



Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

February 2011

iamaw2323.ca



Next Membership Meeting

Tuesday March 1, 2011

19:00 hrs.

2580 Drew Road, Mississauga, ON

Bring your union card

Tech-Ops Logistics & Supply Shop Committee

Joe D'Ermo, Clint Tucker

Office phone: 905-676-2243

Brothers and Sisters,

It's been a fast paced first 6-weeks so far this year and we don't see it slowing down.

The decision from the CIRB to allow the split, the announced layoff at overhaul bases and a collective agreement that is up for re-negotiations in addition to the day-to-day challenges we all have to deal with, adds up to a great amount of stress.

We will keep you updated on these issues through our normal sources of the Local Lodge website, the office, bulletin boards and your Stewards.

If you are not already aware, the office has been relocated to Bay 6 in the former technical training area. We would like to thank those who have assisted along the way. Their assistance and support was much appreciated.

We would like to announce 2 of the newest Stewards into Tech Ops, Pierre Boisse, CAT 23 from the ASE shop and Justin Richards, CAT 23 from Ground Support.

We are still seeking members interested in being Stewards to represent their co-workers in Logistics & Supply on the night shift.

We would like to remind all members to keep our office and the Local Lodge updated of

address changes. Please see Blanca in the office for change of address forms.

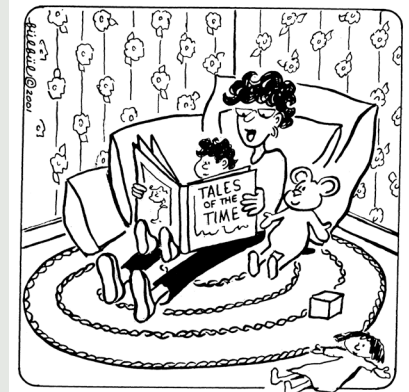
During our introduction to some of the Local's newest members from other stations, Clint and I have stressed the importance of NOT using the travel privileges while sick. We have also stressed the importance of NOT calling in sick after you are denied boarding due to no available standby seats. We will now also stress the importance of NOT being on a flight while you're still supposed to be at work. The company is either performing audits or you are being ratted out. Please conduct yourselves accordingly. Remember that the Company will not be interested in your personal needs/motives no matter how noble, when dealing out discipline in this regard.

One of our GSE CAT 23 mechanics had his tools stolen late last year. The company policy stipulates that they will not cover losses of personal effects. We find this policy unacceptable. We have the company's minimum tool list requirements for the categories working at the station. If you would like a copy of this list, please come see us in the office.

Finally, we asked you last month to participate in your Union. Your support strengthens this office. This is going to be a difficult and challenging year for all of us. It's time we got it together.

In solidarity,

Your YYZ Technical Operations,
Logistics & Supply Shop
Committee



"The evil barons grabbed power, pillaged the peasants and planet, and claimed free market compassion."

Retired Members

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

Benny Chater

Cert. Avionics Tech -YYZ

Anthony Chevolleau

Station Attendant -YYZ

Rodney Gaettens

LAT Line Mtc. -YYZ

Rick Miller

Lead Station Attendant -YYZ

Gillian Yeo

Maintenance Planner -YYZ

Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vick Seebalak, Brad Gomes

Phone: 905-676-2484

We are sure everyone by now has heard of the arrests regarding allegations of fraudulent claims for orthotics. The week of Feb 14th, the company, as well as Peel Regional Police, began interviewing anyone who submitted a claim with the individuals who were arrested. Members of the Shop Committee, as well as GC Boyd Richardson, were there to support the individuals called in. We were not allowed to sit in during the Police interview, but were there for our members when dealing with the company.

The company has informed us that all pending claims will be scrutinized before payment is made. If you have submitted a claim, it is going to take longer than usual to be reimbursed.

The Shop Committee has appointed 6 new Stewards on afternoons for ramp & baggage. Once they have been through Steward training later this month, we will post their names and work locations.

If you are going home sick part-shift, it is your decision whether or not to seek medical attention, the manager cannot force you to go to the hospital. That said, the company has issued a bulletin that all members who have left sick part-shift more than 3 times in the last year, must provide a doctor's note, dated day of, to be paid for the entire shift. This was not part of the agreement when this article became part of the Collective Agreement. The issue will be dealt with at arbitration.

The company has re-issued the bulletin for anyone interested in becoming tow-qualified. There are

posters in the workplace with details on how to apply.

