



CONTACT

International Association of Machinists and Aerospace Workers

October 2019

Local 2323

iamaw2323.ca



There's a lot riding
on this...

Please check out pages 6 & 7 for party platforms

Next Membership Meeting

Tuesday October 1, 2019

19:00 hrs.

2580 Drew Road, Mississauga, ON

Bring your Union card

PRESIDENT'S MESSAGE

-DAVE FLOWERS

PRESIDENT@IAMAW2323.CA

With the blink of an eye, summer has come and gone.

As is customary, we ceased print of our Contact newsletter through these months. However, that doesn't mean the work at Local Lodge 2323 took any breaks.

The Local has been tremendously busy since our last issue. During the summer months, we hosted our annual Membership BBQ's in both Ottawa and Toronto.

To our delight, in both events, attendance has increased over previous years. This is not only with our Members but also families. Weather for the Ottawa event was beautiful the entire day. As for Toronto, periodic rain came, but did not dampen spirits.

Those whom attended, seemed to thoroughly enjoy both the food and attractions provided. We would like to thank all the staff and volunteers who made these days the success they were and look forward to bigger and better gatherings in the future.

As mentioned in previous articles, this is also a big year for up-coming elections. Internally, we will have elections for District Lodge Officers taking place on November 13, 2019. The Nominations for these positions took place at our September Membership Meeting. At the time of writing this article, candidates are not yet known, as the process calls for acceptance to be received by the District Office no later than October 8, 2019. At the same membership meeting, nominations also took place for up-coming Shop Committee positions with their terms set to end on December 31. This election will take place on December 3, 2019. There is currently one Member position up in the Tech-Ops Shop Committee. Incumbent Joe Veltri will run against Brother Mark Pozzobon from GSE and Brother Devinder Singh from the Supply Department. As for the Airport Shop Committee, there are two positions with terms expiring. Incumbent Evangeline Palad accepted nomination and will run against Brother Levi Davis from the Ramp Department, Brother Mark Falconer from the Training Department, Brother John Ihome from the Ramp Department, Brother Dave McLeod from the Tow Crew Department, Brother Jonathan Smith from the Ramp Department, and Sister Nicole Tappenden from Cabin Service Department.

Finally, nominations for the Executive Board positions will take place at the November 5th, 2019 Membership Meeting. The date for this election will coincide

with the Shop Committee elections set to take place at the December date listed above.

As if this wasn't election overkill. What may be the most important election of all, is not internal. As you may or may not be aware, the 43rd Federal Election for Canada has been called for Monday, October 21, 2019.

This is a crucial time for working people. For some time now, we have been faced with an attack from Governments' set in place to focus on corporation's agendas, leaving the middle class behind. The gap between the average worker's salary and benefits to those of CEO's has stretched to hundreds of time between. We need to have a political party in place that recognizes the needs of working people and the middle class a priority. We implore all Members, to make sure you are registered to vote before election day and most important of all, exercise your right to vote. Help us all make this the Canada that we believe in and somewhere you can feel safe leaving our families who come behind us. Learn the values and platforms of all parties and then, support candidates who share those same values. The time for change is now.

The Local has fielded many calls regarding upcoming pension seminars. We are pleased to announce that Brother Chris Hiscock will be conducting one session in YOW on the evening of November 28th (time still yet to be determined) and four sessions in YYZ, both day and evening on the dates of December 6th and 7th (time still yet to be determined). A bulletin will be posted shortly with a confirmation. Members whom are interested will be asked to RSVP. The YOW session will also coincide with our By-Annual Line Station Meeting. This will also be posted in an upcoming bulletin.

Finally, the last two events of the year are set to take place on September 20th in Toronto and October 6th in Ottawa, as Local Lodge 2323 hosts it's annual Retirees parties. As usual, these will be an exciting days, where we are expecting over 300 to attend for the first and up to 100 for the second. Our vendors that we work with over the year have generously donated many prizes, that will please those whom are lucky enough to win. We love any opportunity to get our Retirees together and look forward to seeing them. This again comes with tremendous help from volunteers and couldn't be done without them. A special thanks to all for the help that has been and will be provided.

