

**Roll Call – Executive Board
IAM LOCAL 2323**

Date: August 5, 2025 PM 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 August 5th, 2025

Opening Ritual

Vick – Calls meeting to order, reads rules

Roll Call

Al Melo – Roll call, members online

Deceased Members

- Billy Lyons
- Mike Baker
- Ralph Stroud
- Edgard Vega
- Pierre Dupont

Initiation of New Members

M. Cooke – Motion to accept new members as written

D. Janssen – 2nd

All in favor

Motion carries

Reading of Previous Minutes

M. Cascagnette – Motion to accept minutes as read

G. Mann – 2nd

All in favor

Motion carries

Financial Report

Bubba – Report on hand, reads report

Any questions?

Ian J.: What are cost for an article L

Bubba: \$120.00 per person

Any other question?

No

All in favor

Carries

Correspondence

Al Melo – Please bulletins in package, reads bulletins

Any questions?

Rob Calamussa Q.: GH0 reconciliation, what is it?

Simon L Answers: It's the way they were using your 40 hrs

Correspondence Cont'd

Of GH0 to see if you owe AC money

Q. Ian: Is it retroactive

A. Vick: One year for sure, but it can go back to day grievance was put in

Any more questions?

All in favor

Carries

Committee Reports

President

Vick – June report on hand

Any questions

None

Motion carries

July report on hand

Any questions

Q. Ian: You've been through 3 barbecues, all of them have been here. Can we have barbecues somewhere else?

A. Vick yes bring it to the floor for a vote.

Q. Ian in the past this union had food trucks?

A. Vick There were food trucks but Air Canada brought them in.

Q. Ian What about trucks in cargo?

A. Vick Air Canada again.

Q. Ian Did the union not do an ice cream day?

A. Vick No that was Air Canada again but IAM members were there helping to hand them out.

A. **Vick:** Yes, bring it to the floor for a vote

Q. **Rob C:** Where were you on July 31st?

A. **Vick:** At the local not in cargo lol

Any more questions?

No

All in favor

Carries

Airports/Cargo Shop Committee

Delroy L. – Report on hand

Any questions?

Q. **Rob:** Rolling calendar – is it Jan to Jan?

A. **Delroy:** Yes, that is what we are trying to get

Q. **Abdul:** How many times can we be late?

A. **Delroy:** 5 times before being punished

Q. **Abdul:** How long do I wait if they don't answer?

A. **Delroy:** Time stamped – do not hang up

Q. **Mike Cook:** When is our next arbitration?

A. **Delroy:** July 28th online

Q. **Sean W.:** Why are we getting punished twice with either a step letter or drop in

Classification

A. **Delroy:** Still fighting it out with Enzo and small

Any more questions?

None

All in favor

Carries

Tech Ops Shop Chair

Steve – Report on hand, read by Vick

Any questions?

None

All in favor

Carries

GC Airports

M. Khatib – Report on hand, read by Evangeline Palap

Any questions?

None

All in favor

Carries

GC At Large

D. Janssen – Report on hand

Any questions?

Q. Mann: Is there a 3rd party coming in to do screening in cargo for Logic?

A. Dan: I will look into it

Any other question?

No

All in favor

Carries

EAP

T. Doyle – Report on hand

Any questions?

Q. Donald: How do we get shop stewards to take the mental health course?

A. Todd: Right now they have management taking it

Any other questions?

None

All in favor

Carries

Good and Welfare

Cargo – Overtime book will be looked over by Mann, Beezer, Tony, Kleter, and Simon

Scholarship was won by Frank Morgani's son

Retirement Party – Hansa House, Sept 19, 2025

Olga won a \$10,000 payment for a member for AC failing to accommodate him in a light-duty position. Thank you, Olga,

Francine MacNeil was given an appreciation award at the BBQ

Mark Pacilla was cleared for the last two weeks to engage with the members. Pictures of happy members can be seen on local website

Any questions?

Q. Ian: Is Mark still on GDIP?

A. Vick: No, back in July

Q. Ian: Why was a shop steward not picked to do this job? Are we not paying for this?

A. Vick: International has people doing it and you are also one of those people are you not Ian? When, Mark approached me, I thought it was idea and good choice for him to engage with our members. He has been involved in many things with the union way before the last couple of weeks and Mark is a shop steward.