The Shop Committee and GC Boyd Richardson met with Cabins management regarding a number of issues brought forward by our members concerning the work environment in Cabins. One of the ideas discussed was forming a committee to seek ways to improve morale and the overall work environment in Cabins. If anyone in Cabins would like to be involved, please call the Shop Committee. We also had reports of management telling people that if their RAIC appointment was during work hours, the person would have to get a shift change for the day. We have a one word response to this, bull#@*#.

There are promotionals out for LSA and CSA which close on Feb 20.

There is a mini-bid out, round 3, for ramp & baggage.

The company has informed us that the tentative date for the start of the ramp & baggage shift bid is March 24.

All members should remember that it is your right to have a Steward present whenever you are called to a meeting with management, even if it is just for a "chat". It is your responsibility to ask for one and the company's responsibility to provide you with one.



FAF's, WSIB, GWL & GDIP

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 have any questions or concerns regarding WSIB (Workers Safety & Insurance Board), please contact the Local Lodge WSIB Rep. Al Hodder at: 905-673-0382 or toll free at: 1-866-426-9742

If your question is regarding GWL (Great West Life) or GDIP (Group Disability Income Plan), contact Lou Pagrach at: 905-678-0010 or toll free at: 1-877-409-2323

Workplace Harassment

John Smiley, Local 2323 Trustee, Member ERREC Committee

I am writing this article in response to a growing number of "Harassment" complaints being fielded by the Shop Committees and your Employee Relations, Rights and Equity Committee, (ERREC). The ERREC is also known as your Human Rights Committee. I will briefly define some types of harassment, where you can find useful information, procedures and contacts and if you believe you are being harassed, what you should do.

Workplace harassment can be defined as discriminatory acts that adversely affect specific employees or groups of employees based on the prohibited grounds of the **Canadian Human Rights Act**.

The prohibited grounds are:

NATIONAL/ETHNIC ORIGIN, AGE, SEXUAL ORIENTATION, COLOUR, DISABILITY, SEX, RELIGION, FAMILY STATUS, RACE, A PARDONED CONVICTION, MARITAL STATUS

Acts or behaviours that create an intimidating, threatening, coercive or hostile work environment are also included in the definition.

The core definition of **SEXUAL HARASSMENT** is defined by the **Canada Labour Code** as any comment, gesture or contact of a sexual nature likely to cause offence or humiliation to any employee. In other words, if someone or something makes an

employee uncomfortable, it may be considered as harassment.

If you believe that you are being harassed, first make your objections known to your alleged harasser. This may resolve the issue. Should the harassment continue, document everything! Names, dates, times, locations and witnesses. Contact the ERREC One method of contact is through the Local 2323 website (iamaw2323.ca). Query "Committees"-- Human Rights, and go to E-mail Alain. A brief description of your situation and a phone number are needed. Our Committee Chairperson, Alain Ruel handles all initial inquiries before assigning a committee member to conduct an investigation and/or interviews if the complaint has merit.

Here is when things get tricky. The complaints can fall into two categories, the first being human rights issues and the second being of a contractual nature. Often the two are misinterpreted into each other.

Two Examples:

1. Having persistent pay problems is not harassment.
2. Forced overtime is not a human rights issue just because someone may not like this policy.

When your complaint falls under the prohibited grounds

mentioned earlier in this article, then you have a bonafide complaint. Please carefully think these matters through. Additional information can be found at the Local 2323 website. Go to the "Committees" header, then to "Collective Agreement", then seek section 20:18.

The Air Canada policy can be found on the Aeronet, through "My Work" then "Policies and Procedures", then "Policies" and then to Human Rights and Workplace Harassment.



On a lighter note, I had the good fortune to discuss issues with a reputable labour lawyer who provided the following quote and insight: "*being an as--ole is not illegal*". So often this is the cause of many of our complaints and it is unfortunate.

I hope this article has clarified and explained things; and please use the available resources. It's a good first step in understanding workplace harassment.

In solidarity,

John Smiley

District 140 General Chairpersons

Gary Sinclair, Boyd Richardson

Phone: 905-671-3192



Gary Sinclair

GC Representing members for Technical Operations in Toronto, Ottawa & Trenton, Ottawa Customer Service and the Clerical Bargaining Group



Boyd Richardson

GC Representing Toronto members in Customer Service, Cabins & Cargo Operations and members working at the London, ON Line Station



THE MEMBERS' ROLE IN THE NEGOTIATIONS PROCESS

Negotiating a contract for our members is one of the most important reasons for having a Union. The contract sets the stage for a given period of time and dictates all wages, benefits and working conditions. The contract has a major impact on each of us. Our new contract will determine how much money we will have to support our families, our ability to keep up with the ever rising cost of living (the cost of gasoline, the cost of groceries, your utility bills), life insurance, the out of pocket costs for those benefits, how we will be able to plan for retirement, and how the company deals with us.

