

# Northern Crossroads Connector

Volume: 1 Issue: 1 January 2015

## **President's Report**

Happy New Year. I would like to wish each of you all the best in 2015.

As president, I am very pleased to write my first article for the Northern Crossroads Connector.

With a look back at 2014, our lodge has laid the groundwork for a very important 2015 and onward. We have a functional website that is continuously updated. A Facebook page that is starting to grow as well as a twitter feed. We have recently started a campaign to educate our members of the presence of these tools. As we move forward, we will reap the benefits of this work as our members will be able to access information long before it hits a bulletin board. We will continue to use the bulletin boards so that no member is without access to information.

We provided education for seven of our members with various levels of leadership training at our very own IAMAW Winpisinger Center. We had two members attend a Health and Safety symposium, and we have created and delivered a basic shop steward course. None of our achievements would be possible without our members stepping up to the challenge and putting in the work that is required. On behalf of the Executive Board, I would like to extend a thanks to all of the members that choose to be active in our Local Lodge. I would like to thank the members of the Executive Board for the time and effort

that they contribute.

With a look into 2015, this will be an important year for unionism. It is federal election year. Unfortunately, much of the public, including union members in Canada, are unaware of the impact that the government in power has on our ability to fight for working people. Many labor groups in the past four years have experienced the impact the government has on our rights. I am sure many of us can remember the previous minister of Labor, Lisa Raitt, and how she stripped away the rights of thousands of Canadians to strike for a fair collective bargaining agreement. The Conservative government has made it very clear that growing the economy is their agenda at all cost. There is little care and consideration for the environment and none for the working middle class Canadians. The gap between the rich and poor in Canada is growing at a progressive rate. There is a constant attack to lower the cost of labor while the shareholders and executives post record profits and compensation with large bonuses.

The race to the bottom is strong in Canada. Thousands of jobs in all sectors have disappeared to overseas vendors in the search for cheap labor. Our district is no stranger to the impact of third party contracting. It was not too long ago that nearly 3000 members lost their jobs as Air Canada contracted the

heavy maintenance of aircraft to vendors outside of Canada or to nonunionized shops where there are lower wages and benefits. We also witnessed the job losses of United Airlines members in Canada. If we stand by and watch, there will be nothing left for our future generations to enjoy.

For us here in Alberta, provincial politics have become a political joke with Danielle Smith, former leader of the official opposition taking the "if you can't beat them, join them" approach as the province gets set to face a financial meltdown with the lost revenue from sagging oil prices. A report released January 14, 2015 by the Edmonton Social Planning Council shows Alberta has the highest rate of working poor in Canada. A reversal of poverty has to start with government. Is another PC government, federally or provincially, the right choice?

Now is the time for us to engage in politics, become educated and, ultimately, exercise our right as a Canadian to vote. Our

## **Shop Committee - YYC**

First, we would like to wish everyone a Happy New Year and hope you had a restful Christmas season. We realize those who had to work over the Christmas season endured chaotic work conditions. These chaotic work conditions have led to a few aircraft accidents which do a few things. First, it inconveniences the passengers. Second, it creates discipline and strain with the members involved. Third, it is a less safe working environment. When we are in these high demand situations, it is important to remember to adhere to the proper safety protocol. If anything, it will prevent injury to yourself or a colleague.

With the start of the New Year, we feel, Syed will be in full attack mode since they have been pretty quiet the past few weeks. We urge you to be diligent with your time keeping to minimize the effect of Syed. Please remember to be militant regarding your punch in/punch out as this is coming under scrutiny as well. Estuardo is far more efficient at processing these issues, but it is still a headache. The company is also starting to view no punch in's as a way to bypass being late. If you were a habitually late person, you would be in the

lodge has a political action committee that will be very busy in 2015 to bring our members information.

I encourage you, as an IAMAW member, to attend your local lodge monthly general membership meetings. You can find the dates on our website [www.iamaw1681.ca](http://www.iamaw1681.ca). It is here that you can get information and, most importantly, be able to participate in your union.

I watched a segment on the CBC news this week as economists discussed Canada's economy for 2015. I will quote Amanda Lang senior, business correspondent for CBC News "For Canada to succeed wages need to increase".

In Solidarity,  
James Burden  
President LL 1681

crosshairs if your no punch in is increasing.

The Shop Steward training format will be changing moving forward. It was a comprehensive two day course but will be changing to two one day courses. The first day will be a more elementary course to cover Shop Steward basics with the other one day course being more advanced in nature.

We had a couple of arbitration meetings within the past month. We had a termination case move forward on December 4/2014. We are still awaiting the award on that case. We had a total of three cases heard yesterday including a termination case, benefits case, and YEG cargo vacation bids. The next scheduled arbitration is scheduled at the end of January.

