



Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

April 2012

iamaw2323.ca

"I Got The Clap"

(At Toronto Airport)



Lisa Raitt
Minister of Forced Labour

All proceeds of the T-Shirt sales
will go to support
OCAP (Ontario Coalition Against Poverty)
&
PPAG (Peel Poverty Action Group)

Next Membership Meeting

Tuesday May 1, 2012

19:00 hrs.

2580 Drew Road, Mississauga, ON

Bring your union card

President's Message

Steve O'Hara

Office phone: 905-678-0010

March was undoubtedly a tumultuous month for our membership, our passengers and for the Union leadership. After many months spent bargaining in good faith with a sense of hope and sincere efforts to reach a fair negotiated settlement, Air Canada's long standing practice of disrespecting its employees and its lack of transparency in communication finally took its toll, with a 'no vote' for the proposed tentative agreement. The culmination of this vote in February leads to a number of disruptive and unsettling events in the month.

under the guise of 'protecting the frail economy'. This legislation took our fundamental right to strike away and called into question the very essence of collective bargaining. Significant hardship and uncertainty followed for our brothers and sisters who were outsourced to Aveos, facing a bankruptcy filing and liquidation by Aveos. It is still to be determined whether Air Canada will live up to its commitment to these people, who trusted them when they were outsourced, and diligently delivered on their mandates, in terms of their separation packages.

Montreal and Vancouver walked off the job to show support for 3 employees who were harshly suspended for simply clapping their hands, as a sign of mild protest, as Minister Raitt walked through the terminal.

Meanwhile our members continue to convey an overwhelming sense of discouragement and despair over the abuse and exploitation from both Air Canada and the Canadian Government. Notably, even Minister Raitt has publicly commented on the need for Air Canada and its Unions to develop better labour relations. Membership meetings across the country are receiving record attendance and there is high engagement from employees across the system to better understand key elements of Bill C-33 and the Final Offer Selection arbitration process.

Our legal team has provided a list of preferred Arbitrators as has the company. The final selection of an Arbitrator rests in the hands of Minister Raitt. We are told there are two proposed Arbitrators that are common between Air Canada's proposal and the Union's proposed list. The two are Michel Picher and Douglas Stanley.

Below are excerpts from the contentious and Conservative biased legislation also referred as Bill C-33.

cont'd on page 3



What followed was a strike notice to Air Canada and in quick succession a punitive and constraining government response, with the introduction of Bill C-33

On March 23rd, now known as '3-23', our members had finally had enough and a wild cat strike occurred. An unprecedented number of members in Toronto,

President's Message cont'd

Steve O'Hara

Office phone: 905-678-0010

(2) In making the selection of a final offer, the arbitrator is to take into account the tentative agreement reached by the employer and the union on February 10, 2012 and the report of the conciliation commissioner dated February 22, 2012 that was released to the parties, and is to be guided by the need for terms and conditions of employment that are consistent with those in other airlines and that will provide the necessary degree of flexibility to ensure

(a) the short- and long-term economic viability and competitiveness of the employer; and

(b) the sustainability of the employer's pension plan, taking into account any short-term funding pressures on the employer

34. (1) An individual who contravenes any provision of this Act is guilty of an offence punishable on summary conviction and is liable, for each day or part of a day during which the offence continues, to a fine of

(a) not more than \$50,000 if the individual was acting in the capacity of an officer or representative of the employer, the International Association of Machinists and Aerospace Workers or the Air Canada Pilots

Association when the offence was committed; or

(b) not more than \$1,000 in any other case.

(2) If the employer, the International Association of Machinists and Aerospace Workers or the Air Canada Pilots Association contravenes any provision of this Act, it is guilty of an offence punishable on summary conviction and is liable, for each day or part of a day during which the offence continues, to a fine of not more than \$100,000.

Your union leadership is working to ensure multiple channels of information flow through the use of social media and our website which is updated daily.

No doubt April and May will be event filled with forward momentum on Arbitration and we will commit to keeping you informed as soon as things progress.

On a lighter note, I'd like to congratulate John Smiley who was elected Vice President, Local 2323 effective immediately. John has served as a Trustee for a number of years and brings a real passion to the role. I know that you join me in congratulating him and that John will work hard to represent your voice.

