

Roll Call – Executive Board
IAM LOCAL 2323
Date: JUNE 3RD EVENING MEETING

Name	E-board	Membership	Vacation	AWP	AWOP
Vick Seebalak		✓			
Kushang Shah		✓			
Al Melo		✓			
Jonathan “Bubba” Smith		✓			
Benoit Ladouceur		✓			
Gina Tarzia-Aquino		✓			
Donald Yusuf				✓	
Mario Passarelli		✓			
Fredrick Roy					✓
Mike Bell		✓			
Mike Cooke		✓			
Laila Hakimi		✓			
Anis Khalaf		✓			

Evening Meeting June 3rd 2025

Opening Ritual

Vick - Explains rules

Roll Call

Al - Roll call

Members online 16

Deceased Members

None

Initiation of New Members

M. Cascagnette - Motion to accept new members as written

S. Khan - seconds it

All in favor

Motion carries

Reading of Previous Minutes

M. Cascagnette - Motion to accept minutes as read

B. Terkalas - seconds it

All in favor

Motion carries

A vote takes place to have a guest attend meeting

All in Favor

Carries

Financial Report

Bubba - Report on hand - reads report

Any questions?

Ian - Q - Is Mark Pacilla working for the union?

Bubba - A - No he is on Manulife

Ian - Q - To Bubba - You are on E-board for district?

Bubba - A - Yes

Ian - Q - You think you can give us an update?

Bubba - A - After the next meeting I will.

Todd - That question is out of order

Anymore questions?

None

All in favor
Carries

Correspondence

Al - Please see bulletins in package
Reads bulletins
Any questions?
None
All in favor
Carries

Committee Reports

Delroy - Shop Committee

Report on hand
Any questions?

M. Atkinson Q - Why are you asking members about hours in survey?
Delroy A - So we can better serve everyone

Nick T. Q - When is arbitration on sick time?
A - M. Khatib will tell you

Anis Q - When will you implement this
A - It will be implemented when we get results.

Anymore questions
None
All in favor
Carries

President Report

Report on hand
Any questions?
None
All in favor
Carries

Steve - Tech Ops Shop Chair

Report on hand
All in favor
Carries

Mahmoud Khatib - GC Airports

Report on hand

7 terminated employees reinstated

At airports (thanks Delroy, Trista)

Any questions

Anis Q - Timeline on maintenance leaving?

A - At this time I don't.

M. Atkinson Q - What's AMFA offering, and what broke the camel's back?

A - They don't want to be with us because of licenses. They want to bargain alone.

Todd Q - Should the PDGC not answer this?

A - We are all in this together.

Sean Q - Was there any comment on poison environment at work?

A - Not, was just about this one member.

Marka Q - Can you explain what Louis is

A - Purchasing equipment, operation excellence cargo

Any other questions?

No

All in Favor

Carries

D. Janssen - GC At Large

Report on hand

Any questions?

Todd Q - With Garda was it a contract flip?

A - Yes

Vick explains E-6539 in the House of Commons. A bill for minimum wages that is in parliament:

Any other questions?

No

All in favor

Carries

T. Doyle - EAP

Report on hand

Any questions?

Lakoya Q - Are we getting a rep in cabins?

A - Yes

Danny Q - What the sister's name who passed?

A - Vanessa Boudan-Gregoire

Any more questions?

No

All in favor

Carries

Good and Welfare

A special thanks to Nick Ruffels for AVOP seminars at the ramp

Also to Jessica Hudson for AVOP seminars at the Lodge

To Aman, a big thank you for the pizza

Unfinished Business

BBQ July 17th

New Business

M. Cooke - Motion to buy 1000 hats

Anis - Seconds

Cost value?

M. Cooke - Retracts motion

Anis - Seconds it

M. Cascagnette - Motion to put 30,000 to buy hats for members

M. Cooke - Seconds it

Dave Flowers comes up to the podium

Topic is Tech Ops leaving

They signed cards

Board reviewed it and gave them a vote

Vote sealed till appropriate time by board

Dave Flowers Continued

We have appealed so has CLC

Expect to bargain on time

Any questions?

Bill

Q: If IAM wins the vote does appeal continue

A: No application is dead

Lakoya

Q: Can you write a bulletin in detail so members can read about the AMFA and the mechanics

A: Yes I can

It was not our representation it was them wanting to negotiate on their own

Ian

Q: Can you explain IAM pension as to what they lose?

