing but compliments on this improved process and will continue with this practice in future elections.

At the January Executive Board meeting, we will be making the Local Lodge Committee selections from the members that applied and also select the successful applicants for 2011 Leadership courses. If you're interested in any or either of these opportunities, please forward your name to the Recording Secretary Sam Jabbar, prior to December 31, 2010.

The Customer Service Shop Committee is back at full strength with the re-election of Vick Seebalak and the election of Brad Gomes. Congratulations to both. Together with Frank Morgani and the Chair Derek Morgan they will continue the fight to uphold the Collective Agreement and your rights.

The Negotiations teams spent a stressful and intense educational week at the Union training facility at Placid Harbor, Southern Maryland. The teams also took a look at your suggestion forms submitted to-date.

The survey is still open and you are encouraged to submit yours online on the Local Lodge website. No face to face Union/company meeting dates are scheduled as of yet. Our Collective Agreement expires March 31, 2011.

On a National front, District 140 and our legal team are back at the CIRB in Ottawa on December 20-23 to argue our case with regards to the AC/AVEOS common employer application. More hearing dates are scheduled for 2011. The saga continues.

During this holiday season, make sure to spend some quality time with family and friends.

Please stay safe, both at home and work, and don't drink and drive.

Lou Pagrach  
President, Local 2323

## 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. A link to the survey is on both the LL2323 and the DL 140 website.



[www.iamaw2323.ca](http://www.iamaw2323.ca)  
[www.iam140.ca](http://www.iam140.ca)



## TECHOPS, LOGISTICS & SUPPLY SHOP COMMITTEE

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

Brothers and Sisters,

“Justice on the Job, Service to the Community”  
I stare at these words that are written on the flag that is hanging on the office wall every day. I hope Clint and I are meeting your expectations of Justice on the Job but are we providing a service to our community?

We will ask you to help provide that service to the community especially during the Holiday season. A non-perishable donation to a food bank, donating a child's toy at the Fire Hall or just spending some time volunteering with a local organization is all we ask of you.

Enjoy the time spent with family and friends over the holidays.

Your Shop Committee, Blanca and the Stewards wish you all a Merry Christmas and a prosperous New Year.

In solidarity,

Your Technical Operations, Logistics & Supply Shop Committee

Joe D'Ermo Clint Tucker

### 2323 Executive Board

Term of office is January 1, 2011 till December 31, 2013

**President - Lou Pagrach**

**Vice President - Steve O'Hara**

**Secretary Treasurer - Wayne Paterson**

**Recording Secretary - Sam Jabbar**

**Conductor Sentinel - Stan Dolnicek**

**Trustee - John Smiley**

**Trustee - Karnail Singh Brar**

**Trustee - Vince Commisso**

**Clerical Member - Linda Mastromattei**

**Ottawa Member - Jean Guy Labelle**

**Communicator - Rob Piercy**

Election results are posted on the Local Lodge website

# AIRPORT & CARGO OPERATIONS SHOP COMMITTEE

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

Office Phone: 905-676-2484

It was nice to see such a large turnout for the election on Dec 7. We would like to congratulate the re-elected Vick Seebalak and welcome Brad Gomes as the newest member of the Shop Committee. We know Brad will be a valuable addition and we look forward to working with him.

We have been having a lot of problems with members renewing their RAIC. You should call the GTAA at least 3-months before your RAIC expires as people have been having trouble getting an appointment. If you have any problems, call your manpower manager to help you get an appointment.

It is important for the members to know that they do not have to come in on their day off to attend an interview. They should be conducted on company time.

We took the issue of our lunches falling in the 3-hour window as per the collective agreement to arbitration on Thursday. The arbitrator has ruled in our favour to the extent that your lunch period has to begin within the 1.5 hours either side of the midpoint of your shift. If it does not, then you are entitled to a paid lunch. We will be meeting with labour relations to go over the grievances that

have been filed to make sure those who are entitled for their paid lunch get paid.

The arbitration for sick part-shift has been postponed until January so that Union representatives from across the company can attend.

There currently is a mini-bid out for ramp and baggage.

Any Health & Safety concerns should always be documented with an official Health & Safety form. In meeting with HRDC and we tried to bring up a number of issues, they stated, essentially, that if there is no form there is no complaint.

Lastly, as 2010 comes to a close, we would like everyone to take the time to thank your Shop Stewards. It has been a very trying time for all of us, we hope that during

this holiday season we can look back on the good things that have happened over the past year and enjoy your time off with family and friends.

The Shop Committee would also like to wish you and your family the Best of the Holiday Season and a Happy New Year.

