



Local 2323

# CONTACT

International Association of Machinists and Aerospace Workers

September 2011

iamaw2323.ca

# WANTED! STRIKE CAPTAINS



## DESCRIPTION



- CAPTAINS COMMUNICATE WITH FELLOW MEMBERS
- MOBILIZE FELLOW MEMBERS TO PARTICIPATE IN ACTIONS TO SUPPORT THE CAMPAIGN FOR A FAIR AND DECENT CONTRACT.

**SEE PAGE 5 FOR  
DETAILS**

**Next Membership Meeting**

**Tuesday October 4, 2011**

**19:00 hrs.**

**2580 Drew Road, Mississauga, ON**

**Bring your union card**

# President's Message

Steve O'Hara

Phone: 905-678-0010

This is my first message as Acting President. I have been involved in this Union for many years and am currently in my second term as Vice President and am also your current Customer Service Negotiations Rep. I have been a Shop Steward for several years on the Ramp and in baggage which has given me the opportunity to meet and work with many of you.

I have experienced and heard first-hand the challenges we collectively face in the work environment and with the lack of conditions for effectiveness. One of my personal goals as your representative is to increase the two-way flow of communication and to be a present and accessible leader.

This year has been very challenging for all of the five bargaining groups within Air Canada. The goal we are all riveted around is to regain the ground we lost when we made significant sacrifices and concessions throughout the CCAA process. We have seen a common theme with the tentative agreements brought forward to date in the bargaining process. The company is emphasizing the criticality of introducing a low cost carrier, at the expense of the most important asset it has – it's people. A two-tiered system is the outcome of this direction. Air Canada has failed to recognize, it is only through its people that,

they will be able to compete, by delivering world class service, consistent quality and safety which demands skilled labour. We are the skilled labour that possess the knowledge, skill and experience and the commitment to meeting the customers' needs at every interaction. However, the company itself is responsible for the barriers to delivering this world class experience. To do so, this requires

productive and sustainable institution.

Air Canada is also pressing the need for a two-tiered pension system. Now I realize none of us are actuaries, however, we can look south of the border for some basic guidance on the two sides of this issue. The companies' view would be that a Defined Contribution pension plan is lesser cost to them \*(this is where the company shifts

**“Air Canada has failed to recognize, it is only through its people that, that they will be able to compete, by delivering world class service, consistent quality and safety which demands skilled labour.”**

100% of the risk to employees, who bear the entire risk of investing for the future), versus a Defined Benefit plan where the company promises a defined amount at retirement. The truth of the matter is that the jury is out on this issue as in fact the investment for the company doesn't necessarily decrease upon embarking on a Defined Contribution plan. In fact, there have been several

having a work environment that engages and recognizes the contribution of all employees who feel valued and rewarded for their significant contributions. It requires leaders who create an environment of respect, by engaging and listening to the employees to improve the employee and customer experience. It also involves investing in the workforce to ensure we have the resources to do the job and providing opportunities to grow and develop, which is at the heart of being a

high profile cases where employees have challenged the responsibility of employers who are far more educated on the complexities of investing and the risks associated with this. By simply rolling over on this point we further risk the erosion of our overall total compensation package and competitiveness as well as our ability to survive and thrive in one of the highest cost of living, and highly taxed countries in the world. Not to mention that we are trading off the future of our next generation for the short term

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# Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vic Seebalak, Brad Gomes

Phone: 905-676-2484

We have had one of our members terminated for using an Air Canada phone to call long distance. The company is monitoring the phone bills, so we are advising you to make your calls from home.

There are promos out for positions across the country. They are posted in the Shop Committee office as well as the bulletin board outside the radio room.

We have had a number of members complaining about forced overtime. We have taken this issue to arbitration and there is a protocol for the company to follow, that is, to call overtime from the overtime book, canvass for volunteers and then force if necessary. This is one of the language issues that needs to be addressed at this round of negotiations. The Collective Agreement states the company can force overtime when in the opinion of the supervisor it is required. Forced overtime is also one of the reasons we have asked the membership not to accept RO, if you're leaving early, someone else has to pick up the slack.

