



# IAMAW LOCAL 2323

Representing Aviation Workers in Ontario since 1968

Attention IAMAW 2323 Members,

As most of you know, the Union and company have completed the WSRC process for the upcoming ramp and airports 2024 winter bid. Many members have voiced their concerns with the shop committee and we are taking the necessary next steps to address the issue(s).

We need to come together and take a critical step forward for our future. It's time to vote on removing the Memorandum of Agreement (MOA) that has tied our hands for years and limited our ability to negotiate fair shift distributions, especially regarding morning shifts.

Every year, we lose more and more shifts and receive worse shift times. Our part-time members, who have dedicated many years to this company, are particularly affected. It's clear that the company does not respect our seniority, and this must change.

**If we remove the MOA, we will have an additional vote to see if we want to continue with compressed shifts. If we withdraw from compressed shifts you be placed on a structured shift schedule (5x2) and we will start receiving all our statutory holiday pay. Additionally, this action will also demonstrate our solidarity as we prepare for the upcoming contract negotiations.**

I know that the junior members in Cargo and Cabins may think this doesn't affect them, but the impact will trickle down to these departments and to junior staff now and in the future. We need to stop the disrespect of the employer now. United we stand, divided we fall.

It's important to recognize the consequences we face by keeping the MOA. The shift premiums and the three guaranteed holiday days for members with 10 years or more have been used as leverage to keep us in line. While these benefits may seem significant, we must look beyond them to see the bigger picture. The long-term health of our bargaining power and work-life balance is far more crucial.

This MOA has hindered our bargaining power, and removing it is essential for us to advocate effectively for better working conditions. Your voice matters, and your vote is crucial in this process.

Let's unite and make our voices heard. Together, we can reclaim our rights and ensure that our needs are prioritized in future negotiations.

Please participate in the upcoming vote.

Sincerely,

Your Shop Committee



QR Code for Online Vote