

Evening Meeting – October 7, 2025

Opening Ritual

Vick calls the meeting to order and reads rules.

Roll Call

Al Melo – Roll call.

Members online.

Deceased Members

- Dinesh Sanoya
- Rosky Navaratnam

Initiation of New Members

Mike C. made a motion to accept new members as read.

Anis K. seconded.

All in favor.

Carries.

Makala C. made a motion to change the order of business to start with new business.

Ryan C. seconded.

Any questions? None.

All in favor.

Carries.

New Business

Sunny – request by CEQ member to get financial aid for Christmas party.

Donald Y. seconded.

Ian Q: Is this for just CEQ (cabins) only?

Simmi A: No, it's for all employees.

E-board has already granted \$500.

Sunny made a motion to have an extra \$500.

Makala seconded.

All in favor.

Carries.

Nunzio B: A shop steward has been reinstated after being suspended. Thank you to the higher-ups for stepping up.

Delroy L: Nunzio has been brought back to step 2.

- Nomination for E-board election.
- Circular of election to all candidates.
- International to oversee election.
- P.O. box keys have been passed on to V.P. and Derek Ferguson (International).
- No campaigning on union property.
- Live feed of votes in storage.

Any Questions?

Questions:

Ian Q: You have removed the keys from the R/S?

Vick A: The international asked for the keys. They came to assist. They've had complaints.

Makala Q: Who will put out notice on who can help with the election?

Vick A: The president does. I will ask for helpers after.

Note: December 2 is the vote and union meeting. There is a conflict—can't have both at the same place at the same time.

Mike C. made a motion to have the meeting moved to December 3, 2025.

Jan I. seconded.

All in favor.

Carries.

Questions

Ian J. Q: Is shop committee vote online?

Vick A: No, it will be done at local. Vote was taken last meeting.

Nunzio: When will the member running for president stop asking non-relevant questions?

Vick: I have tolerance.

Reading of Previous Minutes

Nunzio made a motion to accept reading of previous minutes as read.

Makala seconded.

All in favor.

Carries.

Committee Reports

President – Vick S.

Report on hand.

Frenchie G.L. Guest Q: You made a flow chart?

Vick A: It has not come out as of yet.

Frenchie G.L. Guest Q: Who gave you authority and has it been approved by the higher ups?

Vick A: I didn't create the chart. It is already out there. I just modernized it. As a matter of fact, members do not understand the chain of command in the union.

Vick asks the floor: Does anyone here understand the chain of command in the union?

Floor unanimously answers: No.

Any other questions?

None.

All in favor.

Carries.

Airports/Cargo Shop Committee

Delroy – Report on hand.

A.M. Q: Can you clarify how you pick S/S in cabins to do time and attendance and is it rotated?

Delroy A: Management has the list.

Makala Q: Can they ask me after my shift starts?

Delroy A: Not anymore.

Anis Q: Rolling calendar till when?

Delroy A: Waiting for union to piggyback on them.

Antoinette Q: If I am on shift, I can't be used for time and attendance as per our union.

Delroy A: Many things happen as to why.

Ian J Q: I have a full complaint about the POD system. Something new in the bagroom. Did you have a risk analysis done to see how it benefits members and what was your thought about it?

Vick: You didn't talk to Delroy like I told you. Talk to Delroy and come back.

Gene Q: What plan do you have to bring back employees with no D/A back? And are you doing D/A classes?

Delroy A: They have come to class and passed. The ones fired came back as per G.C.

Any more questions?

None.

All in favor.

Carries.

EAP

T. Doyle – Report on hand.

Makala C. Q: What happens if they cancel meeting with counsellor?

Todd A: Since it's free and they are helping someone else, they will reschedule.

Any more questions?

None.

All in favor.

Carries.

GC Airports

M. Khatib – Report on hand.

Medical notes arb. Nov 12.

Evangeline Aland has done her last day as mentor. She will do a report.

R. Q: Getting a lot of letters for forced overtime. Can you get a letter for members to come back after they swipe out to get 3x pay?

Eps 16 managers doing scope work — 16 of them.

Makala C. Q: Pattern grievance of sick calls. It's a national grievance. When will it be seen?

M. Khatib A: No date set yet.

Q: When they don't have accommodations and they go to another union, do they keep their pay?

A: If it's GDIP no, but on WSIB yes, they are covered and even topped up.

Any other question? None.

All in favor.

Carries.

GC Tech Ops

Jason J. – Report on hand.

I will be stepping down as G.C. for personal and health reasons.

Any questions? None.

All in favor.

Carries.

GC at Large

D. Janssen – Report on hand (read by Vick).

Correspondence

Nunzio B. made a motion to have correspondence as read.

Darryl seconded.

All in favor.

Carries.

Hat Draw

Online winners:

1. Alin Beast Tongen
2. Kat Appleyard
3. Alfonso D'Ambra
4. Chris Greniak

At the Hall:

1. Sunny Bansal
2. Gagandeep Mann
3. Kushang Shah
4. Dexter Crichton
5. Dante Maione
6. Makala Craig
7. Jason Bell
8. Tony Albanese
9. Brittany Addo
10. Ryan Campbell

Mike C. made a motion to adjourn meeting because it's too hot in the hall.

Anis K. seconded.

All in favor.

Carries.

President Report for October 7, 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.

Sept 01-05

Sept. 01-Labor Day parade

Sept 02 last monthly meeting

Sept 05 attended H&S meeting at the Airports

Sept 05 open union hall for Canada Customs, they rented out our space.

Sept 08-13

Sept 9 attended a zoom call with Airline Coordinator Keith Akein and all the Presidents across the system.

Then main topic is union engagement and how are we bettering our membership.