In solidarity,
Dave Flowers

For the past few months, I have been assigned to work with your Technical Maintenance and Operational Support (TMOS) Bargaining Committee in their effort to renew your collective agreement with Air Canada. Aside from Technical Operations and Logistics Branches, this unit comprises most of the membership that I am assigned to represent. To be clear my TMOS assignment encompasses those members working within Toronto based Airports, Cabins (CEQ), Cargo and OPS Centre facilities. Additionally, I represent Toronto based IAM Clerical members, who are covered under a separate national collective agreement.

Your elected TMOS Bargaining Committee has been involved in direct bargaining with the company since early April 2019. At the outset, there was slow progress. This stagnated completely by summer. Both your Union and Air Canada agreed to seek the assistance of a Mediator, per the Canada Labour Code. We have unfortunately exhausted this process and are now at a stalemate. As per our 2016 to 2026 10-year bargaining Framework Document known as Appendix XXXXIV (posted on iamaw2323.ca home page), the matter now heads to binding arbitration. In this process, both your Union and the company can present up to 10 agenda items each for the arbitrator to consider as amendments or additions to the collective agreement. We are slated to begin preparations for arbitration as this newsletter is being published. Your Negotiations Committee will continue communicating these facts to you as they unfold.

Federal Labour Code 2019

On another note, the Federal Government introduced an updated Canada Labour Code on September 1, 2019. As Transportation sector workers, these amendments are meant to apply to all of us. The most significant changes concern the addition Personal and Bereavement Leave enhancements. The Government did a very poor job of communicating where, when and to whom these changes would be applicable to. Currently, our Legal Team is reviewing these and other Code amendments. Once we have concluded the legal review and implementation investigations, we will inform all of you as to the outcome and how each of you will be affected.

That said, make no mistake. As happened to our fellow workers who fall under the Ontario Labour Code, similar gains were implemented by the Liberals and

subsequently lost when the Conservatives and Doug Ford were elected. They killed a planned minimum wage increase and rolled back and repealed other worker friendly legislation. We expect the same will happen to those of us working within the Canada Labour Code if the Conservatives and Andrew Scheer were to be elected in the upcoming October 21 Federal Election. Please consider voting for a representative/party that is worker friendly and will promise to uphold and enhance these recent gains.

Moving on, in 2018 your IAM District Lodge 140 and Air Canada implemented a new National Arbitration process in addition to the present Expedited process. The “National” sees grievances adjudicated that have implications on the interpretation of the Collective Agreement and/or company policy affecting all members. A decision arising from this process sets future precedent on all parties.

This is where the National Process serves us well. With my fellow General Chairpersons support, I was successful presenting grievances concerning members who were accepted to Above Basic Lead and CSA positions. Yet these members were held out of their new positions and underpaid for months upon months. The precedent setting award saw all these grievors receive significant back pay, corrected their Above Basic entry dates, and saw a new ruling going forward. Anyone now accessing an Above Basic position is paid accordingly within 60 days of their Notice of Promotion, regardless if trained or not.

In August, my colleagues and I were also successful in presenting grievances for members across Canada who had utilized the company designed ESS Shift System to work double shifts. Essentially, these members had accepted co-workers shifts in addition to their own, thereby creating 16-hour work days. When they experienced sudden illness and called in sick and were coded punitively and not paid. All are now to be paid for these “taken” shifts per their sick bank. Precedent is now set where members who have scheduled “taken shifts” and subsequently became ill, will be paid up to 16 hours per day from their sick bank and all concurrent shifts lost to verified illness will be recorded as one occurrence. More significantly, the taker of a shift is now deemed to have “sole ownership” of that shift.

continues on page 9 →

Sisters and Brothers,

There comes a time in everyone's life when we have the opportunity to reflect some of the tribulations from our past. It may be resulting from a particular instance or circumstance that triggers these recollections as sentient beings; the good old days when life was less complicated with far fewer responsibilities in comparison with the so-called adversity's of today, frivolous by modern standards but events at point. Instances as when you wanted to acquire a commodity or enact a physical or emotional desire to attain. We all have to some extent availed ourselves beginning from early childhood progressing through adolescence to the present day. Perhaps coveting to where you were willing to take sacrifice in trade or in lieu. Even though we may not be immediately cognizant of this action, it has become an element of life's routine that is more often than not taken for granted. We call it, or it is the phenomenon known as negotiating; discussion with anticipation to achieve an agreement.

