



Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

February 2015

iamaw2323.ca

PRESIDENT'S MESSAGE

LINDA MASTROMATTEI

Hello everyone.

This is our first Contact magazine for 2015. Who can believe that we are almost at the end of the first quarter? I would like to let you know that moving forward we will be printing the Contact Magazine on a quarterly basis. We will continue to update you with current and timely information on our Local Lodge website, www.iamaw2323.ca.

**"I encourage
you to
participate in
whatever way
you can."**

There are many challenges that await us all over the next 12 months. The focus of the current edition of Contact is to inform you. We will have some very big questions to ponder and the next year will present us with issues that affect our day to day work schedules as well as bargaining new collective agreements that expire at the end of March 2016.

Also, we as Canadians will be going to the polls this fall to elect politicians who will change things that will affect our families, changes that will affect not only our future but that of our children. Although it may seem to be an overwhelming amount of information, I hope you take the time to read, ask questions and discuss some of the topics in this month's issue.

Our Young Machinist put out a survey recently and the results are in this issue. There are also articles

from our Shop Committees, Women's Committee, Health and Safety as well as Political Action.

I have had some opportunities to walk the floor and speak to you and I am thankful and encouraged by all you have to say. I will continue to say to all of you that I have the utmost respect for our members, especially those who wish to participate in the Union.

Now is the time to build a foundation for the year ahead. I encourage you to participate in whatever way you can. Building relationships within our work community that are reliable and dependable will only help us move forward. Educate yourself on correct processes and encourage your co-workers to do the same. Know your rights.

I also would like to remind you that we will be holding elections for Delegates to attend the District Lodge Convention as well as an election for an Executive Board Member representing Maintenance on April 16th, 2015.

We will be holding elections this year for Negotiation Representatives and General Chairpersons. This is also the year that the IAMAW celebrates 125 years in Canada & we will be sharing with you some of our own Local Lodge history in future editions of Contact Magazine.

In solidarity,

Linda

Next Membership Meeting

Tuesday March 3, 2015

19:00 hrs.

2580 Drew Road, Mississauga, ON
Bring your union card

POLITICAL ACTION COMMITTEE

-Bryan Wilson

POLITICALACTION@IAMAW2323.CA

Once again, Harper has trampled on the collective rights of all workers in this country. CP Rail recently voted to go on strike and on Sunday February 15th, the workers walked off the job after contract negotiations broke down.

Minister of Labour Kellie Leitch had already expressed the Harper government's intentions of passing legislation to force them back to work before they even walked off the job. And Sunday, they had started the process of doing just that.

If this all sounds too familiar to anyone reading this, it's because it is. The exact thing that then Labour Minister Lisa Raitt did to us when we were going through our contract talks. But this time it's slightly different. This time, we have a Supreme Court ruling on a Saskatchewan law that prohibits essential service workers from striking, deeming it unconstitutional. Now, this law isn't directly related to the back to work legislation the Harper government has been using but its strong enough and comes from the Supreme Court of Canada, to be a basis of stopping the erosion of our democratic rights being taken away at every turn. Harper has used this tactic against both rail lines (CN and CP now) Air Canada and the postal workers.

On top of that, he has decided to take the first steps in privatizing the postal workers, by cutting out home delivery service. Now, I know there are already a lot of people without, but did you know that if this happens, Canada will be the only developed country to not have home mail delivery? And I can guarantee you (it's already started) that private companies will move in and start charging you to deliver your mail to your home for those who are unable to retrieve it due to weather, health reasons, etc.

Wait, it gets better. The community mail boxes being installed are being constructed by an American company. Canadian companies weren't even allowed to bid on it, just to add insult to injury.

This government has the interest of the rich at heart and that's it. We are just about into an election period here in Canada. You may have noticed your tax dollars hard at work promoting the Conservatives on the television, the radio and even online. I have seen it with increased frequency and I know it will continue until they are out of power. The last thing I need my money spent on is lies about how well the government treats its people.

It is my intention to keep you updated and informed on what is happening with our government and what laws are being tabled and passed.

Right now, we have Pierre Poilievre who just recently got promoted to the position of Employment Minister for the Harper government's cabinet. Poilievre is the Minister responsible for Bill C-377 also called the anti-union bill by critics, and now that he is employment minister he has once again said that he wishes to bring American style right-to-work laws to Canada and brags that he is the only Federal politician to push for this. The right-to-work laws in the states already have some astonishing facts that should scare you at the thought of them coming here.

