



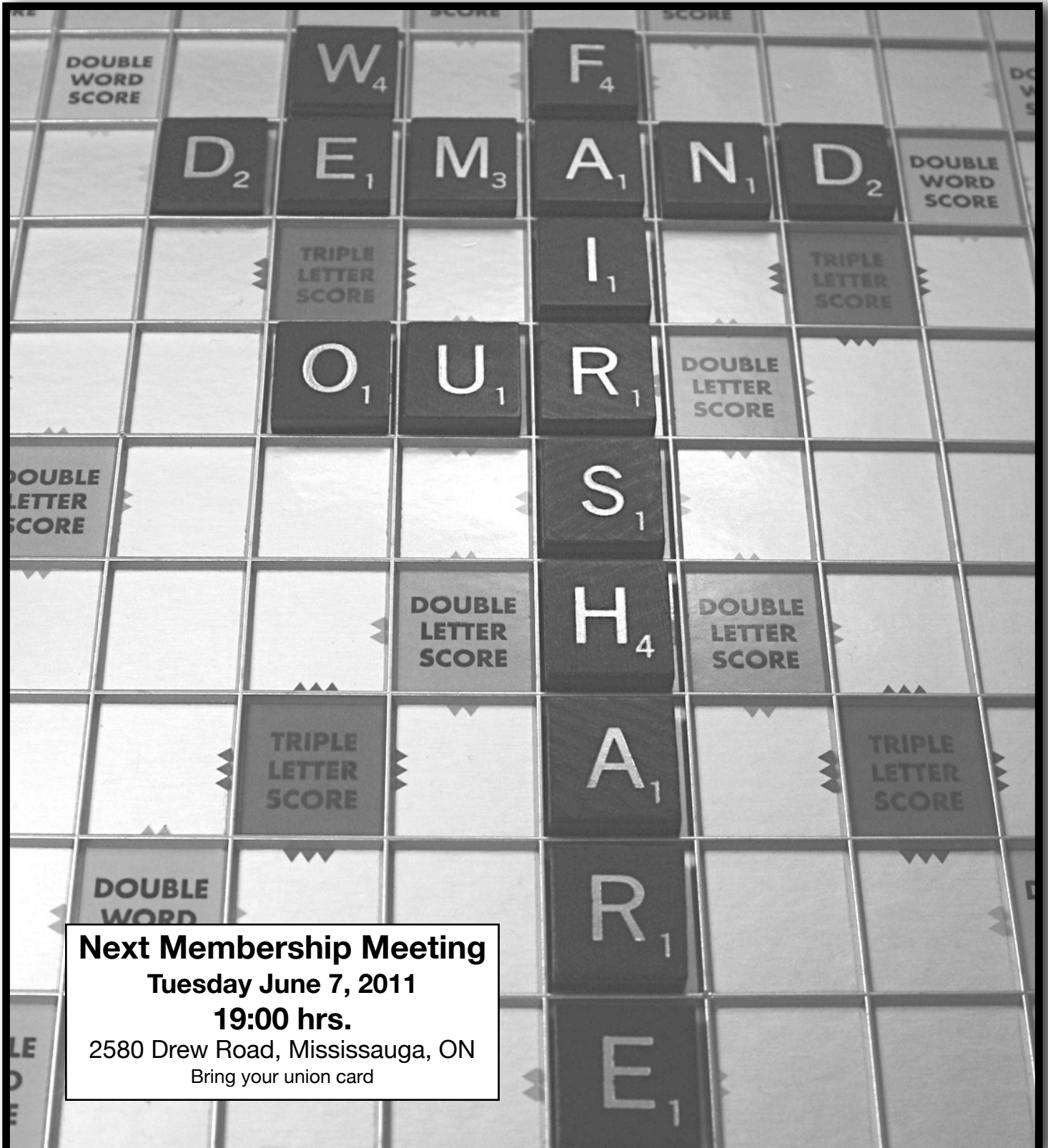
Local 2323

CONTACT

International Association of Machinists and Aerospace Workers

May 2011

iamaw2323.ca



Next Membership Meeting
Tuesday June 7, 2011
19:00 hrs.
2580 Drew Road, Mississauga, ON
Bring your union card

President's Message

Lou Pagrach

Phone: 905-678-0010

Back in the dark days of Air Canada's near extinction, we as a Union and its members, agreed to concessions and new ways of working more efficiently.