It is your right to have a **Shop Steward** present when meeting with management. It is your responsibility to ask for a **Shop Steward** to be present. Remember, you aren't being called into a meeting with management for tea and crumpets. Please exercise your rights.

If you have any questions or concerns regarding a WSIB claim, we have a WSIB representative at the Local Lodge, **Alan Hodder**. Al can be reached at 905-673-0382 or toll-free at: 1-866-426-9742.

All members should be aware that there are timelines for filing a grievance. You must file the grievance within 10-days of the occurrence or when you became aware of the incident. You cannot file a grievance for something that happened 2 or 3 months ago.

If you are off the payroll for more than 30-days and are not collecting benefits, either GWL or WSIB, you are considered to be on an unauthorized leave of absence. You will receive a new company service date for this time.

We attended, along with **GC Boyd Richardson**, 2 town hall meetings in Cabins to discuss a number of ongoing issues. Everyone, not just those members working in Cabins, need to follow the SOP's and do your job according to company rules regardless of how long it takes. Do not cut corners to make things work! You are not doing yourself a favour by trying to cut corners to make things work. Follow the SOP's and always work safely!

Shift bid discussions will start this month for Ramp & Baggage, Cabins as well as Cargo. We will post bulletins as soon as we know the timeline for each bid.

All **Shop Steward** terms are up at the end of this year. We will be holding elections in December, with the date to be determined. We need people to step forward who are interested in helping their co-workers.

## Local 2323 Executive Board

**Steve O'Hara**

-Acting 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**

-Ottawa Member

**Linda Mastromattei**

-Clerical Member

**Rob Piercy**

-Communicator

**John Hill**

-Educator

# President's Message cont'd

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outcome of settling a contract quickly today.

Your **Negotiations Committee** has approached the company to get back to bargaining. To-date, we have yet to receive a commitment around the timing to resume talks. Our sincere hope is to be back at the bargaining table by no later than October, given the company have already refused the entire month of September and the calendar marches on. As it stands today, we are the only bargaining

unit absent a tentative agreement.

There have been four tentative agreements brought forward for other bargaining groups, only one of which has been ratified. Does this give any indication of what is to come for us? Shouldn't this give us even more cause to press the Company to resume talks as soon as possible so we can get down to the hard work of bargaining all the issues that are on the table.

Brothers and sisters, I urge you to consider the importance of collective leadership. We are only as strong as our weakest link and as such through this process we will need to remain informed unified and strong in our convictions to achieve our goals.

In solidarity,

**Steve O'Hara**

## Committee News: Employee Assistance Program

### *New EAP Committee Member for Ottawa!*

Central Region Coordinator **Brother Derrick Bashford**, welcomed **Sister Amanda Zahalan** to the Committee during her visit to Toronto to meet the existing members of the Committee and to attend her first meeting on Tuesday September 6, 2011.

Amanda currently works on the Ramp in Ottawa and will join Brother Terry Simmonds in her EAP role assisting members as a peer referral rep in the program.

# Work for AVEOS?



### **2011 Bargaining Survey for IAM Members Working at Aveos**

Please take the time to complete this Survey for the upcoming contract negotiation. 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.

**DEADLINE TO SUBMIT: Friday, September 30.**

Please fill out the bargaining survey online at: [www.iam140.ca](http://www.iam140.ca)

# Strike Captains Wanted

Cont'd from page 1

With a view to the experience of our Brothers and Sisters at CAW and CUPE in their recent rounds of collective bargaining with Air Canada, LL2323 is soliciting volunteers in the event that an impasse is eventually reached at the IAM&AW collective bargaining table and a strike becomes necessary.

**“This is strictly a measure of prudence based upon Air Canada’s seeming inability to conclude a round of collective bargaining without industrial action or government intervention.”**

This is strictly a measure of prudence based upon Air Canada’s seeming inability to conclude a round of collective bargaining without industrial action or government intervention. All of the DL140 Local Lodges affiliated with Air Canada have been in discussions over this matter and we feel that it is in the best interests of our members to be fully prepared in the event strike action becomes necessary to successfully achieve a new collective agreement.