Having a good Negotiating Committee is an important step in this process but the single most important factor in the negotiations process is you -- the membership. This cannot be stressed enough. Our strength as workers is in our unity. The greater the number of bargaining unit employees in the Union, the greater our ability to negotiate the best possible contract. The more workers who are active and involved in the Union and the negotiating process, the better our chances for the contract every one of you deserves

We shouldn't kid ourselves. Long before negotiations begin, the company has a good idea of our strengths and our weaknesses. They know our membership strength and because they listen to what we are saying on the floor, they have a pretty good idea of what we are thinking. They know this not necessarily because we tell them (some members do tell their supervisors) but because we air our dirty laundry (our likes and dislikes) in front of them. ***As an hourly employee we all need to understand that everything we do and say out on the floor is communicated right up the chain of command. The company knows our business.***

Have you ever noticed that management never airs its dirty laundry in front of us? That's not because they don't have complaints and gripes about their own leadership. They are just better about airing their complaints behind closed doors, where we can't hear them. We as Union members need to take notice of this and be as professional if not more so than them and keep them guessing. When we do this it keeps them off balance and they have no idea what we are thinking or planning. It makes the Company approach us more cautiously because they are not sure how we will react to an unfair contract offer. This sets the mood of the negotiations at the table.

In solidarity, Gary Sinclair and Boyd Richardson

Organizing

Ian Morland, District 140 Organizer

Phone: 905-671-3192

Organizing Fundamentals

I think we need to wipe away our notions about Union structure and bureaucracy and rediscover the very reason Labour has an essential role to play in society. We need to get back to basics. We must start by asking, what does it mean to organize a Union? Fundamentally, what is a Union and how do we build this understanding within our membership, let alone, the non-union majority.

Perhaps the best way to start is to explain what a Union is not. For example, a Union is not a Tupperware party where we get a group of people together to sell them a product, nor is it Avon where we go door to door. That is sales.

It's not the Auto club where people call when they get stuck and we dispatch someone to pull them out. That is a service.

It's not a big machine we drop dues into and out pops a contract. That's a vending machine.

And it's not an organization that convinces people to fill out forms, files a petition and wins an election. That's a political party.

To find out what organizing is, we need to understand why people organize. Do they organize for money? Better benefits? Job security? Better schedules? No

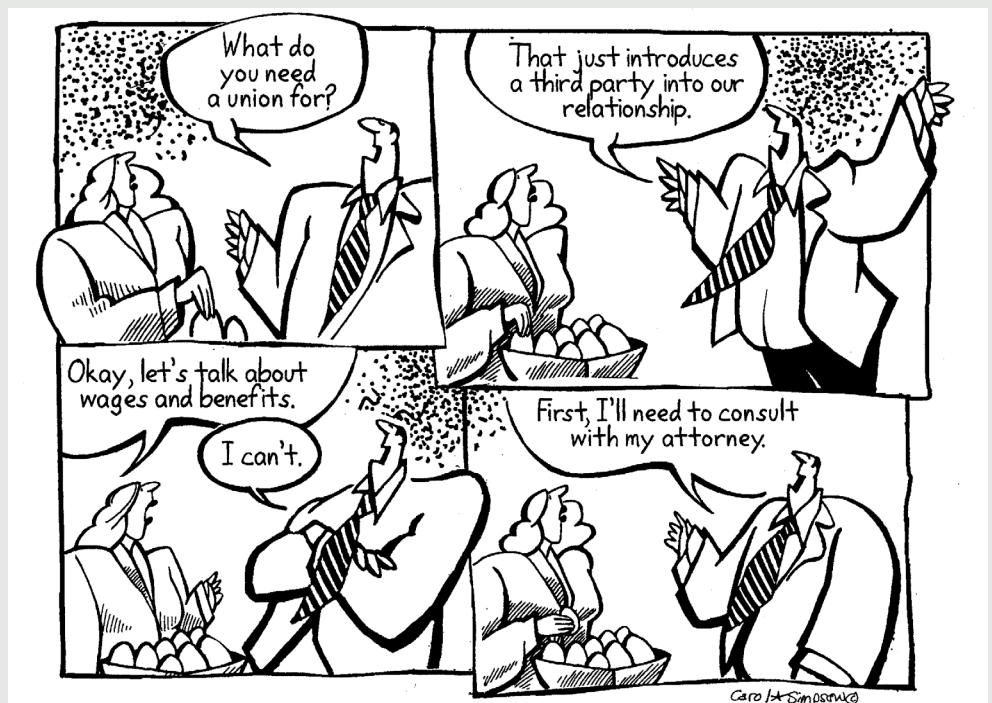
not really. Those are all things that may ultimately result from organizing a union, but beneath that is something more fundamental: Power.

