

Roll Call – Executive Board
IAM LOCAL 2323

Date: Sept 2, 2025 — PM E-board 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 – September 2, 2025

Opening Ritual

- Vick calls meeting to order, reads rules.
 - Bill T. motion – motion for a young machinist to join us tonight.(Kleber son)
 - Donald Y. seconded.
 - **Motion carries.**
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Roll Call

- Al Melo – roll call.
 - Members online.
-

Deceased Members

- None.
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Initiation of New Members

- None.
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Reading of Previous Minutes

- M. Cascagnette motion to accept minutes as read.
 - M. Craig seconded.
 - **Motion carries.**
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Financial Report

- Report on hand.
 - A. Khalaf reads reports.
 - No questions.
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Correspondence

- Al Melo reads out bulletins.
 - Any questions? None.
 - All in favor.
 - **Carries.**
 - Mark P. motion to change order to have TechOps and Airport Shop Committee's nominations.
 - Ian J. seconded.
 - All in favor.
 - **Carries.**
-

TechOps

- Donald Yusuf rejects nomination.
 - Mark Pozzobon acclaimed.
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Airports

- Waheed Raza – accepts.
 - Bryan Revelle – accepts.
 - Trista Di Monte – accepts.
 - Evangeline Palad – accepts.
 - Nunzio Bellissimo – accepts.
-

Committee Reports

President

- Vick S. – report on hand.
- Any questions?

Linda M.: Q – Did Gina send in a report?

Vick S.: A – I asked her to send one, she has not as of this moment.

Linda M.: Q – What is going on with our NEGOTs?

Vick S.: A – Guillermo sent you the seniority list, still waiting for him to send me more info.

Linda M.: Q – Anything going on with TMOS?

Vick S.: A – They are just having meetings.

Any more questions? None.

- All in favor.
- **Carries.**

GC Tech Ops

- Jason J. – report on hand.
- Any questions?

Joe V.: Q – Any reports on interest arbitration?

Jason J.: A – None.

Any more questions? None.

- All in favor.
- **Carries.**

Airports/Cargo Shop Committee

- Delroy L. – report on hand.
- Any questions?

Ian J.: Q – You and shop committee fixed AX/AU?

Delroy L.: A – Yes AX/AU.

Ian J.: Q – Will company go back?

Delroy L.: A – Trying to get them to go back.

Larry C.: Q – When can we fix rolling calendar?

Delroy L.: A – That's next.

Mark P.: Q – Can they give you an AX while on shift?

Delroy L.: A – Still fighting it.

Any more questions? None.

- All in favor.
- **Carries.**

Tech Ops Shop Chair

- Steve G. – report on hand.
- Any questions? None.

Any more questions? None.

- All in favor.
- **Carries.**

GC Airports

- M. Khatib – report on hand.
- Any questions?

Anis K.: Q – Is there another negotiation survey coming?

M. Khatib: A – Yes, there will be one coming soon.

Delroy L.: Q – We had a big DA win, can you elaborate?

M. Khatib: A – Yes, as was case with GTAA.

Delroy L.: Q – Will this affect terminated employees?

M. Khatib: A – GTAA is who controls it; their policy.

Mike C.: Q – Selection of Tech Committee, how are they chosen?

M. Khatib: A – Still working on it.

Samson P.: Q – 67 out of work for failed DA/AVOP, why only 2 looked at. How many arbitrations have you done since Jan 2025?

M. Khatib: A – I have already answered that in the past.

Nunzio B.: Q – Does our collective agreement not allow us to have 12 a year arbitrations?

M. Khatib: A – I have answered that many times through the months.

Jason J.: We try to get extra days, and he explains process.

Continuation – GC Airports

Nunzio R.: Calls explanation a fallacy, says “always the same answer.”

Vick S.: OK, Nunzio, the GC said he has answered this already.

Ian J.: Q – Can you inform us how many arbitrations do you do a month?

M. Khatib: A – 6 arbitrations set a year.

Any more questions? None.

- All in favor.
 - **Carries.**
-

GC At Large

- D. Janssen – Report on hand.
- Any questions?

