

Evening Meetin November 4th 2025

Opening Remarks

Vick Calls meeting to order

Roll Call

Al Roll call

Deceased Members

Brother Brian McCarthy

Initiation of New Members

4 ZR Members

John I Motion to accept members entering this lodge as read

Mike B 2nd

All in favor

Carries

Reading of Previous Minutes

Mike C Motion to have minutes as previously read.

Delroy L 2nd

All in favor

Carries

Financial Report

Bubba Report on hand

All in favor

Carries

Correspondence

Al Melo	Report on hand
	Reads 4 letters
Mike C	Motion to give \$500.00 to LL 837 A and LL837B
Joe V	2 nd
	All in favor
	Carries
Joe V	Motion to give \$500.00 to LL1297
John I	2 nd
	All in favor
	Carries

Scholarship Letter

Website Award Competition

	Any questions?
John I	Q- Do members have to pay for Muay Thai classes?
Vick S	A- Yes \$5.00
	Any more questions?
	No
	All in favor
	Carries

Committee Reports

President

Vick S	Report on hand
	Any questions?

Lovon P Q- Is there a video of the second meeting about the collective Agreement?

Vick S A- Yes it will go online soon.

John I Q-Do you intend to do these collective agreement meetings Again?

Vick S A- Yes

Mike B Q- DLX is still under investigation?

Vick S A- Yes waiting for answers to come out.

Mario P Q-Why are elected members who are running coming out and saying things about other candidates?

Vick S A- I can't control what they say.

Kleber D A- He is talking about Ian Johnson. I will expose him.

Omar I can back what Mario said.

John I Mario did say more than one member did it.

Delroy L Question is called.

All in favor

Carries

Airports/Cargo Shop Committee

Delroy L Report on hand

Dave Flowers steps in to explain how shift bid works.

Joe V Question is called

All in favor

Carries

Tech ops Shop Committee

Steve G Report on hand

GC Airports

Mahmoud K Report on hand

Read by E. Palad

No questions

GC At Large

Dan J Report on hand

Any questions?

Levon Q- Can you put more money in MEPP?

Dan A- It has to be negotiated. It's on the agenda.

Raul Q- Who covers Mahmoud while he is on vacation?

Dave F A- Call me. He is on vacation in fairness I cover the GC's
when they are on vacation.

Raul Q- Can you put an out of office message

Dave A- Typically we do.

Any more questions?

No

All in favor

Carries

EAP

Todd D

Any questions?

Bubba Q- Can you tell the members where BYU room is and when

EAP Continued

Is it open?

Todd

A- Follow covid circles (old room) down to the right of the Bunker and radio room. Be careful who is the room. There is me and Aviva Atlan . The rest are Air Canada staff.

Any more questions?

No

All in favor

Carries

Good and Welfare

-Santa picture @lodge

-bring a nonperishable donations

-Weekend raffle@niagara falls

-Toque from money from trucks

Any questions?

No

All in favor

Carries

Unfinished Business

-Dispensation to move meeting from Dec 2nd 2025 to Dec 3rd 2025

-Vick talks about Ian Johnson article L on Nunzio B.

M.Lebanc

Q- What is Ian's penalty?

Vick S

A- To countersuit him with an article L

Cassandra

Q- Is he getting charged for the costs?

Vick A- That was brought up.

Mark F Q- Who does Mahmoud answer to?

Vick A- Dave Flowers

Mark F I have been trying to reach him since I don't have money to buy medication I need.

John I Motion to give Brother Fletcher \$1000.00

Brittany 2nd

John I Motion to withdraw the \$1000.00

Brittany Also accepts to withdraw the motion.

Yusuf Motion to give Brother Fletcher \$500.00

Gary 2nd

All in favor

Carries

Alicia What do they give you after an half or an hour, the most severe is an AX?

Delroy You are allowed to call once (attendance line) for half/ hour late.

Joe V Question called.

Levon Q- when is next DA class?