A: Define pension plan they lose nothing

MEPP - will not exist

If they choose to leave they will get their money after 24 months

Under 65 there is a penalty

Rob

Q: Was the 10-year contract a bad one?

A: It was a good deal for maintenance

At the time it was industry-leading, many jobs saved (COVID)

Q: What's going on with the shares?

A: Waiting for regulatory approval (CRA), beginning of the new year.

Q: Will Maintenance get them?

Define will get their pensions

New Business

Labour Day Parades Sept 01 2025

Walk to CNE

Ian Q: Is there a time limit to sign code of conduct?

A: Once given considered signed

Sick Members

Mustafa Amin

Dexter Critchlow

Draw for Bags at Hall

Winners

- Mahmoud Khatib
- Jason Bell
- Delroy Lindsay
- Alvaro Melo
- Anis Khalaf
- Mark Bell

Winners Online

- Alawika Gade
- Michelle McDonell
- Giovanni D'Giacomo
- Dexter Critchlow

- **Delroy - Motion to adjourn meeting**
Second - Simon Liwicki

President Report for June 3, 2025

Good day all.

Thank you, shop steward, Health and Safety, Efap, and the shop committees for your ongoing hard work.

Exit door 2. The lights are on.

2 verbal rules. read.

Need permission to leave or this meeting or the meeting will not count. Please put your hand up and ask or approach the table and whisper your request.

As the President my role here is to be neutral to all topics and views but I am invested to make sure everyone here has the equal right to participate and should be free to talk.

I encourage anyone present who does not understand certain jargon to ask and I will do my best to explain. The goal is for all to be powered by knowledge.

This my report from last meeting to today.

My report from our last meeting to now.

The month of May was filled with emails, calls and texts. This month I had to organize a pre-trial committee for an article L.

Attended many new hire classes and went on site walks through out the workplace.

May 7-9

A new hire class May 7, ramp side. Bubba and myself do not rush, we give a union package and some union swag, our introduction to the union takes about 90 minutes. In each department we have the assistance of the shop committee joining us. Thank you, Delroy, Trista, Nunzio and Billy.

May 8- Bubba , Mark Pacilla and myself visited a sick member at his home. Oliver Yap our love and prayers are with you for a speedy recovery.

May 12-15 attended the Staff conference in Quebec City. Many topics were touched on but some of the main topics were member engagements, negotiations, getting the best contract for our members.

May 16 -took a vacation day. But I still went into work for a few hours and attended a zoom call for 2 hours, discussion on the whole tech ops AMFA situation.

May 20-23

May 20 spent few hours at the copy machine to print union information for members that do not fully understand why AMFA is not the union for them and drop packages off in different areas for shop stewards to distribute in the workplace.

May 23 walked the floor in tech ops and stores in the Hanger and then spent a time in Cabins to talk to members there.

May 26-30

May 26 Bubba and I went to welcome new hires on Ramp.

May 27 Bubba and I went to welcome new hires in Cabins.

May 28 Bubba and I went to welcome new hires in Cargo and walk around cargo to engage with members.

May 30 Bubba and I were present in Planning/ Load in the Soc centre for Satwan Saini retirement. At the same time Bill Terkalas stepped up to assist us for Mike Cullen retirement in Cargo.

May 30-June 1st attended the OPCM conference with Jonathan Bubba Smith, Mike Crilly, Paul Hicks, Simmi Virk, Makayla Criag.

This is my report and I so moved.

Thank you.

Vick Seebalak
President Local 2323

Shop Committee Report — For May 2025

This month, I want to start by highlighting that the shop offices were open consistently throughout May, with no interruptions except during our scheduled Level One and Level Two meetings. We didn't take any vacation days this month, which kept us steady and able to support our members without pause.

We held four Shop Committee meetings at the local every Tuesday, and I'm happy to report that communication within the committee continues to improve. We're working closely, sharing information more openly, and really focusing on strengthening our efforts to advocate for our members.

Our main focus remains on Time and Attendance issues, but we're also emphasizing the importance of respectful treatment among members. Creating a respectful and positive environment is a top priority, and we're committed to fostering that across the board.

The committee members—Trista, Nunzio, Billy (who works Cargo), Nunzio (who works Cabins)—are all dedicated to our mission. We work at the airports, and I want to acknowledge everyone's hard work and commitment. Your efforts are truly appreciated.