Today looking back at those sacrifices in retrospect, it appears we unfortunately sold our souls when we agreed to some of those financial and collective agreement concessions. At that time, along with a gutted collective agreement, promises were made both written and on a handshake deal (some agreements could not be committed to

paper as to not offend the bankers and potentially jeopardize financing) that when good times returned we would receive our 3 pieces of silver. Apparently those promises were made to be broken.

The first broken promise was one of a more harmonious relationship between AC and Union members. It became apparent early on that there really was no change in Air Canada's business model in dealing with employees, that we were not a partner in rebuilding this great airline but somewhat of a hindrance. On the heels of this broken promise came the betrayal

at the wage re-opener discussions in 2006. Probably the greatest betrayal was the one that would come a little later with the wholesale sale of our heavy maintenance division. At the CCAA process, we were educated on the new business plan that would include a sale of up to 49% in the ACTS division (later renamed

AVEOS). It appeared like a sound business plan; get some third party investment money to expand the capability of a sound division of the Air Canada airline business.

Unfortunately, as always,

greed got the better of the "great" minds in charge. Why would you restrict yourself to only sell 49% if you can sell it all for even larger profit to line the pockets of a select few? With the sale of ACTS, ACE sold out some 3000 of our co-workers that helped save AC in the dark days. If this act of injustice did not bring on enough shame, somehow the AC official view of this sale is that it is not in violation of the Air Canada Public Participation Act (ACPPA). With the ACPPA, Government of some 23-years ago among other provisions, prohibited the sale of Air Canada's various business (Continued on page 5)

"It became apparent early on that there really was no change in Air Canada's business model in dealing with employees, that we were not a partner in rebuilding this great airline but somewhat of a hindrance."

Local 2323 Executive Board

Lou Pagrach
-President

Steve O'Hara
-Vice 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

Tech-Ops Logistics & Supply Shop Committee

Joe D'Ermo, Clint Tucker

Office phone: 905-676-2243

On April 29th, we received confirmation that 50-YYZ members were to be considered as 'surplus' and subsequently given layoff notices. These layoffs were not due to transition or any 'bump' movement. The company decided on this course of action despite previous assurances that there would be no staffing reductions during the transition process. Sadly behaviour of this nature, although contemptible, is something we have come to expect from our employer.

As an example, how could the one and only welder (CAT 21) be deemed surplus? How could one of the four CAT 19's LLAT's working on one of the four crews be deemed surplus? The company posted acting assignments to Lead StockKeeper the day it handed a layoff notice to a Lead. The same has happened in the Planning department. **They assure us this is only a paper exercise.** Go try and explain the certainty of your future based on a paper exercise to your family. These examples illustrate a few of the many screw ups at the hands of Air Canada.

I would need this whole newsletter to explain the possible effects and ramifications of the affected member's decisions. Some of these members being laid off have over 20 year's seniority! I only need a few choice words to describe my feelings towards Air Canada. I'll let you figure them out. This company has disrespected us

for far too long. Unfortunately, this is just the beginning of another round of layoffs due to Transition. The layoff and bump meetings are scheduled to take place in May and June. We will update you of these events through the normal channels, (our office, bulletin boards, stewards and websites).

We will remind the Company that Article 10.02 governs all overtime and we contend that overtime is to be utilized for the coverage of sickness and injury and not to cover shortfalls such as vacation, backfilling for assignments. We will be monitoring the overtime in all departments.