Right-to-work states see: 12.2% less pay annually than non-right to work states (averaged)

25.9% of jobs are in low wage occupation jobs compared to 18% in non-right-to-work states.

The infant mortality rate is higher in right to work states by 14.2% due to higher rate of poverty in these states.

And the biggest factor. The rate of workplace employee deaths is a whopping 54.4 % higher than non-right-to-work states.

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POLITICAL ACTION COMMITTEE

-Bryan Wilson

Continued from page 2

The biggest factor so far is the rate of workplace employee deaths. It is a whopping 54.4 % higher than non-right-to-work states.

These are scary numbers and even scarier when you think this is where we were headed and that this is what our government wants for us. More poverty and more deaths. It's been proven to be more dangerous and a lower quality of life and yet here is our government pushing to bring these laws into our country. You have to stop and ask yourself why exactly a government would want this?

To top all of this off, there is Bill C-51 being debated in the House of Commons right now. This is the new securities bill the Harper government is trying to pass. This will affect everyone in this Country and not in any sort of good way. Not only does it give over reaching power to Police and RCMP (think G20 incidents being a regular thing), but it also defines terrorists as being environmentalists and takes away everyone's rights to protest. Anything. Even peacefully.

The recent anti-oil movement in Canada and anti-oil pipeline has been deemed a terrorist threat by this bill's standards and the RCMP even came out and admitted that anti-oil activists are seen as a security threat. Is this the Canada you want? Is this the Canada we are proud to call home?

It was just two-years ago that the Harper government was found guilty of breaking International Law again! The International Labour Organization (ILO) committee on freedom of association found the Canadian Conservative government guilty of contravening ILO conventions on freedoms of association, the right to organize and collective bargaining in its Bill C-33 the so called "protecting air services act" of March 2012. (The ILO is an agency of the United Nations)

I strongly urge you to talk to your friends, talk to your family, talk to your neighbours and express your concern's, get informed, and lets start making a

change in this Country and bring it back to what it once was and from there we can take it even higher than it ever has been before.

Our first step in doing this is making sure we all get out and VOTE! Our collective voices can be heard, lets show this government who actually runs this Country. This October, lets have our voices heard and practice our democratic rights to make change for the better.

In solidarity,

Bryan Wilson

P.S. And just in case you think your vote doesn't matter. Take a look at this chart and see what kind of shaky ground Harpers majority actually sits on.

Didn't Bother to Vote In the Last Election?

An astonishingly small total of 5,184 votes in 12 of Canada's 308 federal ridings made the difference between Prime Minister Stephen Harper's "strong, stable, majority Conservative government" of 166 seats and his third round of minority government.

That's 5,184 votes out of a total of 14.59 million ballots cast.

Here are those 12 constituencies:

- Nipissing-Temiskaming -**18 votes**, Conservative over Liberal.
- Etobicoke Centre -- **26 votes**, Conservative over Liberal.
- Labrador - **79 votes**, Conservative over Liberal.
- Yukon -**132 votes**, Conservative over Liberal.
- Elmwood-Transcona- **300 votes**, Conservative over NDP.
- Saskatoon-Rosetown-Biggar -- **538 votes**, Conservative over NDP.
- Bramalea-Gore-Malton - **539 votes**, Conservative over NDP.
- Don Valley West - **611 votes**, Conservative over Liberal.
- Mississauga East-Cooksville - **676 votes**, Conservative over Liberal.
- Winnipeg South Centre - **722 votes**, Conservative over Liberal.
- Palliser -**766 votes**, Conservative over NDP.
- Lotbiniere-Chutes-de-la-Chaudiere -**777 votes**, Conservative over NDP.

Nor does the hairsbreadth victory end with the minuscule 5,184 votes in 12 ridings. The Conservatives got the extra breathing room of an additional two close seats thanks to a 794-vote victory over the NDP in Desnethe-Missinippi-Churchill River and a 870-vote margin over the Liberals in Don Valley East.

