



Local 2323

# CONTACT

International Association of Machinists and Aerospace Workers

November 2011

iamaw2323.ca

**DEAR MS.**



Raitt

**WHILE**



Milton



Brewer

**DID THIS...**



**IAMAW MEMBERS  
GAVE UP MILLIONS OF**



**TO KEEP THE  
AIRLINE FROM**



**MANY MEMBERS  
LOST COUNTLESS**



**MANY LOST  
THEIR**



**YOUR RECENT ACTIONS WERE TOTALLY UNACCEPTABLE.  
THEY ARE A FUNDAMENTAL ATTACK ON THE DEMOCRATIC  
RIGHTS OF ALL WORKING PEOPLE IN THIS COUNTRY!**

**WE WANT YOU TO KNOW  
WE ARE NOT AMUSED...**

**Next Membership Meeting**

**Tuesday December 6, 2011**

**19:00 hrs.**

2580 Drew Road, Mississauga, ON

Bring your union card

# Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vic Seebalak, Brad Gomes

Phone: 905-676-2484

In December, the Local Lodge will be holding elections for Shop Stewards in all departments. We are looking for Stewards who will be active and serve the membership to the best of their ability. You must send a fax to the Local Lodge at: 905-678-0034, by November 30th, if you are interested. Anyone who is currently a Steward, must also re-apply.

Whenever you are called into a meeting with management, it is your right to have a Steward present. It is up to each person to request a Steward, it is then up to the company to provide one for you.

The Shop Committee will be meeting with Cargo, Cabins and ramp management this month to hear appeals for Step 1 and Step 2 letters. You will receive a written response from the company as to whether your appeal has been successful or not. The Shop Committee needs a written statement from everyone who is appealing a letter of discipline, if we have no statement then we have no basis for your appeal.

We have been informed that the arbitration for the orthotics grievances will be on January 8, 2012. We still have members who are not getting their claims pre-approved or going to an approved provider. If you fail to do either of these things, you will not be reimbursed for your claim.

If you let your D/A expire, the company will send you home without pay. Once you're D/A has expired, you will need to do a driving test and attend a safety awareness program. This can take 2 or more days and can take up to a couple of weeks to book, so you could be off work without pay for a couple of weeks. For your convenience, a link to the GTAA AVOP Study Package is now on the Shop Committee page of the website.

Anyone off the payroll for 30 or more days, without being paid by either WSIB or GDIP, you will be considered to be on an unauthorized leave of absence and will lose company service. If you are denied WSIB or GWL, always appeal the decision. Also, if you are off sick long term, you can have all promotion bulletins sent to your home when you request them through labour relations. The Shop Committee can assist you with the process.

The Union would like to remind everyone that overtime as well as acting management assignments are strictly voluntary.

We have members on a nearly daily basis getting letters for not following SOP's. Everyone should follow SOPs all the time, no exceptions. The company cannot discipline you if a flight goes late; you have to follow all SOPs regardless. Don't put yourself at risk of discipline by not following the SOPs.

## 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

# Tech-Ops Logistics & Supply Shop Committee

Joe D'Ermo, Clint Tucker

Office phone: 905-676-2243

Brothers and Sisters,

We hope to have resolution to the 2012 Line Maintenance vacations by the time this newsletter is distributed. We have been at odds with the company on the vacation allotment and bidding process.

Our position is that all employees, including those that are laid off, will be eligible to bid vacations along with those from other stations that will end up in YYZ in 2012. The company contends that our position will increase the vacation bidding slots. The company wants those on station (excluding laid off employees) and those coming from YVR, YWG and YUL as a result of lay off/bumping to bid on vacations. Your Shop Committee cannot agree. The company's proposal would disadvantage those members that have layoff notices and subsequently are currently being recalled by not allowing them to bid vacation in their proper seniority sequencing. The company further disrespected the premise of seniority by proposing to let those being recalled to bid on "extra slots" creating a scenario where junior employees could have peak time off.