Rob C.: Q – You got them a raise and they laid them off?

Dan J.: A – Yes, due to the strike at A.C.

Any more questions? None.

- All in favor.
 - **Carries.**
-

EAP

- T. Doyle – Report on hand.
- Nunzio gives Todd accolades for his work in helping employees.

Makayla: Q – Do we have another EAP (UBY) day coming?

T. Doyle: A – I would like to say yes, but I don't know due to the company expense.

Any more questions? None.

- All in favor.
 - **Carries.**
-

Women's Report

- K. Airhart – In the past we have been at the Retirees' Party. Are we going to be invited this year?
- Vick S.: Yes, you are.

Good and Welfare

- Support we gave CUPE's flight attendants.
- Labor Parade March.
- Eboard approved \$500 for Caledon Hawks (Caputi). IAM logo will be on the banner.

Unfinished Business

- Negotiations still ongoing.
- Bylaws sent out for approval.
- AC2 bulletin board.
- Lav and Water permission for RS to be allowed into building.

New Business

M. Craig – Motion to put an IAM float in the Toronto Santa Claus Parade.

D. Lindsay – Seconded.

Delroy amends the motion to include Labor Parade March.

Mark P.: Q – Cost in it?

Vick- This item needs to be tabled until next meeting for M. Craig to get more information for the membership.

- **Carries.**

Discussion

Mark P.: Q – Where do GCs sit with NEGOTs as to Cope?

Dan J.: A – Still in NEGOTs. I don't know the details as of now. Mike Corrado would know more.

Kleber D.Q.: Q – What are the job functions of the V.P. and how are we using the V.P.?

Vick S.: A – The V.P. covers president whenever the President and ST are away. Why- because times have changed from a land phone only. Today members reach out via every media, personal cell, text, email, also if someone calls the local it goes to my

email as a voice message. To have some one sit at the local covering me but not fully performing the duties I have to do is not a facially responsible. When I return from vacation, I still have to complete all the work because it was directed to me. However, while I am away, I still answer calls, text, email this way the members are not disadvantage.

Vick adds: "I get emails and calls on my phone even while on vacation and days off."

Kushang: Q – constitution say I cover you on your vacation and when you're not here.
Vick S.: A – you do when Bubba and are away. If you look at the officer's guide of union book, you can see the picture of the VP twiddling his thumbs this book out lines what the VP does.

Kushang: Q – When president and ST are not here, who covers the lodge?
Vick S.: A – The V.P. or someone else if he can not.

Joe V.: Says Vick you are in breach of constitution.

Nunzio: Reason is Vick is trying to save money, and that's why our finances are where they are.

Kushang: It is not about saving money. We cleared a person to go around giving pins to employees.

Nunzio: Motion to make Mario Pacilla a permanent post as a 2323 ambassador.
Anis: Rules motion out of order.

Dan: There is allotment budget for VP in the yearly budget.

New Business Continued

Kleber- where is the GC Khatib to answer questions.

Vick – I do not know.

Kleber- I want to make a motion to have them here to answer questions.

Vick- The GC's fall under the district not the local you need to take that up with the PDGC.

Kleber- can we change the order of business to have new business first so we can talk to them

Vick- Yes, if the floor votes it.

- In cabins – our health and safety are being attacked.
- Lakoya – Sean Wilson has been removed from Health & Safety.

Abdul R.: Q – How did two members of cabins get elected or picked to training in the U.S. for leadership?

Vick: A – IAM international wants all locals to promote women in the workplace, I have mentioned this before in our meetings. I support this movement and wanted to advance our local with this cause. So, my criteria were 2 ladies from cabin service and that are shop stewards. I asked Antonetta and Latoya and they declined then I moved on. The normal way is International sends me a list of the classes and I give the executive board the list of names and they decide because I do not vote then.

Vick: We have to vote to see if we want nominations in October for December.

Kushang: Constitution says November to December and it can take members right away to vote.

Alin T.: Q – Date of nomination or date of election to qualify?

Vick: A – It's nomination day, 1 year back.