Dating back to the dawn of man, (if you're a Darwinist) we have utilized this methodology as a technique for survival; faction A has wood to make fire, faction B has meat, combine the two and both will not go hungry. The premise is primitive yet effective, but as this relationship progresses, challenges may manifest that task this basic accord. What if the commodity temporarily exhausts or one group just simply fails to uphold the terms perhaps due to an extenuating circumstance? This connection is not just based on the two fundamentals; contingencies will have to be instituted to deal with such quandaries. These groups will have to cultivate understandings, make compromises and clarify what specific goals must be achieved to avoid contrite disputes forthcoming; a common view for mutual benefit. I know this example may be rudimentary, but it encapsulates the essence of the subject matter. Being said, were we are currently in this posture amidst bargaining with our familiar rival, the company.

It was the best of times, it was the worst of times; a testament from the Charles Dickens classic A tale of two cities, outlining a disruptive state in 18th century England. Perhaps accurate of our state; currently static in talks. The act of negotiations is synonymous in association with anxiety, confusion and any other adjectives that describe typically affiliated ailments; an unfortunate mediocrity of this process. Today is no different but with a distinguishing component; our adversary is heavily adorned in green, uncommon as serendipity has historically demonstrated the colour red saturating the corporate coffers when contract talks are slated to commence.

It seems obvious that we are now at the juncture to proceed as claimants in anticipation towards retribution of previous concessions. The challenge being this venue cinched for a decennial with provision for amendments at three-year intervals with pay scales essentially ostracized from deliberations. Means to effectively negotiate to regain abatement now hindered by language; our happenstance. Frustrating, to say the least, but at the crossroads we stand. As logical sapiens, we respectfully recognize the terms of our Collective Agreement and should proceed as prescribed, in essence preparing for the campaign, presenting our challenges and effectively negotiating with expertise in hand (fingers crossed under the table). Or we comprehend that such a sweepstake of timing be sought and seized as opportunity knocks no matter the cost, this is our enigma. Being a fledged representative of the membership, I'm tasked to uphold the structure and spirit of our agreement, seeking a type of ritualistic solace within its confines, our unique purpose. But one does not want to blindly lead as a pragmatic, obtuse to fortuity. I want to secure for the collective and struggle with this positioning as potentials come furtively; should we contend with our brand in fist, aim high as optimist's expectant for the best outcome, or traditionalize, coinciding with our negotiation contentiousness assertively bargaining aboveboard?

Unyielding collective bargaining may in all probability disturb the integrity of the process and consummate nullity, a result from detraction outside of established protocols; the exchange with a mutual compromise for betterment to which we are accustomed. This matter is difficult to opinion-ate from which a hidden calamity lies. One thing I do know for certain, a well-known fact experience has taught; Collective Agreements are constructed on the shell of the chelonian, carried over generations thus proven to stand the tests of time.

In solidarity,

James, Joe
c/o Mr. Freeman

Pristine Training - There is a push on to educate our people on 'Pristine Training'. What this entails is basically lifting properly and proper body positioning. This can be used at work and at home, this is nothing really new but we need to remind people not to put their bodies at risk by improper lifting. Now, the other side of this is the fact that the Company quite often puts our workers in the position that they cannot follow this process.....how do you follow 'Pristine' when you understaff a baggage lateral or have to carry dozens of bags/strollers up and down bridge stairs. Sooo... follow the rules properly and if you are being put in a position that you cannot follow 'Pristine' then tell your manager. Ask them how do I do this without injury? If you do get injured, they will inevitably put down 'did not follow Pristine'. For more information, see your H&S rep.

Falling Risk - We encounter many hazards in the workplace, risk of caught-between, traffic/vehicular accidents, etc., however one of the major issues we have is with falling. We recently had a S/A who was exiting a B767 bulk-hold, grabbed the handrail (single rail belt), the lockpin fell out, the railing dropped and the S/A fell down between the belt loader and the catering truck. He had a broken shoulder however this could easily have been a fatality. Always use the double rail belt loaders for wide-bodies, and it is important to remember to extend the 'trombone' rails to protect you. If you are operating a container loader, remember to extend the railing out to prevent anyone from falling from such a high platform. Never say 'It will never happen to me'.