Power is the ability to do work. To use energy, pressure, force, etc., to make something happen. We organize for a "voice on the job", but a voice only means something if we have the power to make it heard... if we have the power to accomplish something with it.

We are all guilty at times, of losing sight of the real meaning of a Union. The Union becomes an institution that negotiates contracts, or files grievances, or campaigns for politicians. The Union's power gets to be

measured by the results of these actions, rather than the control individual members have over their own lives and livelihoods.

We must all think about what it means to be a Union member and share your thoughts with others. Get involved in your Union, be part of your Union and help organize those who are not organized.



Labour News

Rob Piercy, Communicator Local 2323

communicator@iamaw2323.ca

Minimum work age

-CALM

THE FEDERAL government must ratify an ILO Convention to halt a decline in minimum age laws.

Canada is one of only 27 countries, including India, Somalia and Iran, that has not ratified the International Labour Organization's (ILO) Convention 138 on the minimum age of work.

ILO Convention 138 calls on signatory members to abolish child labour and to progressively raise the minimum age of employment to a level consistent with the fullest physical and mental development of young persons.

There has been a steady erosion of minimum age laws in Canada to the point where B.C. and Alberta have lowered the minimum age to 12 years.

The downward pressure on minimum age of work, combined with an absence of adequate workplace education and training initiatives, represents a further erosion of Canadian labour market standards.

Federal, provincial and territorial governments need to align their respective minimum age of work laws in accordance with ILO Convention 138 so that it is not less than the age of compulsory schooling.

Biggest Loser crew weighs in for union

UCS/CALM

TIRED OF losing out on health benefits, the production crew of The Biggest Loser walked off the job, halting production of the reality television show.

According to the Hollywood Reporter, which broke the story,

the workers want to join the International Alliance of Theatrical Stage Employees (IATSE)

The crew members find it ironic that they are working on a show about living healthy and yet have no health care plan.

Most Canadians don't plan to retire

-CALM

MORE THAN 70 per cent of Canadians will continue to work after retirement, says a survey conducted by Harris/Decima.

Those polled cited varying reasons for staying in the workforce, including more than a third who said they would simply need the money.

A significant majority, 72 per cent, said one of their main goals in continuing to work would be to remain mentally active, while 57 per cent wanted to ensure they were socially active. A total of 38 per cent said they would go on working out of financial necessity, while five per cent said they were counting on a lottery win to look after them in their old age.

Among those who planned to retire fully, 15 per cent said they had been saving for 15 years. More than half of this group said they had saved less than \$20,000 in the past five years.

The poll, commissioned by Scotiabank, consisted of 1,011 online surveys completed between October 14 and 25. The results were then weighted by region, age and gender.



Local 2323 Executive Board

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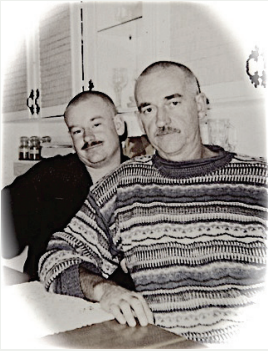
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Rob Piercy
-Communicator

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-Educator

Len Pearson -A Celebration of Life



On Jan 18th, long time workmate and friend of so many of us, passed away with complications brought about by cancer and lung infection. Jeff Ince put it well in saying that "to work with Len was to immediately like him". He will also be sadly missed by those with whom he played hockey at many levels over the years.

He leaves behind his dear wife Anne and son Stephen thirty seven years of age who suffered with leukemia as a child. With the medical procedures employed to combat the ailment, Stephen contracted epilepsy and is challenged with loss of memory.

A need has been expressed by many to hold a life celebration for Len. In lieu of donation to foundations associated with family ailments, a fund will be taken at the gathering. We encourage those who would give, to donate generously. Cheques should be made payable to Mrs Anne Pearson.

Arrangements to meet have been made at:

Arizona Bar and Grill 215 Carlingview Drive, Etobicoke
Wednesday March 2nd @ 2:00 pm

Free parking on site for 300 vehicles.

Address inquiries to: Wayne Gates
 email: wayneeke@aol.com or phone: (519) 837-1676

CONTACT

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