



Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

December 2011

iamaw2323.ca

*Under Air Canada's
Christmas
Tree...*



*Merry
Christmas!*

Next Membership Meeting

Thursday January 5, 2012

19:00 hrs.

2580 Drew Road, Mississauga, ON

Bring your union card

President's Message

Steve O'Hara

Office phone: 905-678-0010

On November 17, 2011 District Lodge 140 held their General Chairperson (GC) elections. Lou Pagrach was elected to the At Large Position -Central Region. Effective January 1, 2012, he will fulfill his role as GC and will no longer be President of Local Lodge 2323. As Vice President, I will fulfill my constitutional duties (Article B - Sec 2) and become President for the remainder of the term. I would personally like to congratulate Lou on his new position and thank him for his leadership and contribution for the many years he served our Local.

Late Friday, December 3rd, AC filed for conciliation. It came as a bit of a surprise to the TMOS Negotiations Committee after VP's Scott Morey and Nick Careen gave us their warm and fuzzy speech. They addressed us the day prior, telling us how proud they were of us for the way the IAM has handled negotiations, our patience, professionalism, attention to confidentiality by not bargaining in the media, and for keeping the membership in check. They also told us they were there to do costing so we could get a fair tentative agreement.

Immediately after that same meeting, they pulled the GC's aside and informed them they were going to file for conciliation late Friday. This behaviour was obviously in contrast to their posture at the

meeting and completely lacking integrity and totally misleading. Their reasoning was that they wanted control of the outcome so they don't have negotiations looming during peak periods. Their attempt to circumvent the negotiations process is stated as a need for an end date, so future bookings are not at risk (March Break; the summer) and their worry

“This behaviour was obviously in contrast to their posture at the meeting and completely lacking integrity and totally misleading.”

that the share price is looking like a penny stock. All of this posturing signals they are not prepared to be transparent and work with the negotiations team to materially address the core issues surrounding wages. What AC is really afraid of is rejection of the first tentative agreement - just like

all the other groups did. We told them the only way to avoid this is to pony up to what is necessary to close the considerable gaps that have further widened - since concessions took hold in 2003 - leaving our workforce at a disadvantage and increasingly marginalized.

Here is the outline of the conciliation process:

- The Minister has a maximum of 15 days to appoint a conciliator (72)
- When a conciliator is appointed, they have 14 days from the date of the appointment (or a longer period if agreed by the parties or allowed by the Minister) to report whether conciliation has succeeded (74 / 4)
- The Minister may not extend the timeline for a report beyond 60 days from the date of the appointment except with the consent of the parties. There is a deemed report at 60 days or at the end of a time limit extended by agreement - whether or not there is an actual report (75)
- 21 days must then go by from the date of the report or deemed report before a strike / lockout can be declared (89(1)(d))
- In addition strike notice must be given within 60 days of a strike vote (87.3) (unless there is a lockout)

cont'd on page 3 >

President's Message cont'd

Steve O'Hara

Office phone: 905-678-0010

- IF NOT THE STRIKE VOTE MUST BE TAKEN AGAIN. There must also be 72 hours strike / lockout notice (87.2)

A few other points of note that may interest the membership:

Firstly, the Local has taken a decision to go green in support of the environment and sustainability. As a result, the Contact Newsletter will be offered online through the Local Lodge website at: www.iamaw2323.ca and through our new Facebook page found at iamaw2323. I know this may be a concern to some of our members. To transition to this new approach, we will produce a limited amount of hard copies monthly that can be mailed out upon request.

We encourage you to support our efforts to reduce our carbon foot print and be more cost effective by using our website.

Aveos: The Aveos Negots Committee has finalized their agenda and have commenced direct negotiations with the company. We will keep you updated as more info follows.

Finance: The Finance Negots Committee exchanged agendas with Air Canada the week of December 5th in Ottawa, but no talks have been scheduled.

Clerical: The Clerical Negots committee met the week of December 5th in Vancouver

finalizing their agenda. No talks have been scheduled.

In the New Year, we will be holding Vice President Elections. In addition, Grand Lodge Convention will be held in Toronto and District 140 Convention will be held in Halifax. Stay tuned for future bulletins on these items.

Your Local Lodge would like to welcome the Clerical team for the Air Canada Component of CUPE and the Operation Support Reps (black coats) who work for Airport Operation Support Services (AOSS) which ratified their first collective agreement this month. We welcome them and look forward to working together.