Facilities - We are ongoing with this, we complained long and loud about the bad seating, finally we are getting proper seating, being installed as I type this. We are also working on getting the dryers working before winter starts.

H Gates - There is a massive increase of usage of these gates. They are isolated and there is no shelter from weather or protection from lightning. We are pushing the company to provide us with something out there. If you need a loadsheet, or go to the bathroom, you must go to the main terminal. Do not worry about time constraints with this - this is their problem, you still have the right to go to the bathroom or get a drink of water. They disconnected the lightning strobe, we are pushing to have it reconnected. If there is a thunderstorm, seek shelter in the aircraft or set of stairs. Stay tuned for resolution, winter is coming.

JATSC - At the beginning of September, we attended the Joint Air Transport Safety Conference at the IAM Centre in Maryland. This is a meeting with all of the airline folks from the IAM network, also invited are a small amount of safety management from these companies too. It is a worthwhile event to discuss common issues and how others resolve

them. Also, there were educational seminars on fatigue 'fit for duty', distracted driving, safety management systems, human factors and other topics. Also, what was excellent was the Canadian contingent. We were all from Air Canada, across the system, this gives us a chance to meet, discuss issues, and directly talk to management about upcoming plans and our issues that we have.

Cabs on Tractors - ESDC gave Air Canada a direction that they must have cabs on all of the tractors and belts. This is part of the Canadian Occupational Health and Safety Regulations 14.9 states: (1) Motorized materials handling equipment that is regularly used outdoors shall be fitted with a roof or other structure that will protect the operator from exposure to any weather condition that is likely to be hazardous to the operator's health or safety. Air Canada has been given a stay on this issue and argues that we are not exposed to any hazards. If you have ever driven an open tractor during an ice rain, I would beg to differ. It seems ridiculous that the Company would challenge this, give their 'commitment' to employee safety. We are challenging this and the Tribunal is to be held probably in early November. We will keep you up to date on this...

Three Point Contact - This was a ruling from Labour Canada years back and still applies. This is with regard to the increasing usage of the bridge stairs to carry items up and down. You MUST maintain a three point contact - two feet on the stairs, one hand on the railing. If there are issues with this, please see your H&S rep.

At the end of the day we all want to go home after work with ten fingers, ten toes, a back and a job. Look out for yourself and your co-workers.

In solidarity,

Rob Penyk



We have a very important Federal Election coming up. One that will most likely affect us greatly.

Working in the Federal sector and being in the aviation business the Federal Government has long held regulation and involvement with us and our workplace whether it be good or bad.

Some of you may remember getting legislated back to work when Conservatives were in power, while some of us more recently, or I would hope all of us by now, have seen the new updated Federal Labour laws that came into effect on September 1st of this year.

Those laws didn't happen by accident. Your Union along with a few others have been lobbying for this for the past few years. We didn't get everything we were hoping for, but we made great strides in updating these laws for a more modern workplace.

The biggest thing missing is a Federal minimum wage. This greatly affects our workplace. And while the Liberals have promised to "look into it" to see what's most appropriate the NDP already has a 15 dollar an hour Federal minimum wage in their platform. The Conservatives would most likely follow suit of our current Provincial Government and upon forming Government, scrap all the updated laws and try and lower the wage to "Open business up" As we all know, this does not work and it greatly lessens workers standard of living. Let's take a look at the three major parties platforms regarding issues that will most affect us here at the airport and our families.

Jobs

Liberal

Liberals are heading into the election feeling pretty happy about job gains — Canada's unemployment rate dropped to 5.4 per cent in May this year, its lowest number since comparable data was first collected in 1976. It's since edged up slightly to 5.7 per cent. The party also has been mulling a guaranteed minimum income, but has not detailed further plans.