Delroy A- last Friday in November

Update on drugs- we found a doctor who will help us against Air Canada.

Aman Motion to donate \$1000.00 to global medic

Nunzio 2nd

Aman Retracts motion

Nunzio 2nd's motion retraction

Aman Motion to donate \$500.00 to global medic to help
Hurricane Melissa relief in Jamaica and Cuba.

Sean W 2nd
All in favor
Carries

Sick Members

Myron Fernandez

Hat Draw

Online winners

1. Jag P
2. Michelle McDonald
3. Alicia Clarke
4. Gangadeep Mann

At The Hall

1. Sean Wilson
2. Mike Crilly
3. Ali Lightining
4. Nasir Mansha
5. Vern Roberts

Joe V Motion to adjourn

Tim E. 2nd

Meeting adjourned

President Report for Nov. 4, 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. Can I have a show of hands who in this room is trained in CPR.

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.

Oct 8-10

Oct -8

Oct assist with Pension class at our local, and completed video to assist our MEPP members.

Please see bulletin on the table over there and the union board when you come into this building.

Oct -9

Attended a District executive Lodge meeting at our local.

Oct -13-17

Oct -14 walked the floor Cabins

Oct -15 had a zoom call for anyone that wanted to join to review our collective agreement

Oct -15 hosted a Blue Jays game at the Local.

Oct - 16 walk floor Ramp.

Oct-16 hosted a Blue Jays game at the Local

Oct -17 hosted a Blue Jays game at the Local

Oct - 20-24-Ottawa week.. With Bubba, Kushang, Anis.

Oct - 21 came in to the local to get information on Article L filed by Ian Johnson against Nunzio but due to no evidence provided retracted his Article L. Had a meeting with 2 members before leaving for Ottawa. Visit a retired member in Scarbough to assist with Log-in issues.

Oct -21 held a union membership meeting in Ottawa.

Oct -22- attended a retiree lunch for Ottawa members

Oct -23 attended a member social for Ottawa members

Oct - 24 drove back to YYZ and hosted a Blue Jays game at the Local

Oct -25 attended a celebration of life for late brother Rosky Navaratnam, hosted a Blue Jays game at the Local.

Oct -26 attended a celebration of life for Sister Joan Anderson for her son.

Oct -27 hosted a Blue Jays game at the Local

Oct -28 walked around TBH,,, hosted a Blue Jays game at the Local

Oct -29 hosted a Blue Jays game at the Local

Oct -31 hosted a Blue Jays game at the Local

Nov- hosted a Blue Jays game at the Local

This my report and I so moved.

Vick Seebalak

Shop Committee Report for October 2025

The following summarizes activities, challenges, and outcomes for October 2025.

Regular Operations and Member Engagement

- Airport/Cargo/Cabins offices remained open with regular hours.
- Extra hours were allocated for floor-walking to engage with members and gather feedback.
- Campaigns for upcoming Union positions were conducted to encourage informed member participation.

Cargo Shift Bids

- Cargo shift bid process occurred Tuesday, October 21 through Friday, October 24.
- Initial bids resulted in the removal of a substantial number of positions, prompting a three-day negotiation phase.
- Action taken: We informed the company that bids would not cycle until all affected positions were reinstated.
- Outcome: All removed positions were restored, preserving the integrity of the bid process.

Leads Responsibility and CBA Review

- An issue emerged regarding "leads responsibility" that impacted terms within our Collective Bargaining Agreement (CBA).
- Status: Ongoing negotiations with the company to align changes with the CBA and member interests. Updates will be provided as progress occurs.

Campaigns and Elections

- Campaign activity for various Union open positions occurred during October.
- Training and information sessions were held: Level Two education with Labour on October 20 for Level Two stewards and Level One sessions for the month.
- Objective: Prepare members for upcoming opportunities and ensure informed participation.