Q. Ian: We as the membership should have a vote to see if this appointment continues

A. Vick: Yes, you can bring it to the floor and have a discussion.

Nunzio: To pass a motion that Mark Pacilla be appointed as the member liaison for engagement. The role, scope, and responsibilities of this position shall be administered and determined by the local lodge and its effectiveness shall be assessed periodically to ensure alignment with members' needs and organization goals.

Mike Cascagnette – 2nd

Vick rules it out of order because I don't need a motion to create a committee. The constitution spells it out and allows me to do so.

Also, I am open to anyone with an idea. For example, Makayla Craig came to me for an idea for the gay pride parade. I told her make a plan and come back to me. She tried but time lines were too short. So next year is the goal. There is a lady in cabins using the local for Yoga. These are events for our members.

Any more questions?

No

All in favor

Carries

Unfinished Business

Hats

Vote to spend \$30,000 on hats for members

Vote: Yes – 25

No – 9

Motion passes

Union board not up in Cargo 2

Board for union reps in Lav and Water

Any questions?

No

All in favor

Carries

New Business

Election for all E-board

2 Shop Committee – Airports

1 Tech Ops

Argonauts ticket raffle coming soon

Sick Members

- Christina Garcia
- Frank Lippa
- George Moses

Hat Draw at Hall Winners

1. Dan Janssen
2. Trista Dimonte
3. Evangeline Palad
4. Gagedeep Mann
5. Jason Bell
6. Amand Marok

Hat Draw Online

7. Arthur Redublo
8. Kris Bloor
9. Ali Aslan Khalid
10. Bryn Revelle

Bell – Motion to adjourn

Stand. – 2nds

All in favor

Meeting adjourned

President Report for July 8, 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.

June 4-7

June 6 FR day

June 7 — attended the DAVE Richie golf tournament

June 8- 14

June 12-13 FR day

June 15-20

June 16 -retiree pin day at local

June 18- shop steward online information session

June 20 vacation day

June 23-27

June 23 walk the ramp to promote our local BBQ

June 24 attend retiree get together at the Bristol

June 26 walk around in Stores

June 27 attends a 25 year at Cabins (10 pm)

June 28-June 30 went to YOW for line meeting and a membership social (redblack game)

This is my report and so moved.

President Report for Aug. 05, 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. Also, who in the room is CPR trained by so of hands?

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.

July 1-4

-off July 1, July 4 attended the funeral for Bill Lyons in Milton, July 4 walked the floor in Cargo on the midnight shift

July 7-11

July 7 site visit in cabins to promote the TFC and our Local BBQ, July 8, the eboard had its eboard meeting, July 11 walked the ramp and visit the baggage agents. July 12, show union support and attended Local 1231 members BBQ with Mike Cooke, Delroy Lindsay and Jonathan (Bubba) Smith.

July 14-18

July 14- site visit at the Soc centre for load agents, AOG expediter and Planners, July 15 site visit in Cabins then went to visit retired brother Mike Baker in the Hospital, His wife called me and told me he was not doing well. July 16 facilitated a zoom call for shop stewards, second zoom call and will continue to do this going forward to InPower the locals shop stewards. July 17, BBQ for the local, great event and would like to thank everyone who

helped out. Special kudos go to Bubba for bring everything together (THANK YOU). I think it was the best BBQ ever; we had over 700 members show up. We gave out 699 food vouchers, beating out last year of 450. Thank you to the members who came by. I hope next year can be even better. Pictures and videos can be viewed on the local's website. www.iamaw2323.ca

July 21-25

I took a week of vacation.....July 21 attend a funeral for a retiree's father who passed away. Kevin MacDonald's dad Ralph MacDonald was in his 101st birthday.

July 23 came in the office to work on a few death notices and a few appointments with members that are being terminated on long term disability. July 25, attend a 25 years celebration in Cargo.

July 28-Aug 1- spent this week catching up from being on vacation

Aug 01 Bubba and myself completed the raffle draw for the Toronto FC tickets. Congratulations to the winners. The live video is on our website. As a reminder the money for the Toronto FC tickets come from Bubba and I renting out our union Hall that you are sitting in to other unions, we took the funds and gave it back to the members. I spent the rest of my day on the phone and HR dealing with retirees that did not get there pay deposit. The issue has been fixed and all our members have received their cheque.

This my report and I so moved.