To date, we do not have a confirmed list on how many weeks entitlement's employees from YYZ and the others stations have. How can we discuss a process without knowing all the facts? We did not

create this problem, the company did. Time away from the workplace in the form of vacation is the only bastion we have left. Clint and I are committed to rigorously protect it.

For further information on this issue, please do not hesitate to see us in the office. All other branches have started, and some have completed vacation bidding with little or no known issues.

## Shop Stewards, Strike Captains and Overtime.

Interested in becoming a Shop Steward? Please come see us for some information. For those that have submitted a nomination form we thank you. If required, elections will be held in December and training will be scheduled in the New Year.



The Local Lodge needs Strike Captains. The call has gone out, the more the better. We will need all the help we can get filling the barrels up with fire wood.

A reminder to the membership.....the Shop Committee cannot ban overtime.

This may be construed as job action. However, we can through the IAM&AW Constitution hold our Stewards and Executive Board members to a higher standard and expect that while holding office or being on a committee representing the Local Lodge on behalf of the membership that they work their regularly scheduled hours and encourage such. They are expected to set an example to follow.

If you are interested in becoming a Steward please be made aware of our policies on overtime and our code of conduct. If you require further information please come see us in the office.

In Solidarity,

Your Technical Operations,  
Logistics & Supply Shop  
Committee.

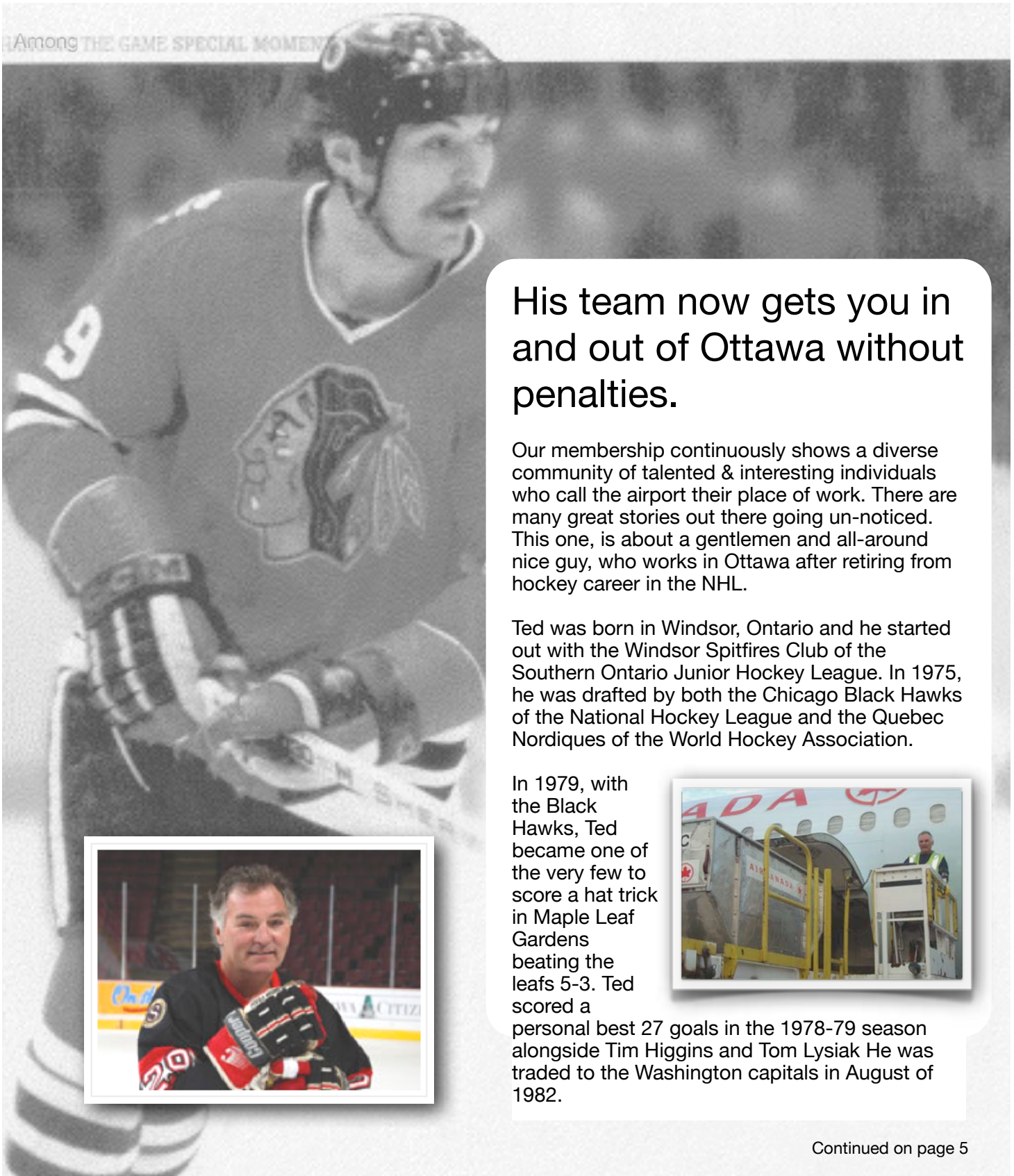
## District 140 General Chairperson Election Results