Casework and Outcomes

- A total of 44 cases discussed this month.
- Reinstatements: 2 achieved.
- Letters Reduced: 24 instances.
- Letters Sent to Level Two: 20 instances.

Acknowledgments

- Appreciation to all members for cooperation and to the team for sustained efforts during the bid period and related negotiations.
- Special recognition for maintaining a consistent presence on the floor and supporting members through the bid process and contract discussions.
- Congratulations to 10 new Shop Stewards across all departments (Cargo, Cabins, and Airports) on their election and welcome to the role.

Next Steps

- Continue negotiations on leads responsibility to achieve CBA-compliant outcomes.
- Monitor upcoming elections and training opportunities to ensure member preparedness.
- Maintain open office hours and active floor-walking to support member needs and feedback.
- Review and refine case handling processes to further improve efficiency and outcomes.



Delroy Lindsay
Shop Committee Chairperson
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Clerical Monthly Report – October 2025

Prepared for: Executive Board Meeting

Highlights Since Last Update

- In-person outreach: lunch meetings completed with Cabins, Maintenance, and CRE; additional groups scheduled.
- Hiring momentum across Inflight, Cabins, and Flight Operations; clerical roles growing nationwide.
- Path-to-permanency approach working (temporary → permanent); two recent temporary employees approved for permanency.
- Multiple upgrades from Coordinator to Senior Coordinator; ongoing advocacy with department heads.
- Quarterly clerical-only sessions to begin at Local 2323 office (evenings, coffee & dessert).
- Latest seniority list and appeal form prepared for circulation to members.
- Grievances under coordinated review with YUL representative
- Pay equity work progressing; retroactivity to be honoured once outcomes finalized.
- Milestones identified and recognition plan set (pins at 5+ years; 1-year acknowledged as accolade).
- New Union Representative expected this fall (name to be announced upon course completion).

3) Staffing & Upgrades

Hiring is up across Canada. Many positions are posted as temporary to secure approvals, then transition to permanent; this tactic remains effective where direct permanent postings are not authorized.

Upgrades from Coordinator to Senior Coordinator continue. There is no grievance path for upgrades (no CBA article is violated), so progress relies on advocacy and strong business cases. I continue to press department heads, including my own.

4) Negotiations Preparation (CBA Expires April 1, 2026)

Objective: modernize the Collective Bargaining Agreement to reflect current realities and the value of clerical work. Member engagement will include communication sessions and surveys to capture priorities.

5) Communications & Meetings

Local 2323 holds monthly meetings open to all. Historically, clerical participation has been low because our group is small relative to Station Attendants, Cabin Crew, Cargo, Airports, and Maintenance, and agendas seldom focus on clerical issues. To ensure our voices are heard, quarterly evening sessions exclusively for clerical members will begin at the Local 2323 office.

Action for members: register your email at iamaw2323.ca to receive updates. Proposed dates for the quarterly sessions will be circulated.

6) Seniority

The latest seniority list and the seniority appeal form are prepared for circulation. Members who identify errors in their name, department, or seniority date should submit the appeal form. Per Article 13:10(a), the next official list will be available on September 30.

7) Grievances

Grievances continue to be filed and pursued across provinces. A meeting was held October 2nd with labor and happy to report resolution for most of our grievances. Other grievances will be discussed with management to come to agreements or will be heading to Arbitration.

8) Pay Equity

The job evaluation tool is being applied starting with the largest job groups; IAM Clerical and Finance Agents are included. This Canada-wide project depends on member participation. I will continue contacting individuals for job-duty information. An extension has been requested to complete evaluations properly; any resulting increases will be backdated.

10) New Hires (2025)

- Parambir Brar – Flight Operations
- Winta Hagos – Inflight Services
- Carolyn Howard-Smith – Flight Operations

Shruti Padmanaban - Maintenance

In July, I attended the Leadership II class at the William W. Winpisinger Education and Technology Center. This training enhanced my skills in member representation, communication, and strategic planning. The knowledge gained will directly support our upcoming negotiations and strengthen our ability to advocate for clerical members.