A party needs 155 of Parliament's 308 seats to claim a majority. The Conservatives' "strong, stable, majority government" rests on a minuscule 6,848 ballots cast in 14 of Canada's 308 ridings. (Frances Russell -Winnipeg Free Press)

POLITICAL ACTION COMMITTEE



MARS⁴ ONE

Human Settlement on Mars

Mars 4 One will establish a permanent human settlement on Mars. A Crew of one will depart this fall, starting shortly after this year's Federal Election in October.

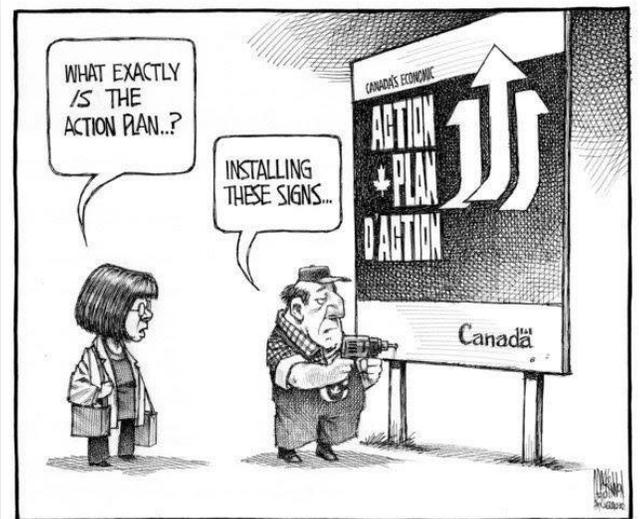
Join the Global Mars 4 One Harper Community and participate in his exciting mission to Mars.

Support our Human Mission to Mars

This year, let's send Steve Packing!

THE NEXT GIANT LEAP FOR MANKIND

Receive Newsletter



#LeaveSteve2015

@operationmaple

The Right to Strike is Supreme in Canada! -IAMAW Canada Press Release

Toronto, ON – The Supreme Court of Canada has affirmed that the right to strike is essential to meaningful collective bargaining.

“This is a great start to the new year,” said a satisfied IAM Canadian General Vice President Dave Ritchie. “We pride ourselves in that 99 per cent of our collective agreements are settled without a strike but all too often in recent years, governments turn to unfair essential services arrangements that tip the scales in management’s favour. This decision levels the playing field for Canadian workers.”

The precedent-setting decision determined that the Saskatchewan government’s Public Service Essential Services Act (PSESA) violates the freedom of association protected by the Charter of Rights and Freedoms. This decision overturned a 2013 decision by the Saskatchewan Court of Appeal which had previously ruled in favour of the provincial government. “While strike activity itself does not guarantee that a labour dispute will be resolved in any particular manner, or that it will be resolved at

all, it is the possibility of a strike which enables workers to negotiate their employment terms on a more equal footing,” Justice Rosalie Abella wrote for the majority in a 5-2 ruling.

“This is great news for our members at Air Canada whose collective agreement expires in the spring of 2016,” said Ritchie. As recently as 2012, the Harper government passed legislation taking away the right to strike from 8,600 IAM Air Canada employees after contract talks had reached an impasse and strike notification was issued. Then Federal Labour minister Lisa Raitt insisted a work stoppage would not be in the best interests of the fragile Canadian economy.

“This decision takes away management’s trump card and allows us to use ours if necessary,” explained Ritchie. “The decision spells it out in plain English, the right to strike is essential to meaningful collective bargaining and what governments have been doing in the past will no longer be tolerated.”

AIRPORT & CARGO SHOP COMMITTEE

VICK SEEBALAK, DAVE FLOWERS, BRAD GOMES, MARK PACILLA

PHONE: 905-676-2484

I would like to start off by saying thank you to everyone that supported me to become the Shop Committee Chairperson.

The Shop Committee terminal office number is: 905-676-2484 and the cargo office number is: 905-694-5322. My cell phone number is 647-393-9717.

We would like to welcome Jason Barlow into the office. Jason will be covering Brad Gomes while he is off work. The Shop Committee hours are posted on the office doors. Also, a member from the Shop Committee office will visit Cabin Service once a week.

I have placed binders with a seniority list for shift bidding and company service in each work area for the each member to verify that their dates are accurate. Please keep in mind that a new master company service list will come out at the end of March. If there is a discrepancy with your company service date, please fill out a seniority appeal form before the end of April.

For the last couple of weeks, the Shop Committee office and the General Chairperson have been back and forth with the company about the shift trade issue. The shift trade package that was sent to your company email and circulating on the floor is from the company, not the union.