Gary Sinclair -GC,  
Air Canada /Aveos  
Technical Ops.  
(Central Region)

Lou Pagrach -GC,  
At Large  
(Central Region)

# Member profile

Ted Bulley -Station Attendant -Ottawa

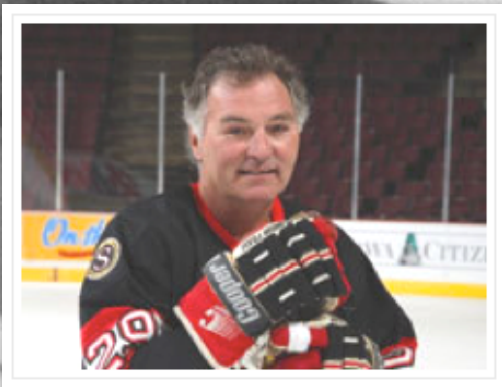


His team now gets you in and out of Ottawa without penalties.

Our membership continuously shows a diverse community of talented & interesting individuals who call the airport their place of work. There are many great stories out there going un-noticed. This one, is about a gentlemen and all-around nice guy, who works in Ottawa after retiring from hockey career in the NHL.

Ted was born in Windsor, Ontario and he started out with the Windsor Spitfires Club of the Southern Ontario Junior Hockey League. In 1975, he was drafted by both the Chicago Black Hawks of the National Hockey League and the Quebec Nordiques of the World Hockey Association.

In 1979, with the Black Hawks, Ted became one of the very few to score a hat trick in Maple Leaf Gardens beating the leafs 5-3. Ted scored a personal best 27 goals in the 1978-79 season alongside Tim Higgins and Tom Lysiak He was traded to the Washington capitals in August of 1982.



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# Member profile -cont'd

Ted Bulley -Station Attendant -Ottawa

THE  
NATIONAL  
HOCKEY  
LEAGUE  
MAGAZINE

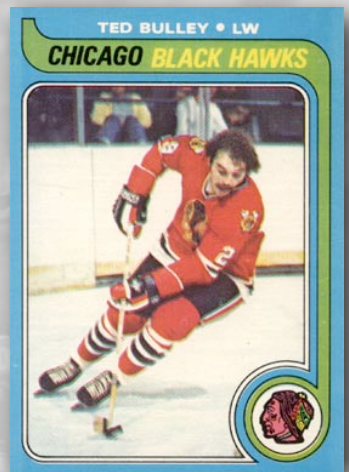
Ted then signed as a free agent with the Pittsburgh Penguins in 1983, then played with the AHL's Baltimore Skipjacks before retiring in 1985. Records show a total of 414 NHL games, 101 goals & 113 assists. Stories on the web say that, "he played a rugged style and stood his ground in front of the net which allowed him to score a fair number of goals."