Vick Seebalak

President Local 2323

SHOP COMMITTEE CHAIRPERSON REPORT FOR JUNE AND JULY 2025

We want to update you on the activities, challenges, and successes of the Shop Committee over the past two months—June and July. Despite a busy and sometimes demanding schedule, our team has remained committed to supporting your needs, resolving issues, and fostering a positive work environment. Here's a comprehensive overview:

June 2025: A Month of Challenges and Progress

June kicked off with a demanding schedule, as we worked diligently to assist our members during regular office hours, extending our support before and after the standard workday. On June 10th, we held a critical Level Two meeting. Unfortunately, Nunzio was not permitted to attend, which was disappointing. Nevertheless, we prioritized our members' needs, proceeding with the meeting and addressing the issue afterward.

Following the meeting, we encountered delays due to missing information from some members, which slowed down resolution processes. Despite these setbacks, we successfully helped a number of members regain their jobs, and some associated letters were dropped, reflecting positive progress.

Throughout the month, we celebrated several special days

Air Port on Pizza Day celebrated over two days.

Cabins and Cargo — June 16th and 17th, which included a well-attended barbecue, fostering camaraderie among members.

Pizza Day at the Airport held on June 24th.

Cabins Issues on June 26th, a few incidents arose around 10 a.m. that required immediate attention.

Additionally, around the 1th of July, we split our support between Cabins and Cargo, ensuring coverage during this busy period.

A notable achievement was our Level One meeting on June 19th concerning Time & Attendance, where nearly 45% of our letters were dropped, marking significant progress. We also worked diligently to resolve issues surrounding late , with a focus on the late problem that caused delays and discrepancies.

Throughout July, several Shop Committee members took vacation days. We managed these absences carefully to maintain support for our members and keep operations running smoothly. Our office remained consistently open weekdays from approximately 8:00 or 8:30 a.m. to 5:00 or 6:00 p.m., especially from June 22nd through June 30th. We were closed on weekends, maintaining a steady presence to serve your needs.

Despite the busy and sometimes frustrating circumstances, our team successfully supported our members and made meaningful progress on key issues.

July 2025: Continuing the Momentum

July was equally busy but also marked by some enjoyable moments. On July 17th, we hosted our Union Picnic, which was a resounding success. It provided a much-needed opportunity for members to relax, connect, and enjoy each other's company outside of work.

Like June, we continued to manage vacation days among Shop Committee members carefully, ensuring continuous support for our members. We also split some days between Cabins and Cargo around the 4th of July, maintaining coverage during this busy holiday period.

Results at a Glance: Level One & Level Two Cases

| Month | Total Cases | Removed | Reinstated | Reduced | Denied | On

Level One and Level Two Results

June

- Total cases: 141
- Removed: 46
- Reinstated: 4
- Reduced: 32
- Denied: 43
- On hold: 16

July

- Total cases: 92
- Removed: 18
- Reinstated: 1
- Reduced: 27
- Denied: 19
- On hold: 27

These figures reflect our ongoing efforts to resolve cases, drop unnecessary claims, and support reinstatements where appropriate.

In Closing

AX conversation with Paul end great no more use of AX pertaining to late anymore should be implemented this month . You

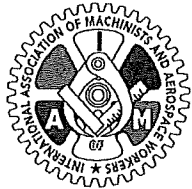
While June posed its share of challenges, including logistical hurdles and some setbacks, our team's dedication ensured we kept moving forward. July brought some relief and camaraderie with the union picnic, reminding us of the importance of community and teamwork.

We remain committed to advocating for all our members, resolving issues promptly, and fostering a supportive workplace environment. Thank you for your continued trust and cooperation.

If you have any questions or need assistance, please don't hesitate to reach out.

In Solidarity,

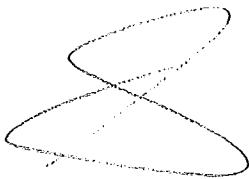
Shop Committee Chair



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

Monthly Report July 2025:

- We attended to 6 retirement parties (3 GSE and 3 TechOps)
- Attended eboard meeting
- We held L2 grievances
- We had arbitration for a member wrongfully dismissed in GSE. The member was reinstated to his position. This was a big win for the member and were happy to have him back. Unfortunately, we can't speak on the award as it was a negotiated settlement. Id like to thank Mark and Mario, for doing a phenomenal job in getting evidence from GSE members and willing to be witnesses in the arb. Mario even came in on his vacation day to be a witness. Both members went above and beyond so Thank You. Would like to thank DL for there assistance with legal
- Attended IAM Local 2323 BBQ
- Held meeting with GSE attendance manager

A handwritten signature in black ink, consisting of a stylized, overlapping loop that forms a shape resembling a figure-eight or a cursive 'S'.

