



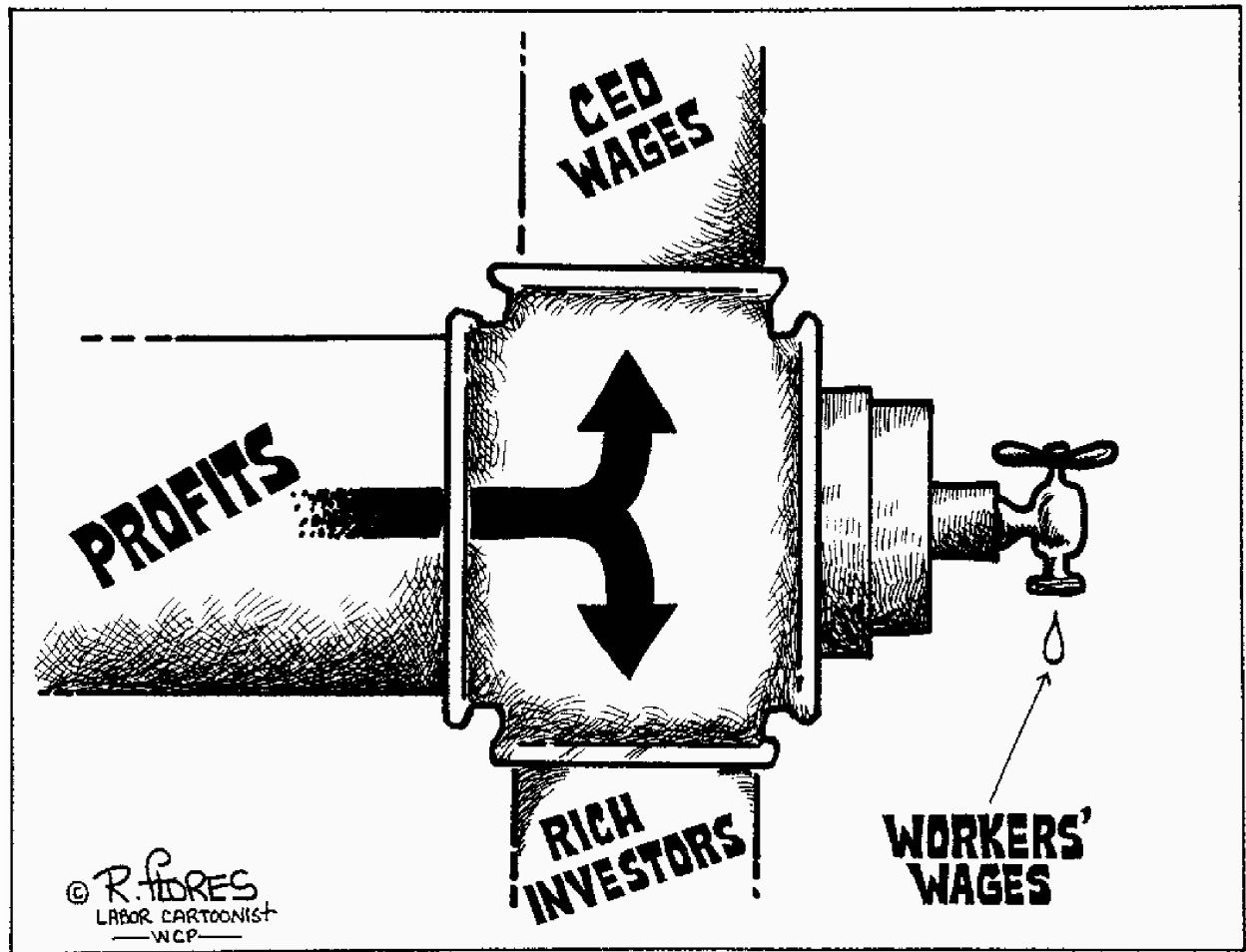
Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

March 2011

iamaw2323.ca



Next Membership Meeting

Tuesday April 5, 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,

Air Canada/AVEOS Transition;

During the month of March, we have been meeting with the respective companies (AVEOS/Air Canada) representatives in YUL and YYZ to resolve and get clarification on the remaining outstanding issues. We hope that at the time of this printing the transition selection options and travel privileges issues will be resolved. As we continue to meet with the companies, any agreed-to items will be updated and reflected on the TMOS Destination website or via a bulletin.