We will remind our members to report violations of the Collective Agreement to a Shop Steward.

We will remind our members that we are currently working with a Collective Agreement that is expired but in full force and effect until deemed otherwise. We will ask you to report any incidents of management dealing with or discussing bargaining related matters directly with the members.



During this time we also expect the following from our members;

DON'T let management know what you would accept. **DON'T** discuss any part of the negotiations with management.

DON'T circulate petitions of any sort. **DON'T** pass any union materials (bulletins, etc.) to management. **DON'T** believe anything you hear or see in the news media unless it is confirmed by your bargaining committee. **DON'T** perpetuate rumours

DO support your bargaining committee's efforts and strategies. **DO** attend all union meetings. **DO** support the democratic decision of the majority. **DO** recognize that it is not in your own best interests for your bargaining committee to release detailed information until negotiations are almost ended, and then such information is released at membership meetings

DO put a quick stop to rumours by getting the correct facts from your Shop Steward. **DO** maintain confidence and solidarity. **DO** talk to the Stewards and Representatives of the Union, **NOT** management about your concerns

And finally, the most important of all, **DO** support your Brothers and Sisters.

In solidarity,

Joe D'Ermo
Clinton Tucker

Airport & Cargo Shop Committee

Derek Morgan, Frank Morgani, Vick Seebalak, Brad Gomes

Phone: 905-676-2484

The company has hired a number of new employees for ramp & baggage. We hope everyone will show these new members the "ropes" and reach out a hand in friendship.

The company has posted a notice for anyone interested in a D/A position on tow crew to apply to manpower and copy the Shop Committee. We want to be clear, the Union does not agree with a D working with a D/A in tow crew and we are fighting the company on this issue. If you apply for this position, you are applying to the company, do not include the Union.

We are advising everyone who's RAIC is set to expire in the next 4 or 5 months to call the GTAA for an appointment. It is taking longer to get an appointment than was the case previously. The backlog seems to be something that is not going to go away. If you need to do the long form and the short form, you should make your appointment for the short form at the same time you make your appointment for your long form.

We have been advising everyone, to avoid problems, have your claim for orthotics pre-approved before you order or pay for them. There is a list on the Aeronet of approved providers; if you use one of these providers you should not have a problem. If you have submitted a claim for which you have not been paid, contact

the Shop Committee and we will file a grievance on your behalf.

We have once again had a number of our members sent home for letting their D/A expire. It seems that periodically, the GTAA sends Air Canada a list of those people who have an expired AVOP, the company then sends those individuals home until they renew. It can take up to a week or more to get your D/A after it's expired, you have to do a training course and driving test arranged through the training department. To renew your AVOP before it expires, you simply need to write your AVOP test with the GTAA.

If you are off work sick or injured, you can ask the company to send you a copy of all promotional bulletins to your home so you do not miss out on a promotion.

The Health & Safety Committee has asked us to make sure everyone checks and double check the container and pallet numbers before loading an aircraft. There have been a number of instances lately where the wrong can or pallet has been loaded on a flight resulting in a category incident.

We would like to remind everyone that accepting an acting position or working overtime is strictly voluntary; you are under no obligation to do so.

During this period of contract negotiations, the

workplace seems to be an even more stressful place to work than usual. While everyone is concerned with what the future may hold, we all need to realize there is strength in numbers and there is power in solidarity. Maybe, just maybe, for the next couple of months we can all put aside our differences, our personal likes and dislikes, issues we are holding onto from the past and strive to speak with one voice, one common goal and that goal is to get a fair and just contract settlement.

Retired Members

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

Ben Bicho

CAT 33 -Tire Shop

Kenneth Chang

CAT 15 -Tire Shop

Tommy Chong

CAT 23 ASE

Dwayne Kunz

CAT 3 -Tire Shop

Helen Lefebvre

Cabin Service Attendant

Carol Millet

CAT 33

Joseph Paller

Licensed Aircraft Tech.