YYZ TechOps and Logistics Shop Comm

Cargo H&S report August 2025

The last two summer months have been packed with heat, and poor air quality, it's been a take care of each other kind of summer!

Kudos to everyone who took time to report uncomfortable and unpleasant working conditions, your reporting helps us request necessary actions, such as fans and air conditioning repairs, to Gatorade days and cool down breaks.

A reminder to all employees to follow the steps in reporting unsafe conditions.

Always speak to a manager to initiate and inform them of the situation.

Let H&S know you have started the process.

And finally, the most important step of all, submit a sims report, even if the situation gets resolved, a sims report allows the committee to compile statistics on situations which in turn helps us advocate for the proper solutions.

We cannot go by word of mouth; we need documented information about the issues!!!

Keeping it short and sweet this month, please do your jobs safely and help inform all of our new brothers and sisters out there to do the same!

Michelle McDonnell
Cargo H&S Co-chair

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

July 2 met with employees that are experiencing multiple injuries.

July 3 Health & Safety committee meeting

July 6 thru 8 I travelled to YVR for the quarterly IAM Policy Committee meeting that was on July 7.

July 9 met with employees with multiple injuries & meeting regarding WASP Dollies Locking System

July 15 attended 1st meeting for risk assessment for Switchback ramp

July 16-23 vacation

July 26 had to work on the ramp as per the rolls and responsibilities outlined by management.

Finally was able to have a complete and proper risk assessment done on the switch back ramp.

This is my report and I so move.

In solidarity,

Sean Wilson

YYZ co-chair joint Health & Safety committee

YYZ full-time Health & Safety employee coordinator

IAM Policy Committee member

YYZ Cabin Services Department
Health and Safety Representative Co-Chair – La'Koya Brown
Monthly Summary – July 2025

July brought some extremely hot weather days, and I reached out to management to discuss what health and safety measures could be put in place to help support our members in these high temperatures.

On July 1, 2025, the refrigerator in the lunchroom near Gate 170 broke down. I immediately emailed both the management team and the Health & Safety management co-chair to report the issue and request that the fridge be repaired or replaced. Manager Tamara did place an order for a new refrigerator, and it is finally arrived.

I've been provided with two Igloo coolers, which I carry with me on the ramp to offer water and freezies to employees to help prevent dehydration.

On a positive note, the bird situation has significantly improved this month. Management communication has been much better, and they've been more present and visible. Employees have noticed more action in the last six weeks than we've seen in the past year. A special thanks to Nunzio for his support in getting things moving. However, since Nunzio went on vacation, the pace of progress has noticeably slowed down.

The Terms of Reference (TOR) are now complete and just need to be signed off and uploaded to Web-OHS. Both Gurpreet (Simmi) and I completed Mental Health First Aid training this month, which we hope will allow us to better support our team.

We also held a refrigerator clean-up day. Both Gurpreet and I came in to clean the refrigerators in the Convair lunchroom, which were found to be in very unsanitary condition, with mold and bacterial growth. This was a necessary step to avoid the risk of cross-contamination. When good food is stored alongside spoiled food, there's a risk of mold and bacteria spreading, which could lead to foodborne illness.

A new process called Early Grooming has also started, but unfortunately, it has created a lot of confusion for employees. It seems that management is not aligned—let alone on the same page—which has only added to the uncertainty.

We've also had several incidents of employees injuring their heads. As a result, management is considering making bump caps mandatory to help prevent further injuries.

Lastly, I want to sincerely thank Gurpreet, Simmi, Sean H&S co-chair from Ramp, and Michelle H&S co-chair from Cargo. Your ongoing support is deeply appreciated.

This continues to be a work in progress, and we are learning every day. The goal is always the same: we come in safe, and we want everyone to go home safe.

Best regards,

La'Koya Brown Health and Safety Co-Chair

July 16 -TBH management gave a pizza party to TBH employees.

August 1st- Jeff gave all TBH employees a 250\$ bonus. All employees were very with this.

Nothing has really come up for the month of July.