Sept 10 assist RS with election training for coming elections.

Sept 11 cargo new hire class, walked the cargo floor.

Sept 16. Had appointments with members for retiree sign-in issues / member with expired DA issue.

Sept 19 attended funeral for late Brother Dinesh Sanoya

Sept 19 attended the Hansa Haus / IAM retiree dinner

Sept 20 open the union hall to assist Katarina from Cabins service with Pilates incentive for local 2323 members.

Sept 22-26

Sept 23 attended the viewing for late Brother Rosky Navaratnam

Sept 24 had 4 retirees drop in to assist with Aeronet sign in issues.

Sept 25 Argos draw, we tried to do it live, it streamed live but had so technical issues.

Sept 25 attended a meeting at the employees request in Cargo

Sept 26 facilitate a CBA study session.. Explain 3 more to come, 1 per month.

Sept 29 - Oct 4

Sept 30 Truth and Reconciliation Day off

Oct. 01 attended a meeting internal union meeting

Oct 02 attend H & S meeting at the Airport

Oct 03 With Bubba hosted a Dominoes Social at our local, all were welcome. Great night.

Pictures can be viewed on our union website www.iamaw2323.ca at the gallery section

Oct 04 attended the Argo's game with winners of the raffle from renting out our building.

This my report and I so moved.

Vick Seebalak

Date: September 30, 2025

Subject: September Activities, CRCs, Bidding, DA Suspensions, and Personnel Updates

Overview

- September was busy with CRCs for Cabins and Airports, ongoing bidding for Airports, strong member support, and a notable issue with DA suspensions. Shop hours were maintained throughout the month.

Key Activities

- Shop hours: September 1–30
- CRCs for Cabins: Sept. 8–10 (early), Sept 8–10 , Sept 22–24
- CRCs for Airports: Sept 25, Sept 30
- Level 1: Time Attendance hearings – Sept 11
- Level 2: Labour Relations – Sept 16 (Airports and Time & Attendance discussed)
- Ramp walk: discussed Monday bid releases and addressed member concerns
- Bidding: Airports bid process started in September 7; ongoing through Sept 17
- Personnel updates:
 - Nunzio: Returned to Level Two
 - Shop Steward: Terminated and returned within two days
 - Thanks to Mr. Flowers and Ralph Martin for solidarity
 - Shop Officers: Extended hours; available to members

DA Suspensions (Condensed)

- DA suspensions this month: 67
- Causes:

- Failure to renew DA (expired Driver Authorization)
- Failures in testing leading to suspension
- DA stands for Drivers' Authorization required to drive on airport property
- Takeaway: Renewals and tests must be tracked and completed on time to avoid suspensions and work disruption

What this means for members

- Be vigilant about DA renewals and testing to stay compliant and keep duties uninterrupted.
- CRC cycles and bidding activity are ongoing; stay updated with notices and reach out if you have questions about your assignments or bids.

Immediate actions and reminders

- Check your DA expiration dates and renew promptly.
- If you're overdue, contact the Shop Office for guidance on next steps.
- Report any concerns on ramp or bid-related issues to your Shop Steward or the Shop Committee.

Delroy Lindsay
Shop Committee Chairperson
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IAMAW YOW Monthly Report – September 2025

Dear Members,

During the month of September, the IAMAW YOW Committee continued its commitment to representing and supporting our members in all areas of workplace relations and well-being.

We successfully represented several members in time and attendance and labour dispute meetings. With the dedicated assistance of our YOW Shop Stewards, we were able to have two disciplinary matters reduced to Step 1 letters and prevented six additional discipline letters from being issued. These positive outcomes reflect our continued efforts to ensure fairness and proper representation for all members.

Through collaboration with the Employee Assistance Program (EAP), we provided guidance and support to multiple employees dealing with mental health challenges, helping them access appropriate resources and professional assistance.

The Health and Safety Committee played an active role in the implementation of new Standard Operating Procedures (SOPs) at the Ottawa station. Our focus remains on ensuring all safety procedures are properly followed and that our members work in a safe and compliant environment.

The IAMAW YOW Committee remains dedicated to protecting the rights, health, and well-being of our members through effective representation, collaboration, and communication.

In solidarity,

Diego Vargas

Shop Committee Chairperson

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.

The following is my report for joint Health and Safety committee for the month of September 2025:

We are currently at one full-time release for the health and safety employee coordinator as management has chosen to remove Sean Wilson as the full-time release.

September 3 meeting was held to discuss the hand scanner trial. The trial was to start that day however there were issues with the scanner and the trail has still not started.

September 4 meeting for preparation for the GTAA safety week was conducted

September 5 we had our monthly joint Health and safety committee meeting. Vick was in attendance.

September 12 meeting with Enzo to discuss the issue of management pulling out of the full-time release role.

September 16 had an SOP simplification 2.0 risk assessment meeting

September 18 I took a FR for a family matter.

September 29 thru October 3 I attended the JATSC (Joint Air Transport Safety Committee) conference at the IAM training facility at W3.

This is my report and I so move.

In solidarity,

Sean Wilson

Co-chair joint Health and Safety committee airports/training

September 2025 Monthly Report:

- GC walk odd cycle days with us
- I was on vacation for 2 weeks, would like thank Mario Passarelli for covering the office for those two weeks
- Shift committee met multiple times to finalize the 2026 shift for mtce by maintaining status quo for shifts but we added additional staff to day shifts
- Spent many days with shift committee issues
- Carried out the line planning department shift bid for 2026
- Attended a retirement at GSE and one at ACM as well
- Dealt with many issues day to day

YYZ TechOps and Logistics Shop Committee

Steve Grigoropoulos

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 responsivities. 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

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