M. Cascagnette: I think we should do it in October.

J. Veltri: We are not following the constitution.

Danny: Q – Can we vote online?

Vick: A – No. Constitution does not yet allow online voting for Eboard.

Vote on Membership

Support having nominations in October or November.

- October 27
- November 7

Election to be online for shop committee or at lodge?

- At Hall: 42
- Online: 6

Both elections will be held at lodge.

Sick Members

- John Casal
- Christina Garcia

50/50 Draw

Winner: Mark LeBlanc – **\$77.25**

Hats Drawn

At Hall:

- Mike Cook
- Trista Di Monte
- Mike Cascagnette
- Jean Pasco
- Marc LeBlanc
- Ryan Campbell

Online:

- Aman Marok
- Kiki Mehmi
- Kris Block
- Jessica Hudson

Adjournment

- M. Cook motion to adjourn.
- Sean W. seconded.
- Motion carries.
- **Meeting adjourned.**

President report for September 2, 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.

Aug. 5 present for the eboard and membership meeting

Aug. 6/7/8 to 3 days of vacation

Aug. 11 Visit Ramp Director Jason Smalls on the grounds that Air Canada should contact a employees emergency contact who anything happens to an employee when they are on shift. The family of a employee/ member may not know why their love is not coming home.

Visit the CSA baggage group who were in the domestic baggage hall to dispel rumors of why a CSA member was removed from the Airport.

Aug. 11 drove to Ottawa to talk to our members they're about atom onus vehicle. (explain to members)

Aug . 12 spend the day at YOW Airport talking to members.

Aug. 13 drove back to YYZ to attend a Health and Safety meeting and to Visit Brother Rosky Navatrum with Sister Meline Reed to celebrate Rosky's 25 anniversary

Aug. 14 attended a 10 am and 7 pm for 3 members in cabins who celebrated their 25 anniversaries.

At the same time engaged with our members there.

Aug.16/17 attended the CUPE rally with many IAM members to show solidarity. Pictures and videos are on our website: iamaw2323.ca under the gallery section.

Aug.16 attended the Toronto FC soccer game with the winners of the TFC raffle.

Aug.18-22 spent this time catching up on emails, texts and phone messages.

Aug.21 Zoom call with the Health and Safety team, we are dealing with some issues.

Aug. 22, attend a information session about negotiations planning.

Aug. 25-29-office work

Aug. 25 walked the ramp, cabins and cargo floor to engage with our members.

Aug. Attended 25 anniversaries in Cargo.

Aug. 31 attended the celebration of life for late brother Leo Vega.

September 1 attended the best Labor Day parade ever. Thank you for all who took time come down to the march.

Video and pictures will be on the website soon.

Sept. 1 went to Etobicoke General hospital to visit to 2 members from Cargo that had a very serious accident just before their shift started.

Both members are home now and getting their rest and well on the road to recovery.

This is my report and I so moved.

Vick Seebalak

August Monthly Report:

- Attended a GSE new hire class
- GC Jason returned to work, happy to have him back and we walked the floor on each dayshift rotation.
- Attended the F/A strike on Monday with GC Jiskra for my lunch break
- Attended various meetings with management to address ongoing concerns regarding multiple issues including outsourcing of our work. Ex: GRU A-checks/Phase check for which a grievance has been filed
- Mark had vacation for one rotation
- Had a few meetings with employees having issues within the workplace

Steve Grigoropoulos

YYZ TechOps and Logistics Shop Committee Chair

August 2025 Shop Committee Report (Concise)

Special recognition to Trista for outstanding leadership and dedication.

Executive Summary

- Maintained office operations with targeted extended hours to support members.
- Level One Time in Attendance (TiA) and Level Two Labour Relations discussions produced measurable wins.
- Participated in Labour Day parade to demonstrate solidarity.
- Next deliverables: explanatory bulletin on the AX for late issue and preparations for the next bids cycle.