Ted Joined Air Canada in November of 1985 and is a full-time Station Attendant. He enjoys working at the airport and his colleagues at the airport love him being around. Retirement from the airline is in the near future.

His skates are never put away, as he plays charity hockey with the Ottawa Senators Alumni team and still attends many charity events all over the map with other retired NHLers including an annual fundraiser in Arnprior called "Hockey for Heart" where he played last March with Marcel Dionne.

In the summer months, when he's not on the ramp in Ottawa, you can probably catch him at his boat. Ted owns and operates Bulley's Original Fish Charters out of Arnprior, Ont.

Thank you Ted for being part of the team!



TED BULLEY

Left to Right: LSA Joel Perras, SA Ted Bulley and SA Martin Forget

## VIOLENCE AGAINST WOMEN

December 6th is very significant day for women in history. In 1991, the Parliament of Canada declared this day the "NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN."

December 6, 1989, a young man twenty-five years old named Marc Lepine, entered a classroom full of engineering students at the University of Montreal's Ecole Polytechnique. He ordered the men to go to one side of the room and the women to the other side. Lepine then shouted at the women making anti-women remarks "You're all a bunch of feminists, and I hate feminists". Afterwards, he took his semi-automatic rifle and started firing at the nine women; adversely killing six. During his rampage, Lepine continued to murder women throughout the school. As a result, he injured four men, ten women, and murdered another fourteen women. This was all done in a matter of twenty minutes before taking his own life. This day is know in history as École Polytechnique Massacre or the Montreal Massacre.

Over 40,000 arrests are made each year for domestic violence in Canada, only 22% of incidents are reported to the police. 427,000 women over the age of 15 have reported they have been sexually assaulted; only 10% of the cases are reported. As you can imagine, this only a fraction of what actually takes place. Many women have experienced some form of abuse throughout their lives and are too afraid or threatened if they

come forward. We, as the Women's Committee are here to help and provide knowledge to those who feel trapped and alone. The advice we try to offer teaches women how to be strong and independent.

The White Ribbon Campaign starts from 25th November to the 6th December it's the International Day Against Violence Against Women. These 16 days are set aside in the world to educate men and boys to end violence of all forms towards women and girls.



This day of Remembrance is meant to tribute those individuals who have succumb to death due to violence. A day to lower our heads and show respect to all the women who has fallen. Ladies, staying in an abusive violent relationship can be very scary but the risk of staying are too great. There are many

resources out there for help, plus 911. Knowledge is power educate yourself and get out.

In Solidarity,  
Susan Thakurdin

### Retired Members

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

**Peter Anderson**  
Station Attendant -YYZ

**Ted Jeary**  
Station Attendant -YYZ

**Fazard Khan**  
Cabin Service Attendant -YYZ

**Fanny Morton**  
Cabin Service Attendant -YYZ

**Beatriz Saldias**  
Cabin Service Attendant -YYZ

**Tom Stefanec**  
Cleaner -YYZ

**Louis Tse**  
LLAT -Line Mtc.

# Buy Canadian

-member submitted



As the holidays approach, the giant Asian factories are kicking into high gear to provide Canadians with monstrous piles of cheaply produced goods – merchandise that has been produced at the expense of Canadian labour. This year will be different. This year Canadians will give the gift of genuine concern for other Canadians. There is no longer an excuse that, at gift giving time, nothing can be found that is produced by Canadian hands. Yes there is!

It's time to think outside the box, people. Who says a gift needs to fit in a shirt box, wrapped in Chinese produced wrapping paper?

- Everyone – yes EVERYONE gets their hair cut. How about gift certificates from your local Canadian hair salon or barber?

- Gym membership? It's appropriate for all ages who are thinking about some health improvement.

- Who wouldn't appreciate getting their car detailed? Small, Canadian owned detail shops and car washes would love to sell you a gift certificate or a book of gift certificates.

- Are you one of those extravagant givers who think nothing of plonking down pictures of the Queen on a Chinese made flat-screen? Perhaps that grateful gift receiver would like his driveway sealed, or lawn mowed for the summer, or driveway plowed all winter, or games at the local golf course.