Conservative

The party has rallied against many Liberal policies, claiming they threaten jobs. Leader Andrew Scheer has been a fierce advocate for struggling oil workers. Conservatives have promised to end foreign oil imports and get pipelines built, including the Trans Mountain, which they claim will create "tens of thousands" of jobs. It also wants to improve "credential recognition" to make it easier for immigrants to get jobs, if they have equivalent skills.

New Democrat

New Democrats propose raising the Federal minimum wage to \$15 an hour. Their platform pledges to create 300,000 new jobs in the NDP's first term. The party also wants to ban unpaid internships if they don't count for school credit. It would require employers spend one per cent of their payroll on annual employee training.

Health Care

Liberal

Liberals have promised to take the "critical next steps" toward a National Pharmacare Program, but are giving few details beyond that. The Liberal government signed a health care funding agreement with the Provinces and Territories, promising a three per cent annual health transfer increase with more funding for mental health, addictions and home care programs.

Conservative

Conservatives also have pledged to increase health transfer payments by at least three per cent every year and uphold other parts of the health accord. They've dismissed pharmacare and would instead focus on those not covered Provincially or at work. To tackle wait times, the party has promised \$1.5 billion to buy more MRI and CT machines.

continues on page 7 →

continued from page 6...

New Democrat

New Democrats say they want to expand the current model to include mental health, dental, eye and hearing coverage. They are also proposing a “pharmacare for all” plan, covering Health Canada-approved drugs, by late 2020. It would cost an estimated \$10 billion annually — cheaper than the plan being looked at by Liberals. They oppose any privatization.

Taxes

Liberal

The party has promised to raise the basic personal income tax deduction to \$15,000 for anyone earning under \$147,000. In 2015, the Liberals added an upper tax bracket for those making more than \$200,000 a year, while dropping the tax rate on earnings between \$45,282 and \$90,563 from 22 to 20.5 per cent.

Conservative

Conservatives have promised a “universal tax cut,” cutting the tax rate on taxable income under \$47,630 from 15 to 13.75 per cent. There's also a new promise to make Employment Insurance benefits for new parents tax-free. The party promises to revive the public transit, children's fitness and arts tax credits offered under Stephen Harper.

New Democrat

New Democrats propose hiking the rate for capital gains inclusion from 50 to 75 per cent, which means paying more income tax on profits from stocks or the sale of properties other than a primary residence. They also want to hike the top Federal Personal Income Tax rate from 33 to 35 per cent and impose a one per cent wealth tax on the “super rich” — those making more than \$20 million.

These are the ones that would most seem to affect the membership here and our families. When speaking about pharmacare, remember that nationalizing the pharmacare plan means actually saving 6 billion dollars annually for our Country and takes the onus off the company in providing drug benefits. Money that can be reinvested in jobs or put into other areas of our benefits. Taxes is another one to watch for, we all want to pay less taxes, but what it comes down to is that our taxes pay for all the things we enjoy as Canadians such as our health care system, our education system, our roads and so on. When taxes get cut either these services get cut or worse privatized (think 407) or new taxes show up elsewhere.

These are just a few things to keep in mind this October as the Federal Election inches ever closer.

What I would love to leave you with is this.

While the leaders try to sway your vote towards them, think about how they are acting and how they are doing it. Are they telling you what they have accomplished? Are they telling you what they would accomplish, with a clear defined plan and timeline? Or are they making blanket promises with no details? Are they simply insulting and smearing their counterpart?

Think about that and ask yourself, who would be best to make and mold a better world for the next generation coming up behind us? This question can be asked at all ages and it's something we need to start focusing on when we elect our leaders. When we don't think about these things and only think of the here and now, that's when we get into trouble and start missing things that future generations should have already had promised to them.

Bryan Wilson
Political Action Committee

Federal Election

Monday October 21, 2019

elections.ca

LL 2323 AND THE LABOUR MOVEMENT

-DAN JANSSEN -VP

DJANSSEN@IAMAW2323.CA

This month's message comes to you from the campaign trail! As you may know, I am an NDP candidate in my riding of Barrie, Springwater, Oro-Medonte.