Operations & Scheduling Highlights

- Regular hours: 8:00 AM – 5:00 PM; occasional early starts and extended evenings as needed.
- Weekends: Off; regular weekday hours resumed after weekends.
- Extended coverage: Several days with 8:30 AM starts and late evenings to 1:00 AM or later as required during the flight attendant strikes Saturday the 16th and Sunday the 17th.
- Early September note: Bulletin detailing AX for late issue resolution and actions to follow.

Level One – Time in Attendance

- TiA conducted across multiple sites, including an Airport-focused event on 28 August.
- Results: About half of airport letters removed or reduced, a clear win for affected members.

- Ongoing focus: Improve TiA tracking and enforcement.
- Summary: 131 Level One and Level 2 reinstatement cases completed.

Level Two – Labour Relations

- Level Two engagements held; ongoing dialogue and member concern reporting.
- Feedback: Some dissatisfaction with decisions; commitments to constructive follow-up actions.
- Status: No additional Level Two sessions scheduled yet; plans to initiate as needed.

Key Achievements

- Leadership recognition for Trista's pivotal role in member support and communication.
- AX for late issue: Resolution achieved; explanatory bulletin to be released in early to mid-September.
- Bids preparation: Ready for the next cycle; cross-team alignment to maintain schedule.
- Airport Level One: Demonstrated proactive outreach and tangible gains.

Reinstatements & Letter Status (Level One and Level 2)

- Reinstatements: 131 completed.
- Letters: 25 removed; 30 reduced; 38 denied; 32 on hold awaiting member information.
- Note: Figures reflect Level One TiA-related outcomes.

Communications & Acknowledgments

- Thanks to Trista, all Shop Committee members, and airport teams for diligence and collaboration.

Next Steps & Workplan

- Publish AX for late issue bulletin in early September with resolution details, safeguards, and next steps.
- Finalize bids-cycle readiness and monitor cross-team alignment; prepare for Level Two as needed.
- Continue TiA tracking improvements and enforcement; implement approved changes.
- Maintain open member engagement and plan forthcoming Shop Committee initiatives.

Closing

August was productive, with strong teamwork and tangible member wins. Trista's leadership positions us well for September's bids cycle and ongoing labour-relations work.



Delroy Lindsay
Shop Committee Chairperson
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IAMAW Ottawa – Chairperson's Report

July & August 2025

Submitted by: Diego Vargas, Shop Committee Chairperson

Representation & Member Support

- Represented multiple members in time and attendance meetings.
 - Successfully prevented some new disciplinary letters from being issued.
 - Negotiated reductions of existing letters for some members, ensuring fairer treatment and protection of their records.
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- Attended several disciplinary meetings.
 - Positive outcomes were achieved in all cases, safeguarding members' rights and avoiding unjust discipline.
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- Provided direct support to a member who was hospitalized and unable to complete his retirement paperwork.
 - Ensured all required documents were processed correctly.
 - Successfully reinstated benefits that had been wrongly removed by the company, protecting the member's entitlements.
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Grievances & Initiatives

- Filed and advanced grievances concerning management performing bargaining unit work related to training.

- Management attempted to deliver training on the newly acquired electric equipment in Ottawa.
- Asserted and defended the bargaining unit's rights to ensure this work remains under the training department as per the collective agreement.

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Outcomes

- Only two disciplinary letters issued to members during July and August as a result of union representation.
- Reductions of penalties/letters achieved where applicable.
- Benefits reinstated for a member unjustly impacted.
- Protection of bargaining unit work reinforced through grievances and ongoing monitoring.

Closing Remarks

These months have shown the importance of strong representation and proactive defense of our collective agreement. The efforts undertaken highlight our commitment to:

- Protecting members from unfair discipline.
- Supporting members in times of personal hardship.
- Defending the scope of IAMAW work against encroachment by management.

We will continue to build on these positive results and stand strong together as IAMAW members in Ottawa.

In solidarity,

Diego Vargas

Shop Committee Chairperson

IAMAW – Ottawa

August regarding TBH Services.

Management (Jeff) has confirmed that, effective September 7, twenty (20) junior employees currently on recall status will be placed on temporary layoff. These are recall employees.

Management has also indicated that there is a possibility of bringing these employees back in December, should the Greater Toronto Airport Authority (GTAA) provide additional work at that time.

