



Local 2323

# CONTACT

International Association of Machinists and Aerospace Workers

January 2011

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

Survey Says...

**Next Membership Meeting**

**Tuesday February 1, 2011**

**19:00 hrs.**

2580 Drew Road, Mississauga, ON

Bring your union card

# IAMAW 2011 Scholarship Competition

## Local 2323 Executive Board

**Lou Pagrach**  
-President

**Steve O'Hara**  
-Vice President

**Wayne Paterson**  
-Secretary Treasurer

**Stan Dolnicek**  
-Conductor-Sentinel

**John Smiley**  
-Trustee

**Karnail Singh Brar**  
-Trustee

**Vince Commisso**  
-Trustee

**Jean-Guy Labelle**  
-Ottawa Member

**Linda Mastromattei**  
-Clerical Member

**Rob Piercy**  
-Communicator

**John Hill**  
-Educator

## **Deadline approaching for the 2011 IAM Scholarships. Apply now!**

**Applications are being  
accepted for the 2011 IAM  
scholarship competition.**

The competition is open to members of the IAM and their children throughout the United States and Canada. Entries may be submitted through **Feb. 25, 2011**. Applications may be obtained by seniors in high school and IAM members at [www.iamaw2323.ca](http://www.iamaw2323.ca) or at: [www.goiam.org](http://www.goiam.org). An application also can be obtained by mail from the IAM scholarship department



after printing, completing and mailing the request form on the web page.

The scholarship competition Scholarships are awarded to students pursuing a bachelor's degree or a two-year vocational/technical certification.

Winning entries will be judged by a special selection committee.

### **Amount of awards**

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four-years to enable the member to earn a bachelor's degree or a two-year vocational/technical certification.

### **Awards to children of members are:**

College: \$1,000 per academic year. All awards are renewed each year until a bachelor's degree is obtained, up to a maximum of four-years.

### **Vocational/Technical School:**

\$2,000 per year until certification is reached, up to a maximum of two-years.

The IAM scholarship winners and honorable mentions will be announced in the 2011 summer issue of the IAM Journal.

### **All award recipients:**

- are responsible for obtaining admission to the college or vocational/ technical school of the student's choice;
- must take a course of study leading to a bachelor's degree or its equivalent if attending college or required courses for vocational/technical school; and
- may attend a two-year accredited college and transfer for the last two years (for college recipients only).

# Tech-Ops Logistics & Supply Shop Committee

Joe D'Ermo, Clint Tucker

Office phone: 905-676-2243

## Brothers and Sisters,

We start off 2011 with similar challenges as the last 2-years.

This year we will see the continuation of the AVEOS/Air Canada CIRB hearings, a new round of negotiations and pending a decision from the CIRB on the split. If the split "transition" happens, we will have to deal with the adverse effect of possible layoffs due to bumping. We expect shift discussions and most, if not all of the local agreements from all branches will be brought up for discussion this year. We have started shift discussions with stores and we will need to address the local GSE/FM/ASE transfer rules that were cancelled by the company and subsequently upheld in Arbitration. Many of the local rules and agreements need to be updated (housekeeping) as they were originally drafted and agreed to in the 80's.

In 2009, we had to deal with the possibility of the split "transition" that was deferred as a condition and terms of the 2009 negotiations that was narrowly accepted. The end of 2009 into the first half of 2010, we dealt with the layoffs in overhaul and the subsequent YYZ bumping. Fortunately, the YYZ numbers were reduced due to mitigation efforts. Today everyone is back and the manpower in line maintenance has seen an incremental increase due

to the additional workload on the station. In 2010, we also went through shift discussions with line maintenance management. As a result of those discussions, we have a better understanding of the Canada Labour Code and how it applies to us at Air Canada.

We thank you for putting up with some difficult times during 2010. There were some months where things seemed to be changing daily. We do not see 2011 being any different and expect a repeat of 2009 and 2010 all over again. When things do happen we will communicate with you through the Steward body, office bulletins and the Local Lodge website.

Just as Clint and I set expectations of the Steward body, this year we have set expectations of you, the members. Our expectation of the membership is to get more engaged in your Union in 2011. We need to see you become more active and participate in elections, Local Lodge bylaw/budget votes, delegate elections, Local Lodge meetings, ratification meetings and votes. We need you, the tech ops membership to take an interest in the direction of District Lodge 140 and participate in the annual conventions where policies and by-laws are agreed to.