I want to start by saying thank you to all of the Membership of Local Lodge 2323 for investing in me to become a leader. It is because of the experience I have gained by attending the various conferences, the courses provided at our Union's training centre, by attempting to bring our issues forward, and by being involved in the labour movement, that I have been able to gain the courage to step up and put myself forward to help my community and my workplace. Running for political office is no easy task, every step of the way there are great challenges, obstacles to overcome, your limits are tested, and of course, at times it can be incredibly intimidating. However, running in an election is a great way to connect with your community, meeting new people and hearing their concerns, debating the issues, and speaking with the media is an excellent opportunity to spread the message about fairness for everyday people.

No matter what your political affiliation is, I encourage you to read up about each of the party platforms and ask questions about them to your local candidates. If you are able to; get involved in your local campaigns, go to local debates and town hall meetings, and have discussions with your friends, family, and co-workers. And most important, make sure you get out to vote! The more we are engaged in politics, the easier it will be to make gains for working people in our beautiful country.

"Courage my friends; 'tis not too late to build a better world"

-Tommy Douglas

In solidarity,

Dan Janssen
Vice President of Local Lodge 2323



Federal Election Monday October 21, 2019

continued from page 3...

My Calgary based colleague Samantha, also set precedent in August with a grievance regarding Ramp assigned Lead Station Attendants (LSA) pay, while they are working in the job "Familiarization Period." This is a time period created unilaterally by the company. It sees a new Lead join a crew with a veteran Lead and fulfill all the job obligations in their new role. The company had chosen not to pay them as Leads, however. As a result of this arbitration, all future Leads will be paid an Above Basic wage during this "Familiarization Period", notwithstanding the 60-day Above Basic Pay rule.

It is your Union's position that the company should implement a Lead Station Attendant training program, instead of this "Familiarization" process. We firmly believe the entire Ramp Training process is inadequate to give our newer members the skill sets they require to fulfill their assigned duties. We will continue to pursue this matter to ensure the safety and security of all of the membership, aircrews and the travelling public.

In solidarity,

Paul Lefebvre

LOCAL LODGE HISTORY COMMITTEE

-DOUG CURRIE, JOHN HILL

We have completed our initial stage of gathering information and memorabilia from the Local Lodge 2323 Membership for our History Committee. We would like to thank all the members who donated many interesting items.

The many items that were donated have been sorted and stored in the Union Office on Drew Road in Mississauga. We are currently displaying a large portion of the items in glass cases on the lower level of the Union Office at 2580 Drew Road in Mississauga. All members are invited to come in and view the display.

We still are looking for items from our members who were employed at the many other airlines such as Canadian Airlines, Wardair, Eastern Provincial Airlines, Pacific Western, Nordair and Transair.

Items from these areas will assist us to show the real history of this Local Lodge. If you have any items that you wish to donate, please give us a ring at the Local Lodge Office at: 905-678-0010.

Thank you,
Doug & John



Items from the Local 2323 history project

Elections ! Elections ! Elections !

Greetings sisters and brothers it's that time of the year and season its ELECTIONS TIME. Not only is there a Federal Election but also Union Elections. Now, I know there are many members who do not participate in the electoral process, but we need to focus on it. Your vote is your voice, a voice that give you the right to criticize, to object, or to make right. Silence means acceptance. We cannot sit back and assume that the next person will vote. That vote is not your vote as he or she is not your voice, their choice may be the opposite of what you desire.

So what do I look for when I vote, what are the things I should look for. Is the party or the person I vote for on my side, are they offering what I desire? Look at party first we are from a Unionized environment so should we not be concentrating on a party that is pro-labour? A party that supports the middle class and the working environment, a party that put workers FIRST. A party that recognizes workers are the ones that make our society grow and build to a better and stronger economy. The working class whether it be white collar or blue collar is who help to propel the economy. Even better when you are Unionized as we set the bar for industry standards where pay and benefits are concerned.

We have seen what is happening in Ontario right now and I know they are members who voted and now have regrets, there are also those who didn't vote and regret it. It is our duty to look at the platforms that these parties are offering. Pay particular attention to false promises they can be recognized as you will know they can't be achieved. A Conservative agenda is always about businesses making them richer while taking away from the general working force making them poor by cutting into your pay and benefits. Don't be fooled into these promises. For everything that is given something is taken back around the corner. We enjoy certain luxuries that our neighbours in the USA would love to have, but don't. Privatisation is a "#\$#*!@\$\$" it's what the conservatism is about, don't give it all away we will suffer. Too often, you hear we have to cut this and we have to cut that, but at whose expense no one else but yours and mine. You wake up to hear they are closing this or that because the business plan isn't working they close it and then open under restructuring and start over with no benefits and less pay the RICH wins again.