The Union put the companies on notice that we will be seeking to extend the selection date of the MOA from Arbitrator Teplitsky due to their inability to maintain agreed-to items as per the MOA on their selection forms/website. This inaccurate information may adversely impact a member's selection based on the choices provided.

On March 16, demonstrations to make the public aware of Air Canada's commitment to the Air Canada Public Participation Act took place in YUL, YWG and YVR. The events were well attended. We applaud the executive and members of Local Lodges 1751 (YUL), 714 (YWG) and 764 (YVR) for their commitment and dedication to this cause. Video clips and pictures may be found on

the respective Local Lodge's websites.

While we deal with the Transition issues, we still need to take care of our local issues such as the CAT 23 and Line Mtc. transfer rules. The management groups from GSE, FM and ASE do not seem to be in a hurry to meet and discuss the issue. In the coming months, we will be canvassing the membership for ideas and to seek your opinion via a survey on the need to update the current transfer rules or make changes altogether.

In Stores, as a result of the shift vote, we experienced some issues with the crew selection bidding. While not everyone was happy with the outcome of the vote, we must acknowledge that the process was done in the fairest possible manner, accepted and approved by the majority of the affected members.

Please check the Local and District Lodge websites for updated information and bulletins. Bulletins posted on our office door are for distribution. Please take a copy and pass the information on to our co-workers.

District Lodge 140 Convention delegate elections take place on Tuesday April 5, 2011. The general membership meeting is also on the same day. Please ensure your participation and attendance.

In Solidarity,

YYZ Technical Operations,
Logistics & Supply Shop
Committee.

Machinists Take Air Canada to Court!

Union says company breached Air Public Participation Canada Act
Thursday March 17, 2011

Toronto, ON – The International Association of Machinists and Aerospace Workers and its Canadian General Vice President Dave Ritchie today, filed an application in the Ontario Superior Court against Air Canada. The suit charges that Air Canada has breached the Air Canada Public Participation Act by not maintaining operational and aircraft overhaul centres in Winnipeg, Montréal and Mississauga. The application also contends that pursuant to the Canadian Business Corporations Act, Air Canada is not in compliance with its articles of continuance because it is not maintaining operational and aircraft overhaul centres in the aforementioned communities. As of July 14, 2011, Air Canada will no longer carry out maintenance and overhaul work at these three material centres using Air Canada employees represented by the IAMAW. On that date, these overhaul centres will be operated by Aveos Fleet Incorporated using persons employed by Aveos and not by Air Canada. The application requests that the court issue a declaration that such a breach has occurred and an order restraining such a breach pursuant to section 247 of the CBCA. The IAMAW is the largest union at Air Canada representing more than 12,200 workers and Mr. Ritchie is a shareholder.

Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vick Seebalak, Brad Gomes

Phone: 905-676-2484

If your RAIC is due to expire in the next 6-months, we recommend you contact the GTAA to make an appointment. If you need to do your long form, you'll need a second appointment which you should book at the same time. We also want to remind everyone not to let your DA expire. If you do, you will have to take a driving test and safety course which can take a few days to complete.

We have had a number of complaints from members regarding the lack of parking spaces in the garage. We asked Rick Tanner to speak to the GTAA to see if some of the closed areas could be opened. The GTAA has agreed to open some of the closed areas so there should be more parking available.

The Shop Committee met with GM Peter Kemp and Health & Safety manager John Spellacy regarding a number of issues including the following of SOP's or the apparent lack of. We have been told by management that **they expect everyone to follow all SOP's all the time.** When we have spoken to our members, who have received a letter of discipline, as to why they did not follow the SOP's, the answer always seems to be because "the place would come to a standstill if we did". If that's the case, so be it. The company wants you to follow all SOP's then follow all SOP's regardless and you can't go wrong.

There are a number of promotional bulletins out for various positions across the system. All promotional bulletins are posted in the Shop Committee Office.

When you are called into a meeting with the company, the Union always advises that it in your best interest to have a Steward present. You must inform the company of your desire to have a Steward present, it is then up to the company to provide a Steward for you.