Therefore, LL2323 is soliciting any members who wish to step forward and volunteer to act as **Strike Captains** in the event a strike becomes necessary. We want to determine and identify our group of volunteers so that we can schedule and implement the necessary training to support this effort.

**Any members interested in signing up to act as a Strike Captain are asked to send an email to [strikecommittee@iamaw2323.ca](mailto:strikecommittee@iamaw2323.ca) or send a fax to 905-678-0034. Please include your name, employee number, category, work location and current shift schedule so that we can ensure that we have complete and adequate coverage of all work locations.**

The Executive and Officers of LL2323 thank all of our members for your continued support of our own IAM&AW negotiations committee and our Brothers and Sisters at all of the affiliated Air Canada unions as they struggle to reach meaningful collective agreements with this employer.



## Definition of a Scab

Scabs have been called many things by many people during the course of labour history but Jack London's description of the scab, "written with barbed wire on sandpaper," easily dwarfs all others.

"After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab. A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles. When a scab comes down the street, men turn their backs and angels weep in heaven, and the Devil shuts the gates of Hell to keep him out.

No man has a right to scab so long as there is a pool of water to drown his carcass in, or a rope long enough to hang his body with. Judas Iscariot was a gentleman compared with a scab. For betraying his master, he had character enough to hang himself. A scab has not.

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for thirty pieces of silver. Benedict Arnold sold his country for a promise of a commission in the British Army.

The modern strikebreaker sells his birthright, his country, his wife, his children and his fellow men for an unfulfilled promise from his employer, trust or corporation.

Esau was a traitor to himself; Judas Iscariot was a traitor to his God; Benedict Arnold was a traitor to his country; a strikebreaker is a traitor to his God, his country, his wife, his family and his class."

# Labour News

Compiled by Rob Piercy, Communicator LL2323

## Ottawa urging Air Canada, union to reach deal -Reuters

September 14 -The Canadian government declined to say on Wednesday whether it was preparing legislation to head off another strike at Air Canada, the country's biggest airline.

Instead, a spokeswoman for Labour Minister Lisa Raitt said that Ottawa, which was quick to pressure striking workers at Air Canada with back-to-work legislation in June, was focused on getting the two sides to reach a new contract agreement.

"As we haven't received any type of 72-hour strike notice from either party, the minister's just focusing on encouraging both parties to resume bargaining and reach a new collective agreement," Ashley Kelahear said.

## Air Canada flight attendants vote to strike -Montreal Gazette

September 13 -Air Canada's flight attendants could walk off the job as early next Wednesday after giving overwhelming support for a strike mandate at the airline if a new labour deal cannot be reached by then.

The Air Canada Component of CUPE, which represents 6,800 flight attendants at the airline, said 98% of its members cast a ballot in support of a strike mandate during a vote conducted over the past 10 days.

## Postal union to challenge back to-work law -Toronto Star

September 12 -The postal workers' union is launching a court challenge to back-to-work legislation imposed by the federal government in June to end their labour dispute.

"One of the fundamental rights in collective bargaining is the right to strike," said Gayle Bossenberry, the union's first national vice-president. "We think it was just wrong."

While the case has not been filed with the courts yet, the Canadian Union of Postal Workers issued a bulletin Friday, saying it believes "there is a reasonable basis to challenge Bill C6 as a violation of the right to freedom of association protected by the Canadian Charter of Rights and Freedoms."

It highlights a looming battle between organized labour and the federal Conservative government, which now has a majority and has shown it is not afraid to take such action.

It similarly introduced legislation in the case of Air Canada's striking customer service agents, but amid the threat the CAW union hammered out a deal just hours later.

## Air Canada dispatchers reject proposed contract negotiated last month -Canadian Business

September 6, 2011- A tentative contract deal between Air Canada and the union that represents its flight dispatchers has failed to win ratification, Air Canada said Tuesday.

The airline's brief statement did not disclose any other details of the vote by the 74 members of the

Canadian Airline Dispatchers Association.