This is my report.

Gina Tarzia-Aquino

Clerical Rep - YYZ

October 2025 Joint Health and Safety committee report for Airports and Training

- September 29 thru October 3 I attended the JATSC (Joint Air Transport Safety Committee) conference at the IAM training facility in Hollywood, Maryland. I was a wonderful conference. Learned lots and made alot of new connections.
- I was on vacation from October 4th thru 21st
- I returned to work on October 22 and did bridge bodies wheel audits and had a meeting with my employee co-chair.
- I was on vacation days from October 23 thru November 1.

I have attached a copy of the October Joint Health and Safety committee minutes for your reference.

This is my report and I so move.

In solidarity,

Sean Wilson

TBH REPORT FOR OCT 2025

September 8- 1 group was laid off on September 8. They will call them again soon. A couple employees were re called. October 14, we have a winter bid, I believe a few more members will be re called than. Also, before Christmas they will also call more members.

If anything comes up i will report it to you, and i do my safety meeting every 2nd Wednesday of the month with management.

Thank you,
Laila

Please see below for the September Safety Report for YOW;

- . Inspections of first aid kits and fire extinguishers.
- . Assisted members with filing per - diems for ART training.
- . Removal and disposal of hazardous waste.
- . Monthly inspections of hazardous waste storage facilities.
- . Assisted members with AVOP infractions.
- . Ordered PPE supplies for our members.
- . Cleaned and removed mold from a storage area.
- . Meeting with Airport and management to discuss safety concerns and solutions
- . Attended the Joint Air Transport Safety Conference.

Met with members from all over Canada and US stations discussing all things workplace safety. Attended lectures and team building workshops that were extremely beneficial to improve workplace safety culture.

Thank you to the IAM for the opportunity to attend this conference.

Kimio Kajiura H&S YOW

Health and Safety Report for September 2025

Prepared by: La'Koya Brown, Health and Safety Representative Co-Chair,
YYZ Cabin Service Department

Meeting Date: Tuesday, October 7, 2025.

As the Health and Safety Co-Chair Representative, my role is to work alongside management to ensure the safety and well-being of all employees. Our shared goal is to create a workplace where everyone feels supported, heard, and protected.

However, I've noticed that when employee concerns are brought forward, the focus sometimes shifts away from finding solutions. Rather than working together to resolve the issue, discussions can become personal or defensive. Health and safety concerns should never be about blame. They should be about collaboration and problem-solving.

Management often emphasizes having an open-door policy, encouraging staff to come forward directly. While this is a positive approach in theory, it only works when employees truly feel comfortable and confident that their voices will be respected. A strong safety culture depends on open communication, trust, and teamwork at every level.

Last month, during the GTAA Health and Safety Summit, we were challenged to introduce a meaningful safety initiative before the end of the year, one that could make a lasting difference in our workplace. In response, I developed an initiative to highlight and recognize employees who go above and beyond in promoting safety within our Cabin Department.

This is something I plan to continue. By acknowledging our team's efforts and working together toward shared goals, we can strengthen our safety culture and ensure that everyone returns home safely each day. Safety is a collective responsibility, and together, we can make it part of everything we do.

Thank you.

IAMAW2323

Employee And Family Assistance Committee

Oct 1 2025

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

The EFAP committee assisted 49 members directly this month within local 2323.

September is a month of change for many of our members and their children. The fun off summer has ended and its back to grind of school and other responsibilities. Please remember that the F in EFAP is for your family, as usual we are seeing an uptick in call about children and anxiety. Not only do we provide services to our members but also your children.

Finally, we are being informed of members who are having issue with Manulife. I must remind you that forms and other paperwork must be submitted for your claims to be processed. It is much harder to get a claim reactivated if you have repeatedly failed to submit paperwork.

This end the EFAP committee report for August 2025.

In solidarity,

Brother Todd Doyle