In closing, on behalf of the Local Lodge Executive Board, we wish you and your family a happy holiday season and a prosperous New Year. Thank you for your continued support.

In solidarity,

Steve O'Hara



Election Results

Airports and Cargo Shop
Committee Chairperson

Derek Morgan 206

Steve Anderson 56
Mark Fenech 45

Spoiled 3

Local 2323 Budget

The 2012 budget for IAMAW Local Lodge 2323 will be read out for approval at the General Membership meeting on February 7, 2012.

Technical Operations, Logistics & Supply Shop Committee

Joe & Clint would like to thank the Shop Stewards & Members for their continued support over the last year and wish everyone a very Merry Christmas and a Prosperous and Happy New Year!

Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vic Seebalak, Brad Gomes

Phone: 905-676-2484

The Shop Committee would like to remind everyone that when you appeal a step letter, you must give us a written statement as to why you are appealing the letter as we need your input as to why you believe the letter is not justified. If we have no information from you, then we have nothing to base your appeal on. The Shop Committee appeals all Step 1 and Step 2 letters. The General Chairperson, Boyd Richardson appeals all Step 3, 4 and 5 letters. If you receive a Step 3, 4 or 5, you can drop off your statement at the Shop Committee and we will forward your statement to Boyd.

The election of Shop Stewards has taken place. We would like to thank those Stewards who have served in the past term for their dedication to their co-workers. We would also like to congratulate those members who have been elected or acclaimed as a Steward. For the new Stewards, we plan on having a Steward training course some time in January at the Local Lodge, details will be released once the dates have been finalized.

Anytime you are asked to meet with the company, it is your right to have a Steward present to attend the meeting with you. You must ask for the Steward to be present and it is the company's responsibility to arrange one for you. If the company cannot provide a Steward, we would advise you not to attend the meeting until you have Union representation.

Any questions you have regarding a WSIB claim should be made to our Local Lodge WSIB representative, Al Hodder. Al can be

reached at 905-673-0382. Any questions regarding Great West Life sick benefits should be made to the Local Lodge at: 905-678-0010.

With winter quickly approaching, we encourage everyone to follow all SOP's, never hurry and put yourself or your co-workers at risk. When working on the ramp in winter conditions, always work safely and take your time.

Once again, we would like to remind everyone to make sure you get pre-approval and use an approved clinic when you are going to purchase orthotics. If you do not, you will have a difficult time being reimbursed.

“With winter quickly approaching, we encourage everyone to follow all SOP's, never hurry and put yourself or your co-workers at risk. When working on the ramp in winter conditions, always work safely and take your time.”

Being the Christmas season, most of us reflect back on what has happened in the previous year. It seems that things are always in turmoil, that we are constantly experiencing turbulence. Instead of just looking at the negative, maybe we can try to look at some positives, our family,

friends and the good times we have had in the past year. The Shop Committee would like to wish everyone a Merry Christmas and happy holidays.

Local 2323 Executive Board

Steve O'Hara
-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

2012 IAM Scholarship

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the U.S. and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to 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 renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility for Competition: Applicant must be either:

- an IAM member, or

- the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant:

- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of February 24, 2012

- Must be planning to graduate during the winter or by the end of the spring 2012 school year (i.e., normally a high school senior);

- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death;

- A "continuous good-standing membership" is understood to be a period of membership during which the member continuously has paid monthly dues uninterrupted by withdrawal cards;

- The IAM member must maintain continuous good-standing membership throughout the life of the award.

For rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship.

NOTE: Completed Application Packets must be postmarked no later than February 24, 2012.



Significant Wage Increase in First contract at AOSS!

Toronto, ON –

“As first agreements go, this one has the members smiling,” explained a delighted Lou Pagrach, IAMAW District Lodge 140 General Chairperson.

The 100 members of IAMAW Local Lodge 2323 employed by Airport Operations Support Services (AOSS) have ratified a

13-month agreement. The agreement provides a wage increase of 4.75 per cent, paid 1/2 hr. lunch, as well as \$200.00 signing bonus. Another key ingredient of the agreement is having a new grievance structure in place.

“These members are the people who greet you before you enter

the customs or security screening areas and make sure you have your passport and boarding passes,” said Pagrach.

The IAMAW also represents workers at AOSS sister companies, Toronto Baggage Handling (TBH) and Toronto Ground Airport Services (TGAS).

Women's Committee

Susan Thakurdin

womenatwork2323@iamaw2323.ca

Christmas is the most beautiful time of the year. People celebrate by giving of gifts, decorating trees, and the little ones await the arrival of Santa Claus.