We would like to see you take on a more active role in the Union and we will be seeking those

of you interested into stepping up and taking on the role as a Shop Steward in some of the areas we currently do not have any. Ed Galas and his Health & Safety Committee will also be seeking those that are interested in becoming H&S reps looking after the interests of their co-workers.

If you are interested in taking a more active role in your Union please come see us in the office for more details.

In Solidarity,

Joe D'Ermo  
Clint Tucker

## Retired Members

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

**Corrado Cambria**  
Station Attendant -YYZ

**Mahtalat Khan**  
Cleaner -YYZ

**Robert Krompass**  
CSA -Cargo -YYZ

**Tom McDonnell**  
Station Attendant -YYZ

**David Hyde**  
Lead Station Attendant -YYZ

# Local 2323 Committees

## EMPLOYEE ASSISTANCE PROGRAM TORONTO

**Regional Coordinator**  
Derrick Bashford

### Ramp & Baggage

Glen Baigent  
Perry Durrant

### Cabin Service

Rob Piercy

### Cargo

Simon Robinson  
Maurizio Romano

### Tech-Ops

Todd Doyle  
Steve McLean

## EDUCATION COMMITTEE

Rohan Grant  
Sam Jabbar

## LOCAL LODGE AUDITORS

Tony Albanese  
Nigel Armstrong  
Michelle McDonnell

## EMPLOYEE ASSISTANCE PROGRAM OTTAWA

Terry Simmonds

## EMPLOYEE ASSISTANCE PROGRAM TRENTON

Richard Gobeil

## PENSION

Karnail Singh Brar  
Ioannis Makris

## HEALTH & SAFETY COMMITTEE OTTAWA

Joshua Barre  
David Bogart  
Dan Brady  
Tony Cacciatto  
Giuseppe D'Alessio  
Andrew Dentinger  
Stephane Vezina

## HEALTH & SAFETY COMMITTEE TORONTO AIRPORT & CARGO

### Ramp & Baggage

Coby Budgell  
Dan Budgell  
Mike Chorley  
Stan Dolnicek  
Cumar Durairash  
Mervyn Hubbard  
Christopher Nyers  
Adeel Raza  
Parmijit Sandu  
Peter Stockley

### Alternates

Tim Evangelista  
George Vitto

### Cabin Service

Gobinder Khaira  
Dexter Lall  
Al Lamont  
Narinder Sangha  
Estelle Walsh

### Cargo

Zia Goffur  
Susan Thakurdin  
Terry Trower  
Vince Commisso

### Weight & Balance

Bruce Davidson  
Mark Fields

## HEALTH & SAFETY COMMITTEE

### TORONTO

### TECH-OPS LOGISTICS & SUPPLY

#### Line

#### Maintenance

Ed Galas  
Andrea DeCoursey  
Mike Giantsopoulos  
Mike Hannah  
Serge Miljkovic  
Alain Ruel  
Dave Sargant  
Fred Soares  
Dave Sturges  
Ken Weber

#### Logistics and Supply

Joe Veltri

## HEALTH & SAFETY COMMITTEE

### TORONTO

### GROUND SERVICE EQUIPMENT

Karnail Singh Brar  
Mark Pozzobon  
Devin Rogers  
Andrew Wilkinson

## HEALTH & SAFETY COMMITTEE

### TRENTON

Dean Drinkle  
Bryan Tenhoeve

# Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vick Seebalak, Brad Gomes

Phone: 905-676-2484

The company has put out a bulletin asking for applications for anyone interested in working on the tow crew. This involves a 6-week training course; you must get your radio licence on your own time.

The second round of the ramp & baggage mini-bid is out. The deadline for application is 21<sup>st</sup> of January. The final round will begin shortly after.

There is a LOU 15 out for Jetz. Applications must be submitted by January 30, 2011.

If your RAIC is about to expire within the next 3 to 4 months, you need to make an appointment with the GTAA. If your appointment is after your RAIC expires, there is a sign-up sheet in the bunker where the company will try to get you an earlier appointment through a cancellation.

When submitting a transfer, especially if submitting one to Tech Ops, make sure you are transferring to the city or the category in which you intend to transfer. We have recent examples of people submitting a transfer to Cat 38 when they really wanted a transfer to Cat 13.

The appeals for Step 1 & 2 letters are up to-date. You should have received a letter

from the company if telling you the outcome of your appeal if you have received a Step 1 or 2 in the last few months.