President's Message

from page 2

Phone: 905-678-0010

units to prevent the gutting of the airline and moving highly skilled jobs offshore. We now find ourselves fighting AC at the Superior Court of Ontario defending this Act of Parliament. Unfortunately, the outcome of this court case is almost a foregone conclusion in a pro-business Harper government. The case will be heard on May 18th.

Your negotiations teams have started their difficult task of renewing our collective agreements by seeking improvement to the terms and conditions to satisfy our many needs and wants. This negotiations process is not a quick undertaking since we have a comprehensive list of items that need to be addressed. A major increase in wages is part of the discussion. We have lost real purchasing power even since our sacrifices in 2004 to save Air Canada from the brink of failure. In real purchasing power we take home less money now than we did then, even if you factor in the pittance that was arbitrated in 2006.

Regular updates from your negots team will be provided. The negotiation teams, and all of us, expect to make positive progress at a reasonable pace. If we feel this pace is not attained or reasonable progress is not being made, we may ask you, our members, for a strike mandate to reinforce the importance of a fair deal.

I recently attended the Air Canada Annual General Shareholders Meeting held in Montreal. The IAM holds over 6-million AC shares in trust for our members and is therefore invited to attend this meeting. One of the topics Mr. Rovinescu addressed was his need for a Low Cost Carrier in order to compete with the vacation travel airlines such as Air Transat. What I gathered from his view was that Air Canada would be very profitable flying high capacity aircrafts with minimum wage part-time employees. That's Mr. Rovinescu and Air Canada's Low Cost Carrier. In other words, this scheme will have a high financial cost for the employees themselves. For this stroke of genius, Rovinescu has recently rewarded himself with a 4+ Million \$\$\$\$\$\$ payday. I must admit that no one else up to now was able to so arrogantly come up with a plan that was so well thought out. Needless to say, negotiations on any of us earning peanuts and bananas will be a very short one. Oh yeah, almost forgot, remember Mr. Rovinescu was the architect lawyer of the 2004 CCAA business plan that was mentioned earlier. We trusted Rovinescu then, shame on him, if we trust him this time and are betrayed again, shame on us!

Please work safe. Your family and friends need you fully functional after the work day is over. In case you forgot workers have the lawful right to refuse, in the workers opinion, unsafe work. Please contact your Health and

Safety Committee members, Shop Committee or Local Lodge if you require assistance. And last but most certainly least not least, follow all company S.O.P.'s.

FOLLOW THE SOP'S'

District 140 General Chairpersons

Gary Sinclair, Boyd Richardson

Phone: 905-671-3192



Gary Sinclair

GC Representing members for Technical Operations in Toronto, Ottawa & Trenton, Ottawa Customer Service and the Clerical Bargaining Group



Boyd Richardson

GC Representing Toronto members in Customer Service, Cabins & Cargo Operations and members working at the London, ON Line Station

COPING WITH THE PRESSURES OF NEGOTIATIONS

As stated at the beginning of these articles, contract time is a roller-coaster of emotions for all of us. Understanding some of the events that are about to take place will help you know what to expect and put things into perspective.

If this company really cares about us, then they should be willing to treat us with the respect that we deserve by agreeing to a decent contract with employee rights, general wage increases, and better retirement and health benefits. As we head into negotiations remember these things. And when you start to get caught up in that roller coaster of emotions, STOP and take a deep breath and listen closely to just what it is that the company is saying and doing.

Our members fix the broken equipment to keep production up and running. We are the people that sell and move the parts. We are the ones who keep the facility presentable to our customers and our guests. We provide the services that will keep our customers moving. **We deserve a fair contract!**

RIGHTS UNDER THE CANADA LABOUR CODE

- Management cannot attend any Union meeting, park across the street from the hall, or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in any Union program.
- Management cannot ask employees about Union matters, meetings; etc. (some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labour practice to listen, but to ask questions to obtain additional information is illegal).
- Management cannot ask employees what they think about the contract negotiations. (It's your Negotiations Committee that represents your collective voice to the company.)
- Management cannot ask the employees how they intend to vote.
- Management cannot make Anti-Union statements.
- Management cannot transfer workers on the basis of Union supporting activities.
- Management cannot discriminate against Union workers when disciplining employees.
- Management cannot threaten workers or coerce them in an attempt to influence their vote.
- Management cannot threaten a Union member through a third party.
- Management cannot change your working conditions once notice to bargain has been served.