Steve O'Hara
President LL233

Local 2323 Executive Board

Steve O'Hara
-President

John Smiley
-Vice President

Wayne Paterson
-Secretary Treasurer

Sam Jabbar
-Recording Secretary

Stan Dolnicek
-Conductor-Sentinel

Karnail Singh Brar
-Trustee

Vince Commisso
-Trustee

Jean-Guy Labelle
-Ottawa Member

Linda Mastromattei
-Clerical Member

Rob Piercy
-Communicator

John Hill
-Educator

Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vic Seebalak, Brad Gomes

Phone: 905-676-2484

As you are all probably aware by now, management in Cabins undertook a search of all lockers in Cabins in search of an iPad that was left on a flight. The iPad was equipped with a GPS unit, allowing the passenger to know exactly where this unit was, in the locker room in Cabins. The company then began cutting off locks in search of the iPad.



The Union has a previous legal opinion as to whether the company can open someone's locker. We also have past arbitration awards that state that a Shop Committee member or a Steward must be present if the company opens a locker. The Union does not believe either decision lets the company search every locker. The Union believes that once the iPad was found, the search should have been halted.

The Local Lodge has contacted our legal counsel to see if we have any legal re-

course in what we believe to be a heavy handed reaction.

In the meantime, if this situation arises again, no Steward should take part in such a search, you should contact the Shop Committee immediately.

In recent weeks, the unions at Air Canada, including the IAM, have been meeting with other public and private sector unions in order to support one and another in what is turning out to be a struggle against not only corporate greed, but a government in bed with big business whose agenda is to drive down wages and cut jobs.

We all need to sit up and take notice of this attack on the middle class and good paying jobs, not just here at Air Canada. We need to band together to fight back against this assault on the working man and woman and we are asking that everyone try to attend one of these meetings and to become more involved, not only to save our jobs, but good paying jobs for our children as well.

One of the things we need to do is to contact our Members of Parliament and ask them to fight back against the Conservatives agenda of taking away our rights, our right to strike and our right for fair collective bargaining. I live in the riding of Mississauga South and

am arranging to meet with my MP. I know there are a lot of Air Canada members who live in this riding. If you are interested in attending this meeting with me, please contact Derek Morgan at the Shop Committee.



The 2012 seniority list is out and everyone has until April 30 to file an appeal if you believe your seniority is not correct. You will need to supply any information or documentation needed to make your case.

Every bid we have a couple of people who are off sick and injured who do not put in a bid sheet. The bid occurs every March and every October and is posted on the Local Lodge website. If you are off sick or injured during this period, check the Local Lodge website for details.

MAY 5, 2012

AVEOS media gallery - 'The race to the bottom'

Adios Aveos- Toronto Sun



Workers leave an AVEOS plant, March 20, 2012.
(QMI Agency/Michel Desbiens)

Air Canada CEO defends actions with Aveos -CTV



Locked-out Aveos workers protest on Parliament Hill in Ottawa, Tuesday, March 27, 2012. (Fred Chartrand / THE CANADIAN PRESS)

Former Aveos workers in limbo -Montreal Gazette



Corner of Mc Gill College and St Catherine
Wednesday April 18, 2012

Air Canada maintenance firm shuts down plants-CBC



A notice posted at Aveos Fleet Performance Inc.'s Winnipeg plant on Sunday March 18, 2012

YouTube Video: <http://youtu.be/qhj1JUhmNsY>



Employee Assistance Program (EAP)

Derrick Bashford

Office phone: 905-678-1079

Process Addiction

This article is based on "An Introduction to Process Addictions" from the Problem Gambling Institute of Ontario, CAMH and original work by Peter Ferentzy and John Firth.

When most of us hear the word addiction we think of alcohol and drugs, it is true thousands suffer from addictions to these substances. Nonetheless, there are many other far less noticeable addictions that do not involve addictive substances.

Process addictions are dependencies to certain mood altering behaviours that include but are not limited to: gambling, exercise, work, internet or sex. These actions can become destructive routines as easily as alcohol and drugs. In addition, they can be equally as debilitating as their substance based counterparts.

While substance addictions are relatively easy to notice, process addictions can go on for years without being detected. Addictions can be confused with obsessions and compulsions due to similarities. The main difference is addictions are goal and pleasure oriented; obsessions and compulsions are not performed for a particular result.