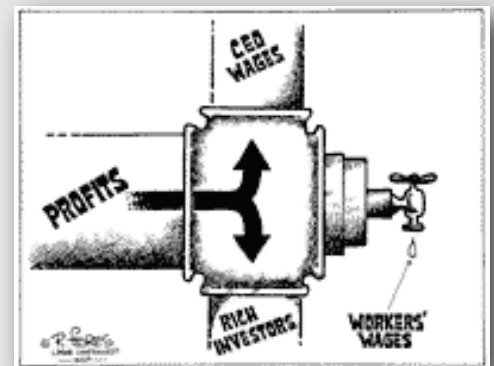
## What roles do unions have in this climate of belt-tightening by any means necessary? -Toronto Star

Think of unions beyond wages and benefits. Bernard said, Labour rights are human rights, she said, and have been upheld as such by the Supreme Court of Canada.

"Collective bargaining is not a luxury, it's a very important foundation of a democratic society," she said.

"You can't say, well, we're facing a tough budget so in the interim let's abolish democracy for a while."

-Dr. Elaine Bernard, executive director of Harvard Law School's Labour and Worklife Program. Article "What wealth can be found in the public sector?" in the Toronto Star, August 16, 2011



# Recent Retirements

## Retired Members

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

**Chris Adam**  
CAT 33 -YYZ

**Dennis Baker**  
LAT -Trenton

**Lynda Bonneville**  
Cabin Service Attendant  
-YYZ

**Craig Bremner**  
LAT -YYZ

**Kenneth Chan \***  
CAT 15 Tire Shop -YYZ

**Cory Christopherson**  
Station Attendant -YYZ

**Stephen Colton**  
Lead Station Attendant  
-YYZ

**Tom Coogan**  
-Mechanic -YYZ

**David Cote**  
Lead Stockkeeper -YYZ

**Don Dufresne**  
-Mechanic -YYZ

**Steve Elliott**  
Station Attendant -YYZ

**Paul Esteves**  
Licensed Technical  
Instructor -YYZ

**John Fordy**  
Station Attendant -YYZ

**Patrick Gilhooly**  
Licensed Technical  
Instructor -YYZ

**Chris Gottschlich**  
Station Attendant -YYZ

**Ronald Grant**  
LAT -YYZ

**Shawn Hannon**  
Stockkeeper -YYZ

**Rob Hodgson**  
Cat 23, GSE -YYZ

**Michael Labunski**  
CSA -YYZ

**Ester Lucero**  
-Cabin Service Attendant  
-YYZ

**Mario "George" Moniz**  
Station Attendant -YYZ

**Patrick Muraca**  
LSA -YYZ

**Barry Parsons**  
CAT 14 Painter -YYZ

**Michael Read**  
Station Attendant -YYZ

**Oliver Rodrigues**  
Lead Mechanic -YYZ

**Alexandra Sproat**  
CSA -YYZ

**Gary Taylor**  
CAT 38 -Trenton

**Kevin Timmons**  
Lead Mechanic -YYZ

**Roberto Vicente**  
Building Attendant -YYZ

\*The editors of Contact apologize to member Kenneth Chan for misspelling his name in the May 2011 issue of Contact.

### In Memoriam

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

**Jeffrey Samson**  
Station Attendant -Toronto

**John Brodeur**  
Retired Station Attendant  
-Toronto



## CONTACT

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First winner will have their choice of bike. There will be another draw for the remaining bike.

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Info@toronto2012.ca • www.toronto2012.ca  
Winner responsible for tax, title and shipping charges. Winner must not be employed in unit. Proceeds to help defray the 2012 Grand Lodge Convention.

**Draw will be at the GRAND LODGE CONVENTION • SEPTEMBER 2012**

ON THE WEB...  
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## Shop Committees

**Airport & Cargo  
Operations**  
Phone: 905-676-2484

**Cargo Sub-Office**  
Phone: 905-694-5322

**Tech Ops  
Logistics & Supply**  
Phone: 905-676-2243

**Ottawa Shop  
Committee**  
Phone: 613-523-4709

Enter the draw for your chance to win a new  
Bombardier Spyder or Harley Davidson motorcycle.  
Buy your tickets now by contacting us at  
[tickets@toronto2012.ca](mailto:tickets@toronto2012.ca) or any of the  
Transportation District 140 offices.