Be involved in your community encourage your friends and family to go out and vote, we live in a democratic society where freedom of speech is a right exercise it. Don't be mislead by a chosen few that greed is their agenda to

make a few dollars of the sweat of our backs and the expense of others. We can't afford anymore new taxes. We have been taxed out of enough, we have a right to an education and it should not be taken away. There is too much that has been taken from us and there is more that will be so wake up and smell the roses and go out and vote. The excuse of I'm working is not a valid reason. There is advance polling so make use of it. October 21, 2019 is Election Day Advance polling is October 11 -14, 2019.

Now there is your Union elections for Shop Committee, General Chairperson, and the Executive Board. You make your own choices for the persons that will best represent you. This is yet another election that members don't go out and vote and then in the end individuals are criticized. Your vote counts be involved so you can have the right person representing your best interest. November 13th is GC elections and December 3rd is elections for Shop Committee and the Executive Board.

Remember, Silence Means Acceptance

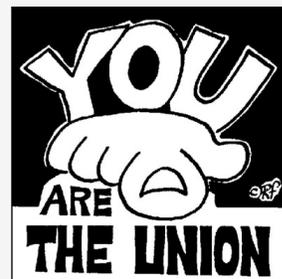
Vote ! Vote ! Vote ! Vote !

In solidarity,

Mike Mark Evangeline Mahmoud

our email addresses

Mike Cooke	mcooke@iamaw2323.ca
Mark Pacilla	mpacilla@iamaw2323.ca
Evangeline Palad	epalad@iamaw2323.ca
Mahmoud Khatib	mkhatib@iamaw2323.ca



WOMEN'S COMMITTEE

-KARRI-LYN AIRHART

WOMENATWORK@IAMAW2323.CA

LADIES! WIN THIS T-SHIRT!

The Women's Committee is proud to have worked to produce these shirts for our female members.

Attend a Local Lodge 2323 monthly meeting, held at 2580 Drew Road on the first Tuesday of each month.

All female Union members attending the meeting will be given a ticket and will be entered into a raffle to win our newly released Local Lodge 2323 women's T-shirt at the meeting they are attending.



Local 2323 Executive Board

Dave Flowers
-President

Dan Janssen
-Vice President

John Smiley
-Secretary Treasurer

Sal Amin
-Recording Secretary

Wayne Burey
-Trustee

Paul Hicks
-Trustee

Frank Angilletta
-Conductor Sentinel

Glenn Milmine
-Trustee & Ottawa
Board Member

Dan Adams
Maintenance

Xavier Dias
Maintenance

Gina Tarzia-Aquino
Clerical

Laila Hakimi
TBH

Rob Piercy
-Communicator

Fred Soares
-Educator



Left to right: Cheryl English, Karri-Lyn Airhart, Myrna Smith

In Memoriam

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

Guy Brown

Retired Station Attendant
YYZ

Philip Carney

Retired CAT 1 Acft Tech
YOW

Daniel Few

Active CAT 38 IFE Technician
YYZ

Richard Hergel

Active CSA Cargo &Baggage
YYZ

Daniel Picard

Retired LSA & Training Instructor
YOW

Tak Wong

Active CAT 1 Aircraft Technician
YYZ

THIS ISSUE OF
CONTACT
IS ALSO ONLINE

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



SOCIAL MEDIA:



@IAMAW2323



iamaw2323



iamaw2323



iamaw2323



CONTACT

is published 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:

Dave Flowers & Rob Piercy

IAMAW Organizer Of The Year 2018



Local 2323 President Dave Flowers (left) congratulates Brother Sam Jabbar (right) on his "Organizer of the Year" award given to him at the IAM Staff Conference that took place earlier this month. Sam is a Local 2323 member working as a full-time Organizer for District 140 here in Ontario. Excellent work Sam!