The Union suggests that anyone buying orthotics get an estimate first to avoid any problems with your reimbursement. There is a list, of approved providers, which can be found on the Aeronet. Any claims that have been submitted will take longer to be reimbursed as ClaimSecure will be scrutinizing all claims.

The company is in the process of hiring both full-time and part-time. Any part-time member who would like an upgrade to full time, even those under penalty from a prior refusal, should contact manpower if they are interested in becoming full time.

If you are off work, you must either collect WSIB or GWL or you will be considered on an unauthorized leave of absence. You must be in receipt of benefits if you are off work or you will end up with a revised service date.

FOLLOW THE SOP'S

Retired Members

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

Sally Corpuz
Cabin Service Attendant

Sean Johnston
Station Attendant

Ferdinand 'Fred' Pinto
Cabin Service Attendant

Ken Erdmann
Lead Station Attendant

Richard Lawrence
LAT -Line Maintenance

Ed Sebastian
Cabin Service Attendant

Ron Hawkins
Station Attendant

Philip Morehouse
Station Attendant

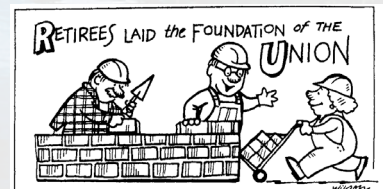
Mike Roy
Station Attendant- Cargo

Luis Hernandez
Cabin Service Attendant

Chris Murdoch
Station Attendant

Dianne Holley
Clerical -Line Maintenance

Anibal Nunez
Station Attendant



Brother **Ed Sebastian** (Cabin Service) and his wife join other co-workers for a group photo during his retirement celebration at Convair Drive that included many parting gifts and an abundance of food prepared by his colleagues. His children also attended the event. Enjoy your retirement Ed!

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

What can you do to help?



As a member, there are many things you can do to help increase our chances for successful negotiations.

• Explain to management that you expect the company to give you a fair contract.

• If your supervisor asks if the Union is going on strike tell him or her that it depends on the Company's willingness to negotiate in good faith and give us a fair contract.

- Support each other, talk to your fellow members and share information with them.
- Participate in the Union surveys.
- Participate in all union meetings and informational forums.
- Wear your Union gear (T-shirts, stickers, etc.) to give the Union visibility and to show our solidarity.
- Make sure your shop stewards are forwarding you information and updates during negotiations. Keep up to date by reviewing the website.
- Volunteer for one or more of the sub-committees that will be formed in the event we vote to have a work stoppage. Volunteer any talents or skills you may have to help other members in times of need. We have many trades and skills in our ranks and we can provide vital services to one another should they be needed.

We hope you can see how critical you are to the outcome of negotiations. *If you are interested in participating in any of the above or need help, contact your shop steward.*

In solidarity,

Gary Sinclair and Boyd Richardson

International Day for the Elimination of Racism

Ian Morland, District 140 Organizer

Phone: 905-671-3192

INTERNATIONAL DAY FOR THE ELIMINATION OF RACISM

March 21, 2011

STATEMENT FROM THE CANADIAN LABOUR CONGRESS

Today is yet another work day.

For the 17 million members that make up our workforce it will be another day at work – like the many before and the many ahead...if you have a job.

For nearly 20% of our workforce, racialized workers today is very significant.

Today represents another day in our on-going struggle to end racism in our workplaces, community and country.

The Canadian Labour Congress recognizes equity activists in every workplace, every union local and every affiliated union and federations of labour that has stood up and confronted racism. Whether it was the act of saying no thanks to hearing off-colour and discriminatory jokes; taking and promoting anti-racism courses; standing alongside racialized workers and their grievances as allies; or fighting to end economic apartheid – these daily contributions to eliminating racism matter.

The Canadian Index of Wellbeing published a revealing report called “How Are Canadians Really Doing? A Closer Look at Select Groups.” That special report found the following:

- Communities of colour are growing quickly in Canada, in fact five times faster than the growth rate of the rest of the population.
- Canadians of colour are three times more likely to be poor compared to white Canadians, largely because of barriers to employment and low wages.

- Canadians of colour are more likely to be poor because of persistent social exclusion and racism with the labour market.
- Workers of colour contribute upwards of 80 billion to the GDP despite being underpaid by approximately 15% when compared to their peers.
- Over 80% of people of colour felt they had experienced discrimination because of race or ethnic origin.
- Racialized individuals experience discrimination at twice the rate of others.