- There are a gazillion owner-run restaurants – all offering gift-

certificates. And, if your intended isn't the fancy eatery sort, what about a half-dozen breakfasts at the local breakfast joint. Remember folks, this isn't about big National chains – this is about supporting your home town Canadian with their financial lives on the line to keep their doors open.

- How many people couldn't use an oil change for their car, truck or motorcycle, done at a shop run by the Canadian working guy?

- Thinking about a heartfelt gift for mom? Mom would LOVE the services of a local cleaning lady for a day.

- My computer could use a tune-up, and I KNOW I can find some young guy who is struggling to get his repair business up and running.



- OK, you were looking for something more personal. Local crafts people spin their own wool and knit them into scarves. They make jewelry, and pottery and beautiful wooden boxes.

- Plan your holiday outings at local, owner operated restaurants and leave your server a nice tip. And, how about going out to see a play or ballet at your hometown theatre.

- Musicians need love too, so find a venue showcasing local bands.

- Honestly, people, do you REALLY need to buy another ten thousand Chinese lights for the house? When you buy a five dollar string of lights, about fifty cents stays in the community. If you have those kinds of bucks to burn, leave the mailman, trash guy or babysitter a nice BIG tip. etc. – come up with your own ideas!

You see, Christmas is no longer about draining Canadian pockets so that China can build another glittering city. Christmas is now about caring about us, encouraging Canadian small businesses to keep plugging away to follow their dreams. And, when we care about other Canadians, we care about our communities, and the benefits come back to us in ways we couldn't imagine.

THIS is the new Canadian Christmas tradition.

This is a revolution of caring about each other, and isn't that what Christmas is about?

BUY CANADIAN - BE CANADIAN - The job you save might be your own.



### In Memoriam

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

**Herbert R Curbishley**  
-Retired Station Attendant  
-Toronto

**Ray Whitlow**  
-Retired Lead Station Attendant  
-Toronto

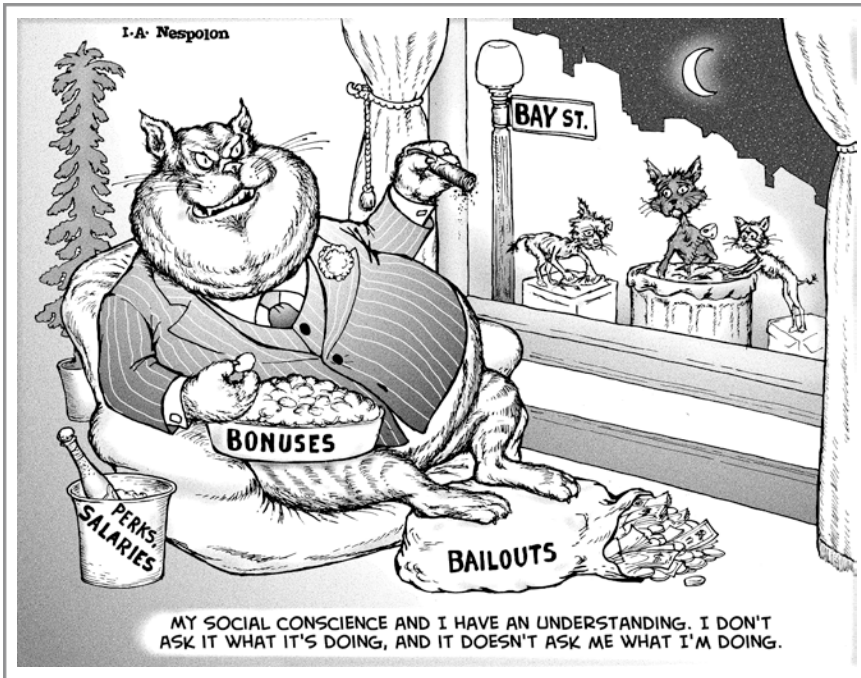


### CONTACT

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ON THE WEB...

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