**The arbitrator has ruled in our favour to the extent that your lunch period has to begin within the 1.5 hours either side of the midpoint of your shift. If it does not, then you are entitled to a paid lunch.**



**Your tractor is parked just outside the door...**



## HEALTH & SAFETY - RAMP & BAGGAGE

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

Office phone: 905-676-4295

**PDA's and 'Streamline'** - This is the latest tool by manpower/management to schedule work assignments.

There have been several problems with this, including adequate manpower being assigned to certain flights.

One issue we raised with regards the manpower requirements for an Embraer 190. You need an extra body to reach the furthest holds, which is not built into the PDA 'plan'. With less people, the injury risk escalates - especially with the cramped aircraft hold.

At the Policy Health and Safety Committee, we discussed having an ergonomic analysis performed to help us reduce injuries. If you have issues with your task assignments on the PDA, document and give to the Shop Committee at 676-2484. They will be meeting with management and will raise this issue up to them. In the meantime, remember you are paid by the hour.

**Cold Weather** - It's baaaaack! We have already had reports of people complaining to manpower about not allowing warm up breaks. It is important to note that they sit in a climate controlled environment and don't experience first-hand what it's like to be out for hours in the bitter cold. You have the right to warm up, no matter what. Inform your manager, not manpower (to avoid conflict, and let the manager deal with manpower issues - the manager is responsible for your safety and health in the workplace). If you still have issues, contact a H&S representative. Watch your co-workers for hypothermia as well, and stay hydrated.

With the recent push for sterile gates, if the gate is snow-covered and you cannot see the painted restraint lines, contact STOC/your manager immediately for a gate clean. Do not take chances, you will be disciplined otherwise if something goes wrong, even if you are trying to 'make it work'.

**Cones** - The cones are here. At the Policy H&S meeting, we (the IAM) are on record as being opposed to this knee-jerk reaction to aircraft damage. Education would be better than adding more stuff to the workplace. Anyway, they're here. We have recommended proper signage for storage areas, as they want them back by the water cabinets and not out on the gate areas.

**Hydraulic Leaks** - We are experiencing more eye injuries again from Airbus hydraulic leaks. Hydraulic fluid leaks down inside the fuselage and accumulates

on the door open/close control boxes. When the panel cover is opened, it is the lowest point and fluid drips down and is carried by the wind into your eyes. It is important to keep those panels closed when not in use.

We ask that if you find a cover that has a lot of hydraulic fluid on it, call a H&S rep / maintenance immediately. We will be re-auditing the A319/320/321's shortly to see how widespread it is.

**B777 Bulk Door** - This is a long irritating and dangerous situation, the opening of the B777 bulk door. We have had one person lose a tooth already, it has been raised to the highest levels and still not resolved since we got the B777's.

To open the bulk door, you raise the belt up, open the outer door inward. Then enter the hold and grab the inner door, walk back onto the belt outside the hold, hold the door up with one hand and use the other hand to engage the clip. (*Cue: Circus Big Top music...*) The belt or aircraft are moving around while you do this, oh, yes, and the belt railing doesn't reach far enough either. A terrifying experience, made worse with winter and slippery conditions. It is amazing that no-one has fallen or done a work refusal as yet. If someone falls.....

**Injuries** - If you experience an injury, however minor, you must fill out an injury report with a manager. Also, you have the right to request a copy of your injury report, which is crucial if in the future you have a claim.

Work safely, protect yourselves, your co-workers and your job.

In solidarity,

Rob Penyk



# GENERAL CHAIRPERSON'S REPORT

Gary Sinclair & Boyd Richardson - Chairpersons, District 140 -Central Region

Office Phone: 905-671-3192



**Gary Sinclair**

GC responsible for Maintenance  
YYZ, YOW Airports & Maintenance,  
YTR (Trenton) and Clerical



**Boyd Richardson**

GC responsible for Airports,  
Cabin Service & Cargo YYZ  
& YXU (London)

## Negotiations

Your elected negotiations members spent a week in November in Placid harbour at the Union's training facility preparing for the upcoming round of negotiations with Air Canada. We all know how much we have given to keep this corporation afloat. Now is the time for them to pony up and take responsibility to reward our members.

Negotiations can be likened to the poor guy on the street we have all seen. How does he get you to give him anything? This company has proven over the long haul that they will not pony up easily. Well, we will tell them quite loudly that "we will not go quiet into the night".

The online survey is out there and will end the first week of January. Responses to that survey so far have been extremely good and we thank you for your input and suggestions.

For most of us who have never been to negots, we will try to explain the process over the next few articles.

### HOW THE NEGOTIATIONS PROCESS WORKS

It starts when the Local Lodges elect a Negotiating Committee and this new committee is seated, as well the Committee reviews what took place over the last few years. The Negotiating Committee carefully looks at what has worked and what has not worked, and what has had a positive or a negative effect on the hourly workforce.