Please feel free to see your local managers and ask them about it. This current issue is a start for us and both Unifor (SALES) and ourselves are still working on this.

Thank you,

Vick Seebalak
Shop Committee Chairperson

Upcoming Events

March 3, 2015

Monthly Membership Meeting

April 7, 2015

Monthly Membership Meeting

April 16, 2015

Elections - 2323 Union Hall

2580 Drew Road, Mississauga

-Election for Maintenance

E-Board Member (1)

-Election for 2323 Delegates to

DL 140 Convention (7)

(polls are open 06:30 -21:00)

May 5, 2015

Monthly Membership Meeting

Local 2323 Executive Board

Linda Mastromattei
-President

Dan Janssen
-Vice President

Wayne Paterson
-Secretary Treasurer

Vince Commisso
-Recording Secretary

Frank Morgani
-Conductor-Sentinel

Karnail Singh Brar
-Trustee

Mark Pozzobon
-Trustee

Jean-Guy Labelle
-Trustee & Ottawa
Board Member

Rob Piercy
-Communicator

John Hill
-Educator



Brothers & Sisters,

Happy New Year to those we have not had the chance to cross paths with.

Shift discussions in ACM (or lack thereof) have been a ridiculously arduous process. For months now, rumours and misinformation abound. Frustration and exasperation are words we hear frequently. The latest release in reference to this from Arbitrator Keller has only compounded this and left many perplexed, myself included. While we understand his direction to collaborate with management as best we can to put together another proposal in 90-days, it is his pick and choose in absence of an agreement statement that makes us wonder what his jurisdiction and influences may be. Let's hope we don't have to test the waters and a decent proposal can be tabled for ratification prior to his 90-day window. We met briefly with the company last week and have asked for their shift proposal to better understand the requirements from all sides. Please take the minute it may require to complete the online shift survey. Your input is what we require to build a satisfactory proposal. The link is posted throughout the workplace, is available from your steward, is on the Local Lodge website, can be had by contacting the office. You can also find it here: <http://campaign.iamaw.ca/yyz-shifts>

Stores has been a busy place with vacation bids directly on the heels of shift bids. These processes have unfolded relatively well. That is almost how you would think that should work. A novel approach indeed! Stores are also in the midst of preparing to relocate. Three different locations will serve the needs of the operation until the final state of the art facility is completed sometime in the coming years, a daunting task indeed. Through discussions with J. P. Kik and Leo Cordiero, we have been successful in convincing them of the need to reinstate a stockkeeper several times a week to gate 141. The process is evolving as we speak. The main roles will be to stock and maintain the parts, supplies and bins levels as well as general housekeeping. We hope this is the beginning of something good we can all benefit from.

GSE remains a hot bed for internal conflict. In addition to that, we have issues with the OT and FEA rules regarding Leads. New Local Agreements will be developed in the short term. A hidden camera was found in the remote shop at the terminal. According to corporate security the investigation did not involve our members. The camera was installed several years back reportedly for suspicion of someone entering the shop and tampering with the computer system and forgotten about. Whatever the reason, be aware, big brother is always watching.



We have an election on the forefront this spring. The LL2323 Executive Board Member for Maintenance is vacant. Dan Adams, Xavier Dias and Russ Fitzpatrick have chosen to participate in the campaign. Dan is a CAT 01 from YYZ, Xavier is a CAT 23 from GSE, and Russ is a CAT 01 from YOW. Please watch the boards and take the time to vote. Our voices need to be heard. If you are not on shift and qualify for an absentee ballot, they can be found on the LL2323 website or in the Shop Committee Office. Democracy is our earned right. Be heard. Please speak up.

Central Planning has been without a shift, transfer or overtime agreement since moving to the Operations Centre. This department presents a unique challenge. It is two work locations split between YUL and YYZ under one BCC. We have been meeting with the company and District since summer and feel some form of agreement is on the horizon. We thank all for their patience and understanding in this unique situation.

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We are facing similar type situations with the Expeditors. They have been split between AOG desk at the Operations Centre and Station desk in Logistics and Supply. The Management team in those two departments are having a tug of war regarding ownership of these employees. There remain unresolved issues as to how their vacation will be bid. The company is adamant they want to block RDO's as they do not have enough coverage. We have offered alternate solutions. It is within article 13 to allow for blocking of RDO's, however we feel this is not conducive to a positive working relationship. Much like the flat lining ACM faced a couple years back, the operation continues to take priority over the human element. Machine before man and profit before people seems to be the mantra of today's corporate landscapes.