This concludes the August monthly report.

Yours Truly,
Laila Hakimi

IAMAW2323

Employee And Family Assistance Committee

Sept 1 2025

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

The EFAP committee assisted 37 members directly this month within local 2323.

I would like to take this opportunity to thank all the members of the EFAP committee for helping our members while I was on holidays for the last 2 weeks of August.

This end the EFAP committee report for August 2025.

In solidarity,

Brother Todd Doyle

Meeting on September 2, 2025.

As the full-time health and safety representative my daily duty and responsibility are as follows: each shift I have to hand in a daily shift synopsis of what my day was like. The things that I am required to include are: time spent on the ramp, time spent in the office, and time spent doing other related duties. I may also have to do a ride-along with a manager. I am expected to complete a minimum of 5 audits, a couple of vehicle inspections, observe new employees, and have discussions in regard to (e.g. Publication 90, feedback given, positive reinforcement).

I must identify any non-compliance/safety concerns, potentially serious situations, and give the numbers of HOIRs reviewed and signed off. I also reported whether there were any joint investigations (ICRPs) reviewed, any emergency/work refusal/risk assessments participated in, or injuries responded to, if any.

They also ask if there were any meetings or collaborations that took place. I need to clarify if there were any opportunities for improvement or best practices identified, any joint injury prevention discussions with the OM, rolling stock inspections, and then at the end, they ask if there are any other comments or follow-ups required.

On top of all that, I have to complete an inspection of different areas each month.

This is why when you take on something like this, you have to do it for the right reasons—not for recognition, but out of genuine care. Let me be honest: I do this Health and Safety role for the love, not for the likes. If it were about popularity, I would have walked away a long time ago.

Please remember, as a Health and Safety Representative, you are here to support your coworkers by ensuring a safe work environment and raising concerns that may impact their well-being. Your role is also to collaborate with management to promote solutions and improve safety practices.

It's not about authority or recognition — it's about responsibility, respect, and making sure everyone goes home safe. If you care about your workplace and want to make a real impact, step up. It's worth it.

What I've come to realize is that no matter what position you're in or what you're doing, not everyone is going to be happy with you, but at the same time, not everyone will be against you either.

One of the management staff told me not to worry because my work speaks for itself. They see what I'm doing, and they appreciate it—just like the employees should. They said I'm doing a great job and encouraged me to keep it up.

Another manager shared something that really stuck with me. They said the resistance I'm facing is expected, because when you're doing the work, it means others have to work too. I hadn't looked at it that way before, but it really made sense.

Best regards

La'Koya Brown,

Health and Safety Co-chair

Health and Safety report for Cargo August 2025

August was an overall slow month; the strike impacted our work environment by less Cargo and therefore less injuries occurring.

It was a clean up month, recounting supplies and tidying and following up with older ICRP's

We had two manager injuries mild in nature.

One passenger dog bite to a Cargo employee that led to a lot of running around trying to get information, thankfully seems resolved now.

Uptick in Sims being reported, which is great to see employees engaging the tools available to them!!

We have also had an increase in security breaches during August which is not good for anyone! Reminder to all, we have the right to challenge anyone, so please if you see someone that doesn't look like they belong in our secure areas ask them for ID!

Health and Safety Cargo YYZ
Michelle, Jerry and Cahal

Health and Safety report YOW for September Meeting.

- Procurement and distribution of bottled water for our members during heat waves.
- Health and Safety meeting with the company. Points discussed: Adding a water purifier to our members' lunch room and members' injuries and state of recovery.
- Purchased a new coffee maker for our members' lunch room (From the IAM).
- Training and observation of the new power stow belt installed on belt 2.
- Disposal and storage of hazardous waste.
- Monthly inspections of first aid kits and fire extinguishers.
- Monthly inspections of hazardous waste storage facilities.
- Meeting with airport safety and Air Canada management to discuss safety concerns and solutions.
- Assisted and organized the YOW stock room to help our modified duty members.
- Ordered and distributed safety supplies for our members.
- Handled safety concerns and support for our members

Thanks

Kimio YOW