A 'Responsible Gambling Counsel' survey conducted in 2005 showed, 60% of Ontarian's gamble in one form or another. Ticket Lotteries and 'Scratch and Win' tickets accounted for over 3/4 of

these activities. The survey also notes that the highest rate of problem gambling falls in the 18-24 age groups at 6.9%. While the general adult population shows a prevalence of 3.4%. Another study conducted in 2010 by 'The Centre for Addiction and Mental Health' (CAMH) states 10.3% of Ontario students (about 97,000 students) grade 7-12, have a video gaming problem. Furthermore, a study conducted by L.A. Keowan in 2007 stated that 31% of working Canadians aged 19-64 identify themselves as workaholics.



While these addictions are separate and distinct conditions, many co-exist with one another. Considering this, some addictions mask, minimize or reduce the harm caused by others. This enables the addictive behaviours to continue with reduced or minimal consequences. The co-existing addictions also diminish treatment of the 'main' concern when the other behaviours are not determined. Sometimes it is difficult to determine which addictive behaviour is present. These and many other variables

make diagnoses of process addictions difficult.

Much like substance abuse addictions, process addictions can be treated. Determining personal goals will depend on whether someone is looking for complete abstinence or harm reduction. Assessment and plans to reach these personal goals can be achieved through work with addictions counselors in your community. Studies have shown that cognitive behavioral therapy (CBT) is quite effective for clients with process addiction. Gamblers Anonymous, Sex and Love Anonymous, Workaholics Anonymous and many other 12 step based programs are also available to assist with these addictions. Some may want to take a more clinical approach and there are treatments centres that deal with process addiction.

If you believe you or one of your loved ones are dealing with a process addiction, the Employee Assistance Program can help you get the care you require. Please do not hesitate to contact one of the peer referral agents or myself.

Sincerely,

Derrick Bashford
Central Region EAP Coordinator

Office (905) 678- 1079
Cell (416) 882-6997

April 28 - Day of Mourning

April 28: Day of Mourning

WHSC/CALM

MORE THAN twenty years ago the Canadian Labour Congress declared April 28 a national day of mourning for workers who have been killed, suffer disease or injury as a result of work. Every year since, unions, labour councils, families and community partners gather by the thousands to mourn for the dead. What began through the efforts of Canada's labour movement is now observed in more than 100 countries.

On April 28 to honour those who have lost their lives or paid with their health. You can

- encourage others to attend a Day of Mourning event
- draft a message for your organization's publication or web site
- work with local media to promote the day
- write about worker monuments and cover Day of Mourning events
- lobby politicians to recognize the day through proclamation
- invite faith communities and social justice groups to observe the day
- convince employers and public institutions to lower flags to half-mast.

The Day of Mourning is also intended to focus attention on what we can do to break the silence of indifference and say enough to the

suffering caused by hazardous working conditions. On April 28, let's resolve to bring about action that restores and promotes dignity and health in our workplaces and our communities. On this day and each that follows you can:

- educate others about basic health and safety rights and prevention measures
- help social justice and other groups educate at-risk members of our communities
- negotiate greater decision-making power for worker representatives and joint committees
- make health and safety a collective bargaining priority
- encourage local media to report on health, safety and environmental issues
- encourage members of parliament to support ergonomic and violence regulations and enforce of existing laws
- create monuments to promote public awareness of workplace health and safety.



Retired Members

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

Aaron Cruz
CSCA -YYZ

Dan Bedard
LLAT -YOW

Nino Capone
CSCA (PT) -YYZ

Jean Paul Chiasson
Station Attendant -YYZ

William Clews
CSA -YYZ

Gurinder Dhotar
CSCA -YYZ

Jeffrey Dow
Stockkeeper -YYZ

Hector Funes
Station Attendant -YYZ

John Glancy
Station Attendant -YYZ

Timothy Hart
Aircraft Technician -YYZ

Peter Kemp
Licensed Tech. Instructor

Peter Kmiecik
Lead Mechanic -Toronto

Victor Manuel
Station Attendant -YYZ

Tony Pena
CSCA -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.

Art Daigle

Retired Building Attendant
-Toronto

Stan Duncan

Retired Baggage Agent
and Trainer
-Toronto

Fred Keeling

Station Attendant
Toronto

Delroy Sterling

Cabin Service Attendant
-Toronto



2012 Grand Lodge Convention



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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

DAY OF ACTION AGAINST CUTS

April 21, 2012 - 3 to 5 pm
Queen's Park, Toronto



For information and endorsements, visit:
Facebook: <http://on.fb.me/A21NoCuts>
Promote the rally online:
Twitter Hashtag: #A21NoCuts cope343

CONTACT NEWSLETTER
ON THE WEB...

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