If there is a single tone we have been hearing it is NO. It seems, just about every issue we bring to the company for resolution, no matter how big or small is met with a resounding NO. This is confusing, as it is contrary to a collaborative and progressive relationship we hear so much about. We consistently hear from upper management the importance of culture change, improving employee relations and the goal of obtaining 5 star airline status, yet the actions we often see, rarely mirror intent. In this time of change, one thing is for certain, we are now dancing to a different tune. JAZZ tunes to be specific. I hope our new VP of maintenance has a positive direction set for our department. I trust his plan to fulfill someone's dream to reach for the stars will consider our long and challenging journey to date. I hope he finds a way to recognize those whom have paved the roads he now walks upon. While these roads may now appear to be paved with gold, it was not long ago they were filled with potholes, land mines and latrines. All I ask is let's give credit where credit is due. While pens and paper in boardrooms may conceptualize, it is boots on the ground that has always got the job done.

With this year's Federal Election fast approaching I would like to remind everyone how helpful Stephen Harper, his policies and party were to us when we were attempting to bargain our current Collective Imposition. Politicians have no place at our negotiation table. Butt out Harper!

Thank you for your support, for your skepticism, for your kind words and for your criticism. Thank you for taking the time to express yourselves in one form or another. I appreciate the fact that those of you who do speak out and voice your thoughts and opinions to our elected officials remain active and engaged in shaping our future. These are privileges that billions of human beings around the world only dream of. Thank you for recognizing the strength of people in numbers. Thank you for not remaining quiet as the silent war rages on. Thank you for knowing the power of just one voice. Rest assured it has not fallen on deaf ears.

Be well.

In solidarity,

David Freeman and Joe Veltri



WOMEN'S COMMITTEE

WOMENATWORK@IAMAW2323.CA

Service to the Community!

A great big thank you to everyone who donated over the holiday season. With monies raised from our 50/50 draws held at Local Lodge meetings, we were able to donate to the YMCA Youth Leadership program of Toronto, 360 Kids Support Services in Oshawa and the Toronto Firefighter's Toy Drive. We also received many toys that were donated at GSE, Hangar 8 cafeteria, and Cargo. Thanks again to all who participated!

Pic 1- Toys donated towards Toy Mountain

Pic 2- Toys purchased for the Toronto Firefighters Toy Drive

Pic 3- GSE toy collection box

Pic 4- Station 434 firefighter and Karri-Lyn Airhart delivering toys for the Toronto Firefighters Toy Drive

The Women's Committee would like to wish all a healthy, happy and WARM 2015!

Mission Statement:

The IAMAW 2323 Women's committee promotes women's equality issues within the union, raises awareness of women's issues and fosters opportunity and advancement for women in the union. Issues such as sexual harassment and discrimination, violence against women, pay equity and employment equality are foremost in the work of this committee.

Committee Members:

Karri Airhart
Barb Beattie (retired)
Rhonda MacLachlan
Linda Mastromattei
Elizabeth Watkowski

Please contact us with any issues you are facing in the workplace at:

womenatwork@iamaw2323.ca



Young Machinists: Survey Report

Thank you to all of our members that participated by filling out a survey. We really appreciated the help that we received from our Airports, Tech-Ops, and YOW Shop Committees. Also, thanks to all the members that assisted us in the distributing, handing out, and collecting of the surveys. A full report is available on the website. Survey statistics are followed by recommendations in italics.