This month, we've been doing a lot of research and developing strategies to bolster our ability to defend members and improve workplace conditions. One of our biggest wins involved the Level One and Level Two cases. Out of 92 cases presented, 15 were removed, 29 were reduced, 21 were denied, and 27 are still on hold. Notably, four SPD members—initially suspended pending discharge—were reinstated without having to go through the full Level One process. That's a significant victory and shows that our negotiations and efforts are making a real difference.

We also addressed some recent issues with the company's weaponization of AX—specifically around unexcused absences and no call/no show incidents. The company has been penalizing members unfairly for late arrivals, treating them as no call/no shows. This week, we're working to discuss this matter and find a way to prevent unjust penalties, ensuring fair treatment for everyone.

Another important update is regarding the Level One cases involving Cargo airports and Cabins. These cases were canceled back in May by Labour Relations, but I'm pleased to say that moving forward, we shouldn't see any more cancellations because we've worked out a solution. All the Level Two and Level One cases this month, especially those related to airport Time and Attendance issues, are moving forward smoothly. We did have one Level Two case for Airport Ramp, and it's being addressed as well.

On top of that, we're actively preparing for our negotiations for the new contract next year. We're focusing a lot of energy on addressing ongoing problems within our organization and working to repair and strengthen any issues within our ranks. It's all about building a better, fairer workplace for everyone.

Finally, I want to remind everyone about the survey we launched to gather your feedback on our shop office hours. The survey closes at the end of this week, so please take a few moments to register and share your thoughts. Your input is crucial in helping us make meaningful improvements.

Overall, May has been a productive month. We're proud of the progress we've made, especially with members regaining their jobs and the ongoing efforts to improve communication and fairness. Thanks to everyone for your continued support and dedication. Together, we're making real strides for all our members.



Delroy Lindsay
Shop Committee Chairperson
tel-(647)881-1601
dlindsay@iamaw2323.ca

May 2025 Monthly Report for June 3, 2025

- Carried out Level 2, none resolved but more info exchanged
- Restarted monthly GSE meeting with senior management
- Had one week vacation
- DA test and one day of 777 sim training for myself
- Second L2 cancelled rescheduled for July 9th
- Office raided by IAMAW Officials local 2323 dl140 or international? and printer, white board markers, iamaw stickers, note pads, pens, Local agreements and documents taken, spent a day cleaning
- Attended a couple anniversaries for service
- Attended 1 retirement at SOC
- Worked on day to day issues still with pay
- Walked the floor with GC Jiskra

YYZ TechOps and Logistics Shop Committee

Steve Grigoropoulos

Clerical Report for June 3, 2025

Dear Members,

Rolling Calendar Discipline

At this time, we continue to address concerns regarding the rolling calendar system being used by certain Air Canada departments—particularly Maintenance—to discipline employees for sick days or days off taken in the previous year. This approach denies members any opportunity to break free from ongoing discipline cycles, which is not aligned with the Canada Labour Code (CLC) or Air Canada policies. We will be submitting a grievance in this regard.

Upgrades to SR Status

We have successfully upgraded several clerical members to Senior (SR) status on a national scale. These are significant steps forward for our membership.

Hiring Efforts

We continue to see an increase in national hiring for clerical positions—a substantial improvement compared to the post-COVID period.

Pay Equity Progress

The Equity and Equality (EE) group has raised questions regarding the next testing phase and when it can begin. However, the testing phase cannot commence until the EE group finalizes the job descriptions. At this time, no specific date has been confirmed for the start of this phase.

There are disagreements between employee and employer groups over job descriptions, an extension is currently under review. A recommendation will be provided shortly.

Grievances and a New Approach

We currently have several grievances underway and have adopted a new, more assertive approach when dealing with Air Canada. We are now filing grievances for every situation where the company is not following proper practices. To date, these grievances have had a significant impact—so much so that department heads are bypassing the grievance process entirely and going straight to Labour Relations instead of responding to us. This has created quite a comical situation, highlighting just how seriously these departments are taking our challenges.

Thank you for your attention to these matters.

Sincerely,

Gina Tarzia-Aquino

IAM Clerical Chief Shop Steward

TBH REPORT FOR JUNE 3, 2025

-TBH received contract until September 8th. Jeff and I had a meeting about recall from June 13 to September 8. GTAA might also extend the contract longer for the 20 members.

- Wednesday June 4th, we have a shift bid for the re call members. Everyone is happy and excited to come back to work.

Every second Wednesday of the month there is a safety meeting.