There have been a number of discipline letters issued to members in Cabins for crew splitting. It seems the SOP in Cabins is that you are not allowed to split your crew. We are advising all LCSCA's to not split your crew to avoid discipline.

If you are off work on WSIB, you must, if physically able, return your FAF (Functional Abilities Form) within 24 hours to get the 14-day advance. If you fail to return your FAF, you will be placed directly on WSIB from the first day.

If you get a ticket from the GTAA, you must appeal the ticket yourself; the details are on the ticket. If you need assistance, the Shop Committee will help but we cannot appeal the ticket for you.

The company has advised the Shop Committee that they will no longer be utilizing the position of Performance Lead. The LOU 15's are to expire in February and will not be re-posted.

If you have any questions or concerns regarding WSIB,

please contact the Local Lodge WSIB Rep. Al Hodder at: 905-673-0382. If your question is regarding GDIP, contact Lou Pagrach at: 905-678-0010.

Now that winter has finally arrived, we know there are going to be times when management forces overtime. We have once again reiterated to management that there are steps that must be taken. That is, go to the overtime book, canvass all employees and then force if needed.

## Locker Audit

*To all Station Attendants and Lead Station Attendants:*

*If you did not register your locker number with the Bunker during the audit, your lock was changed and your contents were removed. If you are one of these employees, you can claim your items from the Bunker from Monday – Friday between the hours of 7 a.m. – 3 p.m. If you work outside these hours, please call me at 905-676-2037 to make alternate arrangements for pickup.*

*We will hold on to your items until February 15, 2011. Any unclaimed locker contents will be disposed on February 16, 2011.*

*Thank you,  
Michelle Hiebert  
Senior Manpower Planner*

# **District 140** General Chairpersons

Gary Sinclair, Boyd Richardson

Phone: 905-671-3192



**Gary Sinclair**

GC responsible for Maintenance in YYZ, YOW Airports & Maintenance, Trenton (YTR) and the Clerical Bargaining Group



**Boyd Richardson**

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

## **HOW THE NEGOTIATIONS PROCESS WORKS**

**(Continued from December 2010)**

How does the Committee actually do its work? Initially, the Committee (comprising of elected negotiations reps from Local Lodges across the country) usually meet every week or two before the face-to-face meetings with the company. Occasionally, these meetings go into the late evening hours. As the date for the contract talks gets closer, the Committee will start to meet more frequently. The Committee members then could be meeting every day to continue putting together a settlement offer prior to the start of face-to-face negotiations with the company.

Both the Union and the company negotiation committee meet off-site for full-time sessions at mutually agreed upon times, frequency and location. It is always the Committee's desire to have an agreement completed as soon as possible without leaving any subject of concern go without being addressed. This is a brief summary of the negotiations process, which we hope sheds some light into all the steps that go into creating a contract.

More importantly, we hope you never forget that the wages and benefits you receive are the result of the collective bargaining process and not a gift from the company. Without the legal protections of a collective bargaining agreement, the company can change, alter, the health insurance, holidays, shifts, pensions, and many other benefits we now or will enjoy.

**There is one more very important piece in this process and that is you, the Union member!**

You are the true power behind this Union. You can let the company know how you really feel. You have the final say as to whether or not you will accept or reject the company's "Final Offer".

**You are the real force that makes this Union!**

In solidarity,

Gary Sinclair and Boyd Richardson  
General Chairpersons, District 140

# Organizing

Ian Morland, District 140 Organizer

Phone: 905-671-3192

## DENSITY IS DESTINY!

### HERE ARE SOME INTERESTING FACTS AND FIGURES:

*Union density = percentage of workers who are members of a union.*

**National Picture:** About one in three Canadian employees (31.4%) belonged to a union or were covered by a collective agreement in 2009.

**Gender:** In 2009, slightly more women than men belonged to a union or were covered by a collective agreement (32.6% for women and 30.3% for men).

**Age:** Unionization differed substantially by age. In 2009, the unionization rate ranged from 16.4% for individuals aged 15 to 24 to 38.2% for individuals aged 55 to 64.

**Regions:** In 2009, unionization rates varied from 25.0% in Alberta to 39.8% in Quebec.

### Let's look at union density now on the provincial level. All provinces are definitely not equal.

In 2009, 39.8% of Quebec workers belonged to a union, followed closely by workers in Newfoundland and Labrador (39.0%), and Manitoba (37.0%).