Unions have been working to change this picture.

Unions advocate at the bargaining table for representative workforce strategies with employers.

Unions engage in organizing efforts help racialized workers benefit from the union advantage.

Unions work hard to ensure that racialized voices and experiences are at their bargaining tables, that racialized members serve as shop stewards, and that our union leadership represents our realities.

Unions that advocate for living wage campaigns know they are growing our movement – making it stronger, more diverse and powerful.

Unions lend support to migrant workers knowing that over 60% of these workers originate from countries with predominately racialized populations.

Unions fighting for pension reform know that this victory will contribute to the end of colour coded pensions inequities.

Our work won't stop.

Today is not just another day, it is an internationally important moment in our fight for racial justice.

Labour News

Rob Piercy, Communicator Local 2323

communicator@iamaw2323.ca

Negotiations Update

Pilots -ACPA (Air Canada Pilots Association)

Air Canada said that it has reached its first tentative collective agreement in 2011 after coming to terms with its 3,000 pilots. The deal is subject to ratification by members of the Air Canada Pilots Association. The current contract expires March 31.

Customer Service & Sales Agents -CAW (Local 2002)

After making little progress in meetings since Feb. 11, the Canadian Auto Workers Union which represents some 3800 workers has filed for conciliation. A conciliation officer will be appointed by the Minister of Labour and the process can last up to 60 days, followed by 20 days of mediation.

Flight Attendants -CUPE (Air Canada Component)

Negotiations with CUPE, which represents 6,500 flight attendants are set to begin April 6, 2011.

IAMAW

The IAMAW will attend it's first meeting with Air Canada on April 7, 2011 in Toronto to satisfy the requirements of Section 50 of the Canada Labour Code. All negotiation committees will be in attendance at this meeting. The IAMAW represents largest group of unionized staff at Air Canada with 12,200 members.

Worker's death leads to second C-45 conviction

WHSC/CALM

FOR THE second time in Canada an employer has been convicted of criminal negligence stemming from

a workplace incident leading to the death of a worker.

Pasquale Scrocca, owner of a Quebec landscape company, was operating a backhoe on June 12, 2006, when it rolled down a slope pinning his employee against a wall. The worker, Aniello Boccanfuso, suffered fatal injuries.

The front brakes and the emergency brake on the backhoe were found to be completely non-functional. It also came to light that the backhoe, bought in 1976, had not undergone any regular maintenance.

Consequently, the court found there was a breach of the "legal duty to take reasonable steps to prevent bodily harm to a person" imposed on an employer by the Criminal Code of Canada. Scrocca will serve a conditional sentence of imprisonment of two years less a day. The sentence will be served in the community with conditions, including a curfew. The legal duty was added to the Criminal Code in March, 2004, the result of a dedicated lobbying campaign by the United Steelworkers Union and the labour movement in response to the 1992 Westray mine explosion, when 26 men were killed.

Prime number

Internet/CALM

OF 190 countries studied in a Human Rights Watch report on parental leave policy, only three offer no legal guarantee of paid maternity leave—Papua New Guinea, Swaziland and the United States.

Local 2323 Executive Board

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-President

Steve O'Hara
-Vice President

Wayne Paterson
-Secretary Treasurer

Sam Jabbar
-Recording Secretary

Stan Dolnicek
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John Smiley
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-Trustee

Vince Commisso
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Linda Mastromattei
-Clerical Member

Rob Piercy
-Communicator

John Hill
-Educator



Boeing 747-8 Intercontinental takes to the sky on it's first flight March 20, in Everett, Washington.

Billed as the aviation giant's biggest-ever passenger plane, as well as its most fuel- and cost-efficient, the plane will be the only one in the 400- to 500-passenger market. Boeing unveiled the plane at a giant ceremony at its plant here last month, and on Sunday, the plane took off for its first flight. It's the longest airliner in the sky at 250 feet, with a 224-foot wingspan. The aircraft is assembled at the Boeing Everett factory by members of **IAMAW District 751**.

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Pension Seminar

We have been advised that the next seminar will be held at the Local Lodge Office on Thursday May 19, 2011. Members will be advised by the company.



CONTACT

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