Any committee member will be able to tell you that there is a lot of discussion between the committee members as to what can be done to improve the next contract's outcome. They will also tell you that they rely on what they hear from you, the members.

**Some of the things that help the Committee focus on the areas for negotiations, include, but**

### not limited to:

- Feedback from surveys that are designed to learn what is most important to the membership. These surveys provide important information that might otherwise not be known.
- Discussions with members at the work site. These informal discussions bring to light issues about which the membership is passionate and that no survey or second-hand reporting could possibly communicate to the committee.
- A complete review of sample bargaining agreements in our industry.
- Feedback from shop stewards, who will be on the front lines with this company on a daily basis during bargaining. This is why it is so important for you to elect a good shop steward and for you, as a member, to keep your shop steward informed about what is going on. Your shop steward can't be everywhere, so he or she must rely on you to know what is happening in your workplace.
- Industry standards are carefully reviewed by the committee, as well as regional trends in our field in order to craft the best proposals.

These are just some of the resources the Committee relies on to begin putting together a contract proposal.

We wish you and your family a safe and happy Holiday Season.

In solidarity,

Gary Sinclair and Boyd Richardson

## ORGANIZING

Ian Morland District 140 Organizer, Central Region

Office Phone: 905-671-3192

### HOME FOR THE HOLIDAYS

“Home for the Holidays” takes on a whole new meaning this year for our family. Our son, Corporal Alex Morland, has just returned from a seven-month tour of Afghanistan.



As parents, this was probably the hardest thing my wife and I have had to endure. The constant worry and stress of him being “over there” and not knowing what kind of danger he was facing was not easy. We are so thankful that he has returned home safe and sound.

Alex joined the military just before his 19th birthday. He just completed four years of service and was promoted to Corporal while in Afghanistan.

He is based in Petewawa, Ontario and is in the Royal Canadian Regiment, 1st Battalion Battle Group. His duties included driving the light armoured vehicles (LAVS), an eight-wheel patrol vehicle with a top-mounted gun turret.



After his tour, he was sent to Cyprus for decompression. (This is code for Drink Mass Quantities). A few days later, he was heading home aboard Military aircraft. Upon entering Canadian airspace, two F-18 Fighters, met their aircraft and escorted them the rest of the way to Ottawa.



Upon arrival, they deplaned and were greeted by a large round of applause and cheers from passengers and airport staff alike. This welcome was a surprise to the soldiers, making them all the more proud to be Canadians and happy to be “home”.

We want to thank all our friends, family and acquaintances who have offered their support during our son’s deployment. We would also ask that you keep our soldiers, who are currently serving in Afghanistan (and away from their families during the upcoming holidays) in your thoughts and prayers, that they will all return safe and sound.

I would like to wish everyone a very Merry Christmas and a Happy New Year to all.

Ian Morland

### Retired Members

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

**Lennox Braithwaite**  
Station Attendant

**Michael Luck**  
Station Attendant

**Ron Tupling**  
Customer Service Agent -Baggage

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.

**Clayton Burton**  
Retired IAMAW Member



*Contact*

is published ten-times annually by the  
**International Association of Machinists  
& Aerospace Workers**

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**www.iamaw2323.ca**

**Editors & Publishers**

Lou Pagrach & Rob Piercy

**2011 - 2013 Executive Board**

- |                    |                      |
|--------------------|----------------------|
| Lou Pagrach        | -President           |
| Steve O'Hara       | -Vice President      |
| Wayne Paterson     | -Secretary Treasurer |
| Sam Jabbar         | -Recording Secretary |
| Stan Dolnicek      | -Conductor Sentinel  |
| John Smiley        | -Trustee             |
| Karnail Singh Brar | -Trustee             |
| Vince Commisso     | -Trustee             |
| Jean Guy Labelle   | -YOW Member          |
| Linda Mastromattei | -Clerical Member     |
| Rob Piercy         | -Communicator        |
| John Hill          | -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



**Pat Murphy** Grand Lodge Rep.  
(GLR) 1955-2010

Pat Murphy passed away peacefully at his home with his family by his side following a lengthy and courageous battle with cancer on December 9, 2010. Pat will be remembered for many things but most of all for his sense of humour and his deep commitment to social justice, human rights, volunteerism, human dignity and the protection and fair representation of his brothers and sisters in the workplace.

He was a member of the IAMAW in Canada for 27 years.



**Join the IAMAW**

Please contact our organizer

**Ian Morland -DL 140**

Phone: 905-671-3192

Fax: 905-671-2114

email: imorland@iam140.ca