Alberta had the lowest unionization rate in 2009 at 25.0%, followed by both Ontario at 27.6% and New Brunswick at 28.8%.

### SO, WHAT SPECIFICALLY DOES THE DECLINE IN UNION DENSITY MEAN FOR UNION MEMBERS?

Union membership rates by sector:

-Public sector 75.0%

-Private sector 20.0%

Two Largest Unions in Canada - Public Sector Unions:

-Canadian Union of Public Employees - 570,000

-National Union of Public & General Employees -340,000

### WHERE ARE THESE UNIONIZED WORKERS?

Let's break down that number a little bit. Most are in the public sector. The biggest growth in union representation for the last 30 or so years has been in the public sector. Were it not for that growth, union



density would be even lower - near the absolute lowest historically.

It is difficult to accurately assess the effectiveness of organizing activity due to a lack of adequate statistics. While all provinces (except for PEI) collect data annually on certifications granted, very few provide the number of workers covered by new certifications. Preliminary estimates based on information from labour relations boards and the database developed by professor Susan Johnson of the University of Waterloo indicate that both the average number of workers covered by new certifications and the organizing rate (newly organized workers as a percentage of the non-union workforce) have been declining since 1989, coinciding with the fall in union density noted in studies conducted by academics and Statistics Canada. More significantly, the organizing rate over recent years (2000-2005) is now less than one-half of the average in the 1980s and early 1990s. Data also suggests that the decline in organizing is pervasive across jurisdictions and is not limited to the number of newly organized employees, but is also evident in the number of certifications granted and the number of applications filed, an indicator of organizing effort.

### WHAT DOES IT ALL MEAN?

The decline in union density has certainly had an impact on workers generally. Workers who still have unions, however,

sometimes say "gee that's awful for our country, but it doesn't directly affect me."

### WHAT DO YOU THINK?

Fact is that the decline in union density hurts workers who are still unionized too. Union members continue to do better than non-union members. These gaps are starting to narrow, however, not because non-union members are doing better, but because union members aren't doing as well as they used to.

The decline in density hurts current union members:

- Loss of political power
- Loss of bargaining power
- Loss of servicing power

It also puts the future of our organizations themselves in jeopardy - we're at a real organizational tipping point. We have literally tens of thousands of members on layoff.

At a time when the fight is harder than ever, we have fewer resources to take the fight on.

### WHY IS THIS HAPPENING?

There are lots of reasons. Economic conditions of the last two years are one factor. Longer term structural changes due to deregulation and globalization in some of our key industries like transportation

Continued on page 8 →

## In Memoriam

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

### Jeff Long

Lead Station Attendant  
-YYZ

### Brian Screen

Retired Station Attendant  
-YYZ



## CONTACT

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International Association of  
Machinists & Aerospace Workers

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### Organizing (from page 7)

and manufacturing is also a big factor. Union busting politics and corporate agendas have contributed as well.

However, the problem of declining numbers precedes the Great Recession, NAFTA and 911. Even when our membership numbers were steady or growing slightly, we have been facing a long term decline in our density in our key industries and employers.

Very easy to identify external reasons – not so easy to admit internal ones.

The internal ones nonetheless have also contributed. Such as the following:

- Rise of business unionism.
- Decline of real organizing activity and commitment.
- Take care of what we have.
- Focus only on what's right in front of you

When talking about the difficulty of organizing, I've often heard people talk about the problem of talking to generations of Canadian workers who have absolutely no experience with unions. I seldom hear folks identify as a problem the fact that we have generations of union members who have absolutely no experience with union organizing.

The problem and its sources are so big and so long term it can really seem overwhelming. A real tendency to throw up your hands and say there's nothing I can do about, or to just ignore it entirely and hope it will go away. It won't go away. And there is something we can do about it. The odds are bad, but not insurmountable.

**WHAT WE NEED IS FOR EVERYONE TO UNDERSTAND THE IMPORTANCE OF ORGANIZING AND TO GET INVOLVED.**

## Shop Committees

### Airport & Cargo Operations

Phone: 905-676-2484

Fax: 905-677-4893

### Cargo Sub-Office

Phone: 905-694-5322

Fax: 905-694-5206

### Tech Ops

### Logistics & Supply

Phone: 905-676-2243

Fax: 905-671-2419

### Ottawa Shop Committee

Phone: 613-523-4709

Fax: 613-523-3341