- There is a 250\$ bonus to the members for the 5-year new contract according to the collective agreement.

Thank you,

Laila

IAMAW2323

Employee And Family Assistance Committee

May 1 2025

This Report encompasses the month of May 2025 and is prepared by EFAP Regional Coordinator Brother Todd Doyle.

The EFAP committee assisted 51 members directly this month within local 2323.

We also assisted 1 member in YYC to start the month.

Brother Todd and the EFAP Regional coordinators attended the Funeral of CUPE AC Component EFAP National Chairperson Vanessa Boudain-Gregoire from May 26-28 in YYC. Her passing was a shock to CUPE AC component and she leaves behind he husband and 2 young daughters.

.May7-10 I was off on bereavement and attended a family funeral in LHR.

This end the EFAP committee report for April 2025

In solidarity,

Brother Todd Doyle

HEALTH AND SAFETY REPORT RAMP SIDE -----June 3, 2025
Brothers and sisters;

The following is my report for the month of May 2025.

On May 2 I had a teams meeting to debrief on tge National Day of Mourning ceremony.

May 5 thru 9 we co-hosted Safety and Health week with our sales and inflight health and safety teams. I attended the events that we heald from 09:00-16:00 each day on May 5 thru May 8 in the hallway between the punch clocks and the locker rooms. It was a successful week. There were safety activities for all employees that came by and lots of prizes. Thank you to the union hall for donating 53 prizes of union swag to be distributed to our winning members.

On May 12 I attended a risk assessment for a new piece of equipment (power stow with an extended belt on the back and an auto docking system)

May 13 thru 16 I was training LA Koya Brown (the cabins Health and safety co-chair) in the job functions of a full-time Health and Safety employee coordinator.

On May 14 I attended our Bi-weekly call with the GTAA.

On May 15 I attended a monthly meeting with the GTAA wildlife Committee.

On May 16 I attended the weekly Safety Walk with upper management; attended a continued risk assessment on the electrification at Air Canada; and met with a class of new hires and briefed them on the importance of safety in the workplace.

On May 20 we held our May Health and Safety Committee meeting and later that after noon Mike Steenson attened a risk assessment powerstow single handrail use on a Airbus 220.

On May 21 I attended the IAMAW policy committee meeting all day.

On May 22 I attended risk assessment on Air Canada General Electrification GSE

On May 24 I was scheduled to work the ramp.

On May 28 attended a risk assessment for new chocks as the current ones we have are no longer being made; met up with Vick at the local office.

May 29 thru June 1 I was on vacation.

We currently are working on 10 joint investigations which are cullently overdue.

We currently are working on 10 joint investigations that are not yet over due.

Reported injuries are on the increase.

Met with a number of employees looking for help with filing SIMS reports.

I would recommend all employees follow all SOPs all of the time and do complete and through DIs on all equipment before using.

I have attached minutes form the May Health and Safety Committee meeting.

This is my report and I so move.

Sean Wilson

YYZ Co-chair joint Health and Safety Committee

YYZ Full-time Health & Safety employee coordinator.

IAM Policy Committee member

June 3, 2025

YYZ Cabin service department health and safety representative co-chair, La'Koya Brown.

The statement "The month of May was a very triumphant month."

Health and Safety Week officially began on Monday, May 5, 2025. This important initiative serves as a vital opportunity to engage employers, employees, partners, and the broader community in the mission to prevent injuries and illnesses both in the workplace and at home. The week not only raises awareness but also provides individuals with essential tools and strategies to take proactive measures against potential hazards.

By prioritizing effective safety protocols and providing comprehensive training, we can significantly reduce the likelihood of accidents. This initiative reinforces the message that safety is a collective responsibility and should be deeply embedded in our daily lives.

Activities and Engagement

Throughout the week, we hosted a variety of engaging group and individual activities that emphasized teamwork, collaboration, and critical thinking around health and safety topics. Highlights included:

Safety Hunt (Hazard Identification Exercise): Participants searched the workplace for potential risks—such as slippery floors, improperly stored chemicals, and sharp tools—encouraging proactive hazard identification.

Immediate Hazard Reporting: Employees were strongly encouraged to report hazards right away, emphasizing the importance of timely intervention.

Safety Item Match-Up Activity: This interactive game helped reinforce the purpose and function of safety tools and best practices.

Word Scramble: Designed to be both fun and educational, this activity helped participants build a stronger safety vocabulary and awareness.