A cross-section of the membership took part in the survey. 175 respondents, Most participation in airports (47%) and Tech-Ops (33%), lower in Cabins, Cargo, and Clerical combined (19%). *Better use of the steward structure in any further distribution of surveys to increase member participation. Increase local lodge connections to AOSS and TBH groups.*

Member Satisfaction: The majority of Respondents indicated they are:

•Satisfied (28%) to Neutral (24%) with being a union member (52%); *More education is needed to show our members the benefits of being a union member as well as positive impact unions make on society as a whole.*

Very dissatisfied (29%) to Dissatisfied (26%) with the job their local lodge is doing in representing them (55%); *Many written suggestions were made that that our LL2323 reps need to be more visible in the workplace. Communication was a big issue, the members selected their top ways that they felt would work.*

Very dissatisfied (39%) to Dissatisfied (31%) with the level of concern their employer shows for its employees (70%). *Improve proactive union work with our members companies to improve the workplace. Recommend using the H&S processes to make safety suggestions. Also encourage members that when they make a suggestion to their employer that they copy a union rep in on their communications.*

Communication:

Just under three-quarters of the Respondents (72%) feel the Local Lodge does not effectively

communicate with its members. *Lots of room for improvement. From the written responses, common suggestions were; Union leaders and reps being more visible in the workplace, face to face discussions and updates on relevant information in a timely manner.*

The highest rated preferred communication methods are email (60%) and face-to-face discussions with Union Reps (61%). Other preferred methods; face to face discussion, Union meetings, bulletin boards, town hall meetings, the website, handouts and flyers. *Committing to 4-5 of these methods would increase our ability to communicate to the membership.*

Union Meetings:

Approximately one-third of the Respondents (33%) indicated they have attended a regular local union meeting within the past six months. Half of the Respondents (50%) indicated they cannot remember (22%) or have never attended (28%) a regular union meeting. For those Respondents (who have never attended), inconvenient time and too far to travel are the highest rated reasons why (39% and 38% respectively). Common suggestions were that meeting are held online or in the workplace. *Education about the meetings needed for the members, give explanations of the reasons meeting are held in a private setting. The LL2323 YM recommends holding mock meetings to educate members about parliamentary procedure, order of business, and making a motion. This could help members feel more comfortable and encourage them to start attending.*

Union Elections:

The majority of Respondents (83%) indicated they do vote in their local union elections. For the 17% who indicated they do not vote, do not feel it makes a difference is the highest rated reason why (42%). *Educate our members about the importance of their democratic right as a union member to vote. Keep members informed about the absentee ballot process. Many suggestions for online voting. It is against the IAM Constitution, Article III page 20, as well as our LL2323 bylaws, Article IV section 5.*

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Heat Stress and Cold Stress:

Can either heat or cold stress be dangerous to your health? **YES.**

Excessive exposure to heat is referred to as heat stress and excessive exposure to cold is referred to as cold stress. In a very hot environment, the most serious concern is heat stroke. In absence of immediate medical attention, heat stroke could be fatal. Heat stroke fatalities do occur every summer. Heat exhaustion and fainting (syncope) are less serious type's illnesses which are not fatal but interfere with a person's ability to work.

At very cold temperatures, the most serious concern is the risk of hypothermia or dangerous over cooling of the body. Another serious effect of cold exposure is frostbite or freezing of the exposed extremities such as fingers, toes, nose and ear lobes. Hypothermia could be fatal in absence of immediate medical attention.

Signs and Symptoms of Heat and Cold Stress:

While symptoms can vary from person to person, the warning signs of **heat stroke** can include complaints of sudden and severe fatigue, nausea, dizziness, light headedness, and may or may not include sweating. If a co-worker appears to be disorientated or confused (including euphoria), or has unaccountable irritability, malaise or flu-like symptoms, the worker should be moved to a cool location and seek medical advice.

Warning signs of **hypothermia** can include complaints of nausea, fatigue, dizziness, irritability or euphoria. Workers can also experience pain in their extremities (hands, feet, ears, etc.), and severe shivering. Workers should be moved to a heated shelter and seek medical advice when appropriate. ~~~ This is a copy. Original document can be found at www.cchos.ca

The right to refuse dangerous work *:

Any employee subject to Part II of the Code has the right to refuse dangerous work as long as they have reasonable cause to believe that it presents a danger. Specifically the Code states that an employee may refuse in the following circumstances:

- To use or operate a machine that constitutes a danger to the employee or to another employee;

- To work in a place;
- To perform an activity that constitutes a danger to the employee or to another employee.

The Code contains certain exceptions regarding the right to refuse dangerous work. These exceptions include: if the refusal puts the life, health or safety of another person directly in danger; or, if the danger in question is a normal condition of employment. The definition of "DANGER" reads as follows*: "any hazard, condition or activity that could reasonably be expected to be an imminent or serious threat to the life or health of a person exposed to it before the hazard or condition can be corrected or the activity altered."

