



Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

January 2012

iamaw2323.ca

**WE
DE
SERVE
SOME ATTENTION
TO OUR BOTTOM LINE. THANK YOU**

Next Membership Meeting

Tuesday February 7, 2012

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

The company has issued dates and times, in January, February and March, for all those interested in doing your qualifying tests to be eligible for promotion. Bulletins are posted in the Shop Committee and in the bulletin board outside the radio room with details.

We still have people being sent home, without pay, for letting their AVOP expire. The Union has taken this issue before the arbitrator and he has ruled that possession of an AVOP is a requirement of the job. It can take weeks to get your AVOP as there is a process that must followed including a safety course and driving test. There is an AVOP study package on the GTAA website and also one on the Local Lodge website. It's under the Shop Committees tab, then Airport & Cargo. You can pick up a map at the Shop Committee office.

There is a vacation binder in the bunker on the ramp so everyone can check their vacation for 2012.

If you are off sick in March, you can check the Local Lodge website for details of dates

and bid times for the spring shift bid.

The Union met with the arbitrator on January 12, 2012 to deal with some of the issues our members have been facing when dealing with ClaimSecure regarding physiotherapy and orthotics. The Union presented what we consider to be unfair practises including the denial of services and the outright denial of claims.

Another arbitration has been scheduled to deal with a number of issues such as approved provider lists, reasonable and customary costs and services provided. Once these issues are settled we hope to have most of the outstanding grievances resolved. The Union advises that everyone seek pre-approval for orthotics and physiotherapy to avoid any problems getting paid.

When you receive a letter of discipline, you must fill out an appeal. Part of the appeal process is to provide the Union with a statement and any relevant documentation you have as to why you are appealing the letter or why you are filing a grievance. Without your input, it's very hard for the union to have a basis for an appeal or grievance.

Now that winter is here and ramp conditions are slippery at times, the Union wants to remind everyone to follow **all** SOP's and work safe. Never hurry to put yourself or someone else in danger. Take your time and do the job right, as you've been taught and according to SOP's.

Mini-Bid for Ramp & Baggage -YYZ

There are a total of 16 vacancies for Leads, Station Attendants, Modified Duty & Baggage Agent positions.

Details and the form are on the 2323 website:

iamaw2323.ca

The deadline to submit is 08:15 hrs. on Monday January 30, 2012

Tech-Ops Logistics & Supply Shop Committee

Joe D'Ermo, Clint Tucker

Office phone: 905-676-2243

Brothers and Sisters,

This month's line maintenance transfer meeting resulted in many members being affected (transferred). This will precipitate a domino effect for next month on top of new transfer requests submitted. We anticipate more movement in the upcoming months due to the employees bumping in from other stations.

Some other details from that meeting;

The company is not staffing vacancies on preferred shifts. Day shift hangars' manpower will be primarily used for aircraft pulled off the line.

We anticipate an increase in manpower movements (redistribution of manpower) between the various formations/crews.

The company has been reassigning junior employees for crew balancing.

In 2012, we expect to enter into discussions with the company and make some changes to the current processes. Some of the areas we anticipate dialogue are the current transfer rules, formations and license requirements. We will be preparing and presenting a survey similar to what we had you participate in 2010 (shifts). Other issues related to shifts that will need to be addressed and discussed in 2012 are the yearly vacation bidding processes.

Layoffs and Recalls

We have seen some recalls for cat 1's, 13's and 19's. Letters confirming status (layoff) are being distributed. Many members

(CAT 01) have been told that they would be extended for up to 60 days. We asked the company to confirm or deny this rumour.

At the time of printing, the company could not do either.

Logistics and Supply will be offering temporary employment for up to 90 days to some of our already laid off members.

Sub Contracting

Please challenge all contractors, vendors or anyone who does not belong in the workplace. Record and report incidents to our office.

Shop Stewards

We have some new stewards in GSE, Stores and Line Maintenance.

Here are the Tech Ops, Logistics and Supply Shop Stewards for 2012/2013.

Tire Shop and Technical Training at Convair:

Steve Harris, 5x2 day shift

Peter Kemp, 5x2 day shift

GSE:

Allan Mills, B cycle night shift.

Devin Rogers, B cycle day shift.

Tim Fines & Mark Pozzobon, B cycle afternoon shift.

James Osborne, A cycle night shift.

Steve Davidson, A cycle dayshift

Line Maintenance:

Ed Galas, 4x3 day shift.

Dave Carey, crew 12M.

Mike Hannah, crew 71M.

Alain Ruel, crew R2.

Arie Sandel, crew 42D.

Mike Giantsopoulos, crew 12M.

Fred Soares, crew AVD3.

Stephen Li*, crew 11M.

Donald Yusuf, 13M.

Alf Bailey, 72D.

Walter Rohrer, 12A.

Naresh Persaud, AVM1

Logistics and Supply:

Joe Veltri, 5x2 day shift.

Wayne Walker, 5x2 afternoon shift.

Rick Hamilton, A cycle day shift.