We also included engaging activities organized by Michael Weekes, which further enriched the experience for all involved.

Special Guests and Community Support

We were honored to host several partners during the week:

GTAA/Toronto Health and Safety Representatives visited Convair to provide live demonstrations of ramp safety protocols.

Grainger, one of our key equipment suppliers, was present from Tuesday to Friday, showcasing products like safety boots, ice cleats, and hearing protection.

Convair's Disability Management Representative was also present to support and educate our team.

Special thanks to the union ("Bubba"), who generously donated t-shirts, hats, bags, and other prizes, including:

Shine points

Tim Hortons gift cards

Gas cards

Your support helped make the week a success.

Gratitude and Acknowledgments

The Health and Safety Committee extends heartfelt thanks to everyone who participated. Your enthusiasm and engagement play a vital role in building a culture of safety and accountability in our workplace.

However, safety doesn't stop after one week. Time is constant—every day, every hour, every minute—and safety must be just as continuous. It is our shared duty to report unsafe conditions immediately and ensure that safety remains an active part of our workplace culture.

Training and Future Direction

From May 13th to 16th, I participated in a full week of Health and Safety training with Sean, which was eye-opening and incredibly informative. We covered a wide range of topics, reviewed the WebHOS system, and assessed the need to update our Terms of Reference. Additional steps I took during the week included:

Ensuring all H&S modules are up to date

Attending weekly online meetings

Verifying documentation, signatures, and task completion

Visiting new hire training sessions to reinforce safety messaging

Conducting a full walkaround of Convair to identify both minor and critical safety issues

Checking inventory of first aid kits and safety supplies

We must actively move away from the mindset of "it's always been this way." Past practices do not justify poor practices. Instead, we must continue to learn, improve, and evolve.

Looking Ahead

I'm proud to share that, as of June 1, 2025, I will officially begin my full-time role in Health and Safety on a 4-and-3 schedule. I want to express my deepest thanks to Vick for believing in me, standing up for fairness, and helping bring this journey to life. It has not been easy, but we've made it.

I want to express my heartfelt gratitude to everyone who supported me during this difficult period. Your support and encouragement were invaluable, and I truly could not have navigated this journey without you.

Latoya, your unwavering professionalism stood out. Levi, your ability to find the silver lining was uplifting. Mike Cooke, your words of encouragement meant a lot. Delroy, I appreciate your honesty. To Monica, Roselyn, Hermine, and Jackie, your steadfast support was a source of comfort. Gurpreet/Simmi, your strength was a beacon of inspiration. I also want to extend my heartfelt gratitude to anyone not mentioned who has taken the time to offer me a pat on the back or a note of encouragement. Your support means a great deal to me, and I truly appreciate your kindness.

Thank you all for being there, your collective support made a significant impact, reminding me that no one should face such challenges alone.

As the saying goes: "With great power comes great responsibility."

I am committed to fulfilling my role to the highest standard. I will drive positive and visible changes within the department and will not disappoint Vick, the team, or myself. Let's all continue working together to make safety not just a policy but a way of life.

Best regards,

La'Koya Brown

Health and Safety Co-chair Representative.

Health and Safety Report — May 2025

Overview

May 2025 began with Health and Safety Week, which was positively received by Cargo employees.

The week included union engagement and giveaways, creating a strong start to the month and setting a tone of safety awareness, Thanks again to Bubba for your participation.

A quieter month overall, several issues were identified, including ESDC findings, equipment safety concerns, and ongoing environmental and procedural challenges.

Key Highlights

Health and Safety Week

- Well-received by staff, particularly in the cargo department.
- Bubba, a visiting union representative, participated by helping deliver union-provided swag.
- Bubba's visits, including a second appearance at a Leads morning meeting this month, provided valuable perspective and union visibility in a more informal, open setting.

External Inspections

- ESDC Visits (2 Total):
 - Primary Findings:
 - Unserviceable equipment.
 - Inadequate visibility of walkways.

Employee Concerns & Operational Issues

Workplace Conditions

- Environmental discomfort:
 - Excessive dust.
 - Overly bright lighting.
- Shower curtain and general cleanliness issues in washroom facilities:
 - Cleaners not performing tasks adequately.

- Cleaners marking tasks as completed without actual cleaning.
- Hot water was non-functional in changerooms for over a week (now resolved).

Employee Safety

- Multiple incidents of dolly locks being left in the down position or broken, causing pallets to fall.
- Concerns with employees:
 - Using phones/earbuds on the floor.
 - Careless walking, leading to near misses.
 - Step letters issued.