Thank you,
Laila

IAMAW2323

Employee And Family Assistance Committee

July 1 2025

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

The EFAP committee assisted 48 members directly this month within local 2323.

On June 17th, I met with representatives of CUPE, UNIFOR, ALPA and the 2 other IAM EFAP regional Coordinator to build the UBY resiliency training program. The meeting and program is being lead by Dr Naida Aleem of the Cleveland Clinic. The planned program will provide resiliency skills for AC employees and the roll out will be in the 4th quarter of 2025 or the first quarter of 2026.

This end the EFAP committee report for June 2025

In solidarity,

Brother Todd Doyle

Membership Engagement

On July 21 was the first day of this role, it's not a full-time position it's a position to get out and engage the Membership to find out when Milestone anniversaries are being held and to see when our members are Retiring, also to be there for our Fallen members it's a role that I felt I could do with the upmost respect for our members. the feed back of why this is an important roll its to recognize our members for the years that they dedicated to the IAM.

Some of the time is volunteering to drive on my time to deliver a Certificate of 25yrs or a watch that a member never received on there retirement. It's been a positive feed back our local has done in this new incentive.

With this I will be taken photos of all areas the members work in to show the appreciation of our Union to express Solidarity to our members.

July 21st from 0600 to 1430

I had gone to cabins and Cargo walked the floor to talk to the Membership to see how this position could help with real information.

on this day We celebrated .

Cargo members;

Dave Brown 25yrs

Ralph Apilan 25yrs

Hugh Da Costa 25yrs

Wilson Martins 25yrs.

July 22nd & 23rd 0700 1500

I was in the Mu3 crew room on the Airports side congratulating lots of our members that had not received a recognition of 15 to 20 yrs of there service.

I along with brother Bubba Smith went to the international to deliver The Guide Dogs fundraising cheque.

July 24th & 25th 0700 to 1530

Took those days to sort out hundreds of envelope and getting Certificates ready to get to our members. Also helping Brother Doug Currie with the retirement party at the Hansa Haus.

July 28th & 29th 0700 to 1500

I was able to go threw our membership Union application to have them ready to engage and show the respect The IAM has for our members.

July 30th 0700 to 1500

Walked the floor airport's side and then went to a Milestone celebration for our Airports members 25yrs .

Brothers

Neil Kennedy 25yrs

Khalid Bhatti 25yrs

Tony Awrham

July 31st 0700 to 1500

Spent the day with brother Doug Currie going threw address and getting the retirement party ready. Hopefully the work we have done gets to the Membership, due to the threat of another postal strike.

In Solidarity

Mark Pacilla

Leadership 1

I Michael Cascagnette, would like to thank you the local 2323 for the selection to leadership 1 at W3. I attended classes at our W3 training centre in June. I began on a Sunday evening and continued with 4 long hard days of organizing, to educate others, problem solving, member communication, and political action.

These topics were eye opening and gave me the tools to understand how to be a better shop steward and a leader in our union. My role or roles in this case are massive and as a steward I have many hats to wear for my union depending on the need from the membership.

Being educated for 5 long days, I learned how the IAM represents a great deal of workers across many fields.

While attending classes and even after classes we share with each other stories and the challenges we all face in our own workplaces.

I would also like to add there was a swearing in of 4 new shop stewards. These new stewards did not get the opportunity to be sworn in from their locals. It was a proud feeling to witness this.

If it wasn't for brother ***Sthroker*** for stepping up and doing this and the amazing teachers letting us take some class time to do this, this might wouldn't have happened.

This course has given me a great lift for the IAM and renewed me. I want to do more for my brothers and sisters at home and across the IAM. Again, thank you again to all those who selected me for this great experience.

Sincerely Michael Cascagnette

Leadership 2

Attending the Leadership II Training was a transformative experience that deepened my understanding of union dynamics and the critical role of effective communication. I discovered that certain states offer unemployment benefits to striking workers, a powerful bargaining tool that we should advocate for with our Canadian government. Observing how other locals run their meetings provided me with valuable strategies to enhance member engagement and participation, underscoring the importance of keeping everyone informed about updates and changes to foster a sense of connection. Moreover, I developed a greater appreciation for the steward's responsibility to ensure fair representation, which is vital for advocating for the rights and interests of all members, thereby nurturing solidarity and trust within our union. Ultimately, the training emphasized the essential nature of collaboration and communication in bolstering our collective efforts.

Gagandeep Mann