Violation of any of these items is a violation of the Canada Labour Code and could be grounds for unfair labour practice charges against the company. Let your Steward know!

Make it a point to know your rights. If you don't know your rights, don't hesitate to find out.

In solidarity,

Gary Sinclair and Boyd Richardson

Organizing

Ian Morland, District 140 Organizer

Phone: 905-671-3192

Organizing Labour

Like the world around us, organized labour is currently undergoing important changes. We are inundated with all sorts of often contradictory information that comes to us from all sides. Companies, governments, the media... each and every group seems to have something to say about us, and this "something" is rarely in our favour. Union bashing has become quite a popular sport.

As workers, and also as citizens, it is our duty to sort the truth out from the lies.

This bulletin is the first of a series aimed at providing a vehicle for reflecting on topics that touch us all as workers. The role of Unions goes beyond negotiating better salaries and benefits. Unions also

give us the power to change things, both in our work environment and in society as a whole.

Nothing can be taken for granted. In the upcoming issues, I will talk to you about the importance of keeping our eyes and ears open and the relevance of

a strong and active Union, where recruiting new members takes on its full meaning.

In the meantime, feel free to contact me.

In solidarity,
Ian Morland



Demolition of T2 Parking Garage

January 29, 2007 at midnight, marked the end of another era at YYZ, with the closure of the Terminal 2 at YYZ.

T2 is now gone, but the parking garage escaped demolition until the spring of 2011.

Here the heavy equipment dismantles a section on the west side of the garage.

This photo was taken in mid-March, 2011



In Memoriam

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

Gerard Rottschalk
Retired mechanic

Emma Ruggiero
Retired Cabin Service
Attendant



CONTACT

is published ten-times annually by the
International Association of
Machinists & Aerospace Workers

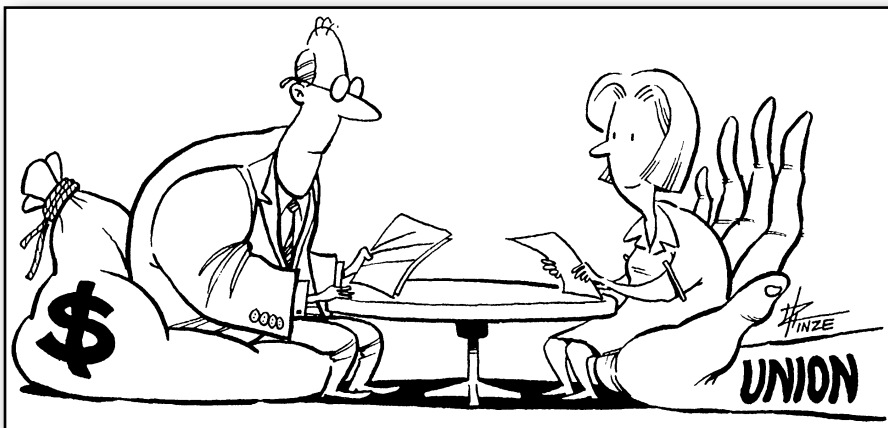
Airline Central Lodge 2323
2580 Drew Road, Suite 202,
Mississauga, Ontario L4T 3M5
Phone: 905-678-0010
Fax: 905-678-0034
Toll-free: 1-877-409-2323
www.iamaw2323.ca

Editors & Publishers
Lou Pagrach & Rob Piercy



Grand Lodge Convention -Toronto Sept. 2012

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



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