Management & Procedure Compliance

Managerial Conduct

- Managers observed:
 - Riding on equipment (against SOPs).
 - Using phones and wearing earbuds on the floor.
- Engineers and managers setting unrealistic breakdown standards, often disregarding SOPs and pushing speed over safety.
- Concerns raised about engineers monitoring floor areas to accelerate workflows, contributing to a culture of pressure.

Policy Conflicts

- Company-issued ACCLR contains conflicting information with current safety standards. Efforts to clarify discrepancies have been ongoing for over a month.

Infrastructure & Maintenance

- Roofing work underway:
 - Incident involving falling debris occurred.
 - Resolved through implementation of daily safety coordination meetings and ground-level protection measures.
- Battery room concerns:
 - Addressed in a meeting with management and an employee.
 - Requested clearer signage and more training.

Other Notable Points

- Memo issued regarding employee 30-minute lunch entitlement, following tensions over workload and time pressures.
- Risk assessment conducted for AC2 outbound trucks.

Conclusion

While May was generally a quieter month, it exposed several systemic and safety-related issues that require continued focus. Management behaviours, procedural inconsistencies, and lack of adherence to SOPs remain significant concerns.

YYZ Cargo H&S Co-Chair

Michelle McDonnell

LEADERSHIP 1 COURSE

Good evening brothers and sisters,

During the week of May 4-9 myself and brother Nick Traikos were at W3 IAM education centre in Hollywood Maryland for Leadership 1 training.

The days were spent mostly in class and started at 8am until 5pm. We covered many topics including the role of the steward, government and politics, labour history, human rights and the importance of being organized.

I was fortunate in meeting new people. The group consisted of 60 people of which 4 were from Air Canada. We have people from all over the US, Hawaii, and even the us Virgin Islands. It was great to network with members from Boeing, railways, machinist, and dock masters.

On our last day of training we got to visit Head quarters. During the tour I got to see the International presidents office, meet the secretary treasure, and a representative that help serve veterans of the IAM members and family.

We are fortunate to have a large union that advocates for workers rights, has world class training facility, and resources to represent all of its members.

I would like to thank you the membership and the executive board for sending me on this training. I look forward to use these skills as a shop steward and in our upcoming negots to the leading industry contract we all deserve.

Regards,

Simon Nowicki

LEADERSHIP 1 COURSE

Good Day Brothers and Sisters of IAM Local 2323.

My Name is Nick Traikos, an employee of Air Canada and a local Shop Steward in YYZ. Some months ago, I was selected to attend the Leadership 1 course at the Winpisinger Education and Technology Center In Maryland.

I would like to thank the Executive Board for selecting me for this course.

I didn't know what to expect upon arriving but I came away from it with new ideas and strategies that I hope to pay forward to our membership.

The course was broken up into 5 classes:

Parliamentary Procedure and Organizational Administration

Government and Politics

Labour History

Human Rights

Role of the Steward

Parliamentary Procedure, our class was educated in the proper way to conduct a Union Meeting, using mock meetings to help us understand the different steps and procedures. Also we learned about the roles that the President, Vice President, Secretary Treasurer, Recording Secretary, Conductor Sentinel etc have in holding meetings. We also went through the IAM Constitution to better educate ourselves moving forward.

Government and Politics, although it was more USA based, myself and class understood how being politically active can help us trying to achieve some labour laws being passed, having a positive effect for our membership.

Labour History, we were talking about past labour movements that paved the way for what we have today. Some examples would be Labour Laws that were passed in government that helped the worker and their families.

Human Rights, the objectives of this course was to increase awareness and understand human rights issues, to promote and protect human rights issues at our workplace. Also, learn about human rights resources in the IAM and how to implement them.

Role of the Steward. This course interested me the most because I am a Shop Steward. The objective of the course was to get more understanding of the roles and responsibilities of stewards, the investigation, writing and also filing grievances. I also learned that the role of the Shop Steward is not only for "hearings". The role of the steward is also a problem solver, organizer, communicator and educator.

The main things I took away from this course was the importance of being involved in your local, like attending union meetings, to ask questions and to understand the importance of organizing which will make our union stronger.

The Union is "US" the MEMBERSHIP!

In closing, I am very grateful to have gone. The educators at Winpisinger were fantastic and I look forward to attending more classes in the future.

In Solidarity,

Nick Traikos