PPE:

PPE is your Personal Protective Equipment. PPE is any device or piece of equipment that is designed as a control method to help protect you against hazards within the workplace. PPE has three methods used to control these hazards: at the source, or along the path, and between the source and the worker. It is very important that you use the PPE that is provided to you within your workplace. If you lose, or need a replacement, even if you are over quota, go to your manager and request a new item. Remember these items are there to help protect YOU.

Do you have a Health and Safety Concern?

There are different methods of reporting concerns within our workplace. If your concern poses an immediate risk to your safety or fellow co-worker, report the concern IMMEDIATELY to your manager. Other methods of reporting health and safety concerns are:

1). The Internal Complaints Resolution Process. (ACF32 concern forms). With these hand written forms, it is always suggested that you not only keep a paper copy for yourself, but also provide a copy to your local health and safety committee. Contact any health and safety member for help filling out these forms, or go to the following website to fully educate yourself on the process: http://www.labour.gc.ca/eng/health_safety/pubs_hs/resolution.shtml

2) Filing an anonymous electronic SIMS report online through Aeronet. [continues page 11 >](#)

HEALTH & SAFETY -CONT'D

SALLY CROWTHER

905-676-4295

Pristine Condition:

By now you have all probably heard of Pristine Condition. Pristine Condition is a method of manual handling techniques that are designed to adapt specifically around your work station/location. These lifting techniques reduce the amount of stress on your body, specifically your back.

There are four basic steps to follow: Turn, Don't Twist, Dip and Drive, Inside Base, Use Your Big Engines.

Quick links:

Workers Health and Safety Centre
www.whsc.on.ca

Workers Safety and Insurance Board
www.wsib.on.ca

Justice Laws Web Site
<http://laws-lois.justice.gc.ca/eng/acts/L-2/index.html>

Canadian Centre For Occupational Health and Safety
www.ccohs.ca

Always follow your SOP's, and NEVER be afraid to ask questions.

YOUNG MACHINISTS -CONT'D

DAN JANSSEN -VICE PRESIDENT

DJANSSEN@IAMAW2323.CA

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Community Service: The majority of Respondents:

Would like to see their local lodge more involved in community events (66%);

Would support a community service committee in their Local Lodge (70%); Recommend that a community service committee is created using the bylaw process Article I Section 3 (a,b,c,d). Educate the members by using this bylaw as an example, showing a step by step process; first and second readings, voting on the bylaw, and submission to GL for approval.

Would be willing to volunteer to help their Local Lodge with community events (54%). 91 respondents said they would be willing to volunteer to help the local lodge with community events.

Young Machinists: The majority of Respondents:

Do not think enough young members are active in their local lodge (93%); Use the bylaw amendment process to amend current Young

Machinist committee, Article XXIII. Changing the wording from "the committee shall consist of (3) three members" to "the committee shall consist of no less than (3) three members." This would allow proper representation of our members, and their workplaces.

Feel they would have benefited from having a youth group in their local lodge when they started working (66%);

Feel it is beneficial to have younger members participate in the collective bargaining process (79%). Educate the members about current CBA and create discussions about changes that could be made.

In conclusion we felt that the survey was successful. We were able to reach out to our members, use the data, and make recommendations. We hope that we will be able to create some positive changes within our local. Once again, please find the full article on the local lodge website. If you would like to get involved with the Young Machinists, please let me know.

In solidarity, Dan Janssen

In Memoriam

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

Earle Donald Coffin
Retired L/Stockkeeper
-YYZ

John Day
Station Attendant
-YYZ

Robert "Tony" Fleming
CAT 1 -YYZ

Douglas "Ding" Hartley
Retired LSA
-YYZ

Russell Kowalchuk
Retired Station Attendant
-YYZ

Andy McCashew,
Retired CSA Cargo
-YYZ

Reg McKinnon
Retired Station Attendant
-YYZ

Bob Myers,
Retired Station Attendant/
Tow Crew -YYZ

Patrick Muraca
Retired L/Station Attendant
-YYZ

Charlie Powis
Retired L/Mechanic CAT 24
-YYZ

Eric Scott,
Retired CAT 13 Finisher
-YYZ

Thomas "Tom" Robinson
Station Attendant -Cargo
-YYZ



**Pull
the
plug
on
Harper**



SOCIAL MEDIA:



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