Lynell Chiasson, B cycle dayshift

Retired Members

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

Gerard Cassan

Station Attendant -YOW

Normand Leduc

Customer Service -YOW

William O'Toole

Station Attendant -YYZ

Joseph Pagliocca

Station Attendant -YYZ

Shop Stewards *Airport & Cargo Branch*

Shop Committee phone: 905-676-2484

Ramp & Baggage

Frank Angilleta	Jason Barlow	Domenic Bartella	Dan Budgell
Michael Cooke	Chris Dodgson	Dave Flowers	Greg Fortushniok
Mark Gasperi	Terry Hanson	John Hill	Dan Janssen
Daryl Johnson	Dave McLeod	Perry Mulhall	Mark Pacilla
Leo Paradela	Adeel Raza	Mike Richard	Joe Robb
Vern Roberts	Brandon Valley	Emil Varosi	Mike Viola

George Vitto

Ramp & Baggage (Part-time)

Richard Allen	Gregory Bayang	Cumar Durairajah	Milton Jayaratne
Joseph Kaganski	Peter Tomlinson		

Customer Service Agents- Baggage

Larry Fleury	Jeff Ince	Mark Reed	Darian Schouten
--------------	-----------	-----------	-----------------

Certificated Station Agents (Weight & Balance)

Alain Desjardins	Darrell Rivney
------------------	----------------

Customer Service Agents - Cargo

Nigel Armstrong	Vince Commisso	Daniela Fieromonte	Michele McDonnell
Susan Thakurdin			

Cargo Station Attendants & Leads

Pat Rainforth	Steven Sousa	Luigi Terenzi
---------------	--------------	---------------

Cabin Service

Kamaljit Basi	Annie McIntosh	Dharma Premakumar	Rachel Ramnarain
Narinder Sangha			

Gate Planner

Tony Albanese

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.



**Membership Meeting
February 7th, 2012
19:00 hrs.**

- Nominations for Vice President, Local 2323
- The 2012 budget for LL 2323 will be read out for approval

Why Unions Matter

-Canadian Centre for Policy Alternatives

www.policyalternatives.ca

by Bruce Campbell and Armine Yalnizyan

Are unions more of a problem than a solution today?

Anti-union sentiment has accelerated since the global crisis of 2008 brought economies to their knees and left public finances in a mess.

Widespread frustration with fragile growth and soaring debt has been channeled towards unions, which are increasingly characterized as an elite, irrelevant, and a drag on the economy.

But consider this: No country has ever achieved widespread prosperity and created a large middle class without strong unions.

Generations of hard-fought union struggles brought Canadians the eight-hour day and the weekend; workplace health and safety legislation and employment standards; income supports for new parents and training for unemployed workers; public pensions and minimum wages; protections for injured workers and equal pay for equal work.

Unions helped organize the extension of these negotiated workplace-based achievements to the whole workforce through legislation.

The international evidence shows unequivocally that where unions are strong they reduce the pay gap between workers and management, men and women,

racial minorities and other workers. All over the world unions are a major force in reducing inequality and poverty, and broadening access to basic supports for everyone.

But decades of watering down rules for capital investment and eroding workers' statutory rights, combined with rapid globalization and technological change, has steadily shifted the balance of power towards employers.

"Today, CEO pay packages swell by double digit increases every year - in good times and bad - even while Canada's bosses put downward pressure on wages, pensions and benefits."

As a result, median wages and incomes of those working full-time full-year are today no further ahead than they were in the late 1970s, taking inflation into account. The economy may have more than doubled since, but many workers

without a collective voice have lost ground. Their numbers are rising.

Union density in Canada was 37.6% of the employed workforce in 1981. By 2010 it had fallen to 31.5%.

During that time, a rising share of the gains from economic growth went to higher corporate profits and elite pay-packages. In fact the richest 1% of Canadians took a stunning one-third of all income gains between 1997 and 2007. That compares to 8% in the 1960s.

Today, CEO pay packages swell by double digit increases every year - in good times and bad - even while Canada's bosses put downward pressure on wages, pensions and benefits.

The future of the middle class is anything but assured, particularly for younger workers and newcomers who work in parts of the economy where unions have made little headway in organizing.

The stakes are huge, the path ahead uncertain.

A wave of corporate consolidation has emerged in the wake of the recession. As bigger corporations gobble up the smaller players and grow in market share and influence with governments, unions are increasingly the only countervailing voice to business interests.

Who else will speak out on behalf of the interests of the little guy, the people who need reliable public pensions and public goods like electricity, well-maintained

continued on page 7

Women's Committee

Susan Thakurdin

womenatwork2323@iamaw2323.ca

Hello Sisters and brothers,

I hope everyone had a wonderful holiday season, and celebrated the New Years with family, friends and loved ones. New Year means new beginnings and new resolutions for most of us, we feel the need to change and reinvent ourselves. This year is going to be very challenging for us but we will persevere and be victorious.

As we start a new chapter, our committee wants to focus on women in history, past, present and future and their influence on Canadian politics. My wishes are to

encourage the involvement of women in our Local Lodge to participate and take on some leadership roles.

We are stronger when we unite and stand as one than when we stand alone. We must strengthen our roll in the Union alongside our brothers to create equal participation amongst our members.

2012 will be an interesting and exciting year for us all.

In solidarity,

Susan Thakurdin



Why Unions Matter... cont'd from page 6

roads and bridges, clean water, affordable health care and education, and good public transit?

Unions are key to ensuring gains from productivity improvements result in wide-spread prosperity, not just profits. A recent ILO study of 20 OECD countries found that a 1% increase in union

density is associated with 1.5% reduction in incidence of low-wage employment.

To write off a strong union presence in Canada is to assure a smaller middle class and worsening inequality.

Ironically, domestic businesses need unions too: they ultimately rely on the rising purchasing power of the many, not the few, to deliver growth and profits.

Healthy and dynamic labour relations contribute to workplace innovation, economic development, and a large and vibrant middle class essential to a healthy democracy.

That's exactly what's in jeopardy for the next generation of Canadian workers. And that's why Canada needs unions, now more than ever.



Bruce Campbell is the Executive Director of the Canadian Centre for Policy Alternatives. Armine Yalnizyan is a senior economist @ www.policyalternatives.ca/

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 Grand Lodge Convention



@IAMAW2323



iamaw2323



iamaw2323

CONTACT

is published ten-times annually by the

International Association of
Machinists & Aerospace Workers

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

CONTACT NEWSLETTER
ON THE WEB...

I A M A W 2 3 2 3 . C A