Living in such a diverse country, people from different culture join in the celebration of Christmas. There are many joyous families with different traditions celebrating December 25th.

I always believe Christmas is a time for giving. There are many people out there that need help this season. Find it in your heart to do a good deed this year. Give a couple hours of your time to assist a friend,

a homeless shelter, or a food bank in your community. Every little bit helps, so please share the warmth of the season to those in need.

Sisters and Brothers on behalf of the WOMEN'S COMMITTEE; Evangeline Palad, Narinder Sangha and myself, I would like to wish each and everyone of you a MERRY CHRISTMAS, HAPPY HOLIDAYS, AND A BRIGHT PROSPEROUS NEW YEAR TO ONE AND ALL.

In solidarity,

Susan Thakurdin



Photo: Rob Piercy -Local 2323

**Solidarity Rally
December 10/11
for 2600 fired PALEA
members who work
for Philippine
Airlines in Manila.**

Airline Union members from the IAMAW, CAW & CUPE as well as CUPE 416 (City of Toronto) members came out to show solidarity & support for our brothers & sisters who were locked out & fighting the outsourcing of their jobs.

Other photos & videos are on the Local 2323 website.

Labour News

-Rob Piercy, Communicator LL2323

Boeing Machinists Ratify Landmark Contract

Boeing Co. machinists ratified a landmark, four-year contract extension on Dec. 7, setting the stage for the likely dismissal of a politically charged dispute between the National Labor Relations Board and the aerospace company.

About 74% of voting members of the International Association of Machinists and Aerospace Workers approved the agreement, the union said Wednesday night.

Cheers went up in a Seattle union hall as officials with IAM District Lodge 751 announced the results.

"This contract signifies jobs throughout the region, throughout the Northwest," said Mark Blondin, aerospace coordinator for the IAM branch.

Under the pact, Boeing pledged to manufacture a new, more fuel-efficient version of its popular 737 jet at its existing 737 plant in Renton, Wash., providing long-term job security for many employees.

"Job security was the key to this" contract extension, Tom Wroblewski, president of IAM District 751, said at a news conference Wednesday night. "It's all about jobs."

The contract covers Boeing machinists in Washington, Oregon, Kansas and California.

Mercury Marine pays out bonuses after trying year

Mercury Marine Inc. has given its hourly workers an annual bonus,

averaging about \$1,200 per employee, following a difficult year that included moving the company's remaining operations in Stillwater, Okla., to Fond du Lac.

The bonus was paid outside of the contract with the International Association of Machinists and Aerospace Workers and will not necessarily be repeated next year, according to the company.

For the hourly workforce, the bonus was a "thank you" for getting through a challenging but profitable year, said company spokesman Steve Fleming.

The bonuses, while a step in the right direction, don't make up for what the union gave up in the 2009 contract, said Frank Larkin, spokesman for the International Association of Machinists and Aerospace Workers.

Purolator workers approve contract with 16 per cent wage hike over 5 years

LAVAL, Que. - About 8,800 workers at Purolator locations across the country have voted 92 per cent in favour of a new five-year contract.

The Teamsters Union says the tentative deal reached November 11th includes wage increases of 16 per cent over the life of the agreement.

The workers' pension plan will also be enhanced by 22 per cent.

Teamsters says benefits have also been significantly improved and the retirement allowance has been raised by 40 per cent.



The year was 1995...

Some 33,000 striking members of the Machinists end a 69-day walkout at Boeing after winning pay and benefit increases and protections against subcontracting some of their work overseas - 1995

Retired Members

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

Lina Carfora
CSCA -YYZ

Maria Garcia
CSCA -YYZ

John Robertson
Station Attendant -YYZ



In Memoriam

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

Paul Loader

-Retired Toronto Station Attendant/ Baggage Agent

Ron Pfeiffer

CAT 24 -Electrical Toronto

Sandro Sperduti

-General Chairperson, District 140 -Toronto



2012 Grand Lodge Convention

CONTACT

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Airline Central Lodge 2323
2580 Drew Road, Suite 202,
Mississauga, Ontario L4T 3M5

Phone: 905-678-0010

Fax: 905-678-0034

Toll-free: 1-877-409-2323

www.iamaw2323.ca

Editors & Publishers:

Steve O'Hara & Rob Piercy

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

**STAND UP.
STAND OUT.
STAND TOGETHER.**



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