



AIRLINE CENTRAL LODGE 2323 I.A.M.A.W.

Technical Operations, Logistics & Supply Shop Committee

Brothers and Sisters,

January 26, 2011

Personal effects and tools on Company property;

There have been reported incidents of tool theft in the workplace. A most recent incident involved a GSE member whose tools were stolen from the tow truck, in the amount of 1,500 dollars. Air Canada advises they assume no liability for loss or damage however caused to personal belongings and effects. We ask you to read the following from the Policy;

The company may provide personnel with a locker to store necessary uniform wear, tools and other items related to job requirements, or other items of wearing apparel.

However, employees are responsible for ensuring adequate protection and insurance against the risk of loss or damage to their clothing and personal effects, whether in storage in a locker, room, other space on company premises, on their persons, in their automobiles, or at their residences.

Items stored on company premises:

The company assumes no liability for loss or damage however caused to personal clothing and effects, or other items stored by employees in their lockers, or on any other company premises, whether the loss or damage is caused by the negligence of the company, its employees or agents.

Damage or loss occurring while at work:

Air Canada assumes no liability for damage to personal clothing or effects occurring during the normal course of assigned duties. Employees are responsible for exercising caution with normal hazards encountered in the performance of duties.

We take pride in the tools we own. We have thousands of dollars invested in the tools we use, without them we cannot perform our jobs. We are disappointed that Air Canada does not take the same sense of pride and ensure that our tools will be protected not only for our livelihood, but for performing our jobs on their aircraft, vehicles and equipment.



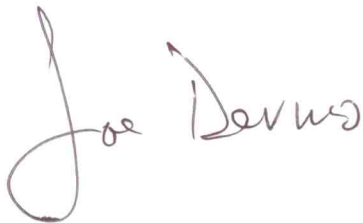
We are in the process of identifying your responsibility in what tools are required in the workplace as per Air Canada Policy and will advise accordingly.

In the meantime please ensure your **tools and personal belongings are locked and secured when unattended**. If you are on the ramp please ensure your tools are secured (cable/chain) to a point on the vehicle to prevent loss or lock your tools and your personal belonging in the vehicle when left unattended. In the Hangars and shops also ensure the same and be cognisant that there are many non AC employees in all work locations around our personal effects on a daily basis.

We ask that you take an inventory (*receipts, pictures, etc ;*) of the tools you have in the workplace in the event you need to report a theft or loss.

In Solidarity;

YYZ Technical Operations, Logistics & Supply Shop Committee



Joe D'Ermo



Clint Tucker