We would like to take the opportunity to thank the Shop Stewards for their continued effort and to Keith Aiken for his constant service to the membership.

Respectfully submitted,

Kent & Ryan  
YYC Shop Committee

## **Shop Committee - YEG**

I have been arduously dealing with the national shift trade policy being imposed on us. What is being imposed is:

- In any 12 month period, a full-time member cannot shift trade more than 520 hours or pick up more than 520 hours.
- Part-time members cannot shift-trade more than 260 hours but can pick up 520 hours.
- In a 12 month period, if no shift trades occur the member will start at zero once again.
- The program being imposed is reflective of the already in place 'rolling program' for sick time.

The following are my concerns at this time:

What date did this policy start?

Were we zeroed?

Why did all bases not have this policy imposed on them?

How do the members keep track of shift trade hours?

Is this policy just imposed on Airports?

I have seen nothing in print, why?

Every year we struggle with Cargo regarding the vacation bid. This year was no exception. It is very frustrating to represent the members of a business with a nationwide collective agreement that has allowed a business group to practice its own methodology of that agreement. The argument again is in regard to the methodology of determining liability and which classification's vacation entitlements will be mitigated during the 'so called' prime time. We also argue every year on what Cargo's definition of a flat line is.

All of us, who have worked in cargo, know that in the past 6 or more years since we lost the mail contract, there has been no prime time periods in cargo in Edmonton. In fact, Christmas is now a slow time. Management still continues to block out or embargo weeks at Christmas and the summer period. Cargo does not deal with passengers; they are not affected by the public going on summer vacations; there are no high load factors in the cargo in the summer. Cargo still blocks out summer vacation. To me, it shows a disregard for the members. These are times

our members would like to spend with their families and should and can be maximized, such as the cargo management do for themselves. Ironically, in such peak periods we can afford to be without management. A flat line in Cargo is different from a flat line on the ramp in that, weeks available to bid depends on what your days off are and shift types. In other words, two people, who work opposite sides of a 4x4 shift, cannot bid back to back on a flat line. Also, if you work a different shift type where the days off overlap into the next week, that week is disallowed. Every year we argue these issues up to arbitration. Terrible!

I am constantly being asked by our members. Will the company declare a surplus this spring so they can once again have an enormous surplus pool? The members are tired of seeing a surplus pool which mitigates fixed shifts. Surplus pools and excess relief are a terrible way of managing your resources. I believe this is an attempt to manage day to day irregularities. The time it takes to identify an irregularity and schedule a shift time the irregularity has disappeared. One example of an irregularity is from time to time we have twice as many people off on vacation as we have vacation relief due to the vacation blocks having seven days, while the majority of the members work eight day weeks. The outcome is, at four different times throughout the year there are twice as many people off on vacation then planned. You simply cannot bid a fifty-two week year while the members work a forty-eight week year. It seems the company is trying to address this by having twice as many relief then needed. I believe they should try increasing the 4x4 compression to 90 percent. Bid the vacation using eight day blocks on a forty-eight week year and the part-time folks work their shifts on a even day week bidding on a fifty-two week year. This is a formula that we used about ten years ago that worked. We also have an effective way of managing resources at a small base, as it is what they do in maintenance. They have one shift type and no huge relief pools.

Negotiations are coming in a bit more than a year. All three of these issues can and

should be taken to our next negotiations as a priority. These are all non-monetary items that we need corrective language to protect us. No more surplus declarations, no more ambiguity in vacation language, let's get the

shift trade language in the contract so we can all see what the rules are.

In Solidarity,  
Prescott Franko

## **Shop Committee - Swissport/Servisair**

I, with the help, of Keith have had to handle quite a lot of payroll issues. I am glad to say, with much diligence, most of them have been resolved. The company also met with us (Sisco, Keith and myself) last month to discuss these matters as well as low starting wages to which we have made some stride toward improving. Also at this meeting the company has agreed to start our negotiations early as our CBA is due in July. So as is apparent things

are about to get busy. Thank you to all my union brothers and sisters for your guidance and continued support.

In Solidarity,

Sam Ford  
Chief Shop Steward LL1681

## **Political Action Committee**

I hope everyone had an enjoyable Christmas season and a good start to the New Year. I would like to announce we have doubled the political action committee with the joining of Donald Carmichael and Robert Pratt. I would like to welcome them to the committee and encourage others in YEG and YYC to become involved.

Some pretty astonishing things have happened recently in Alberta politics which should not be forgotten. Nine members of Wildrose Party defected to the PC Party, which is a concerted slap in the face of democracy. This is not an acceptable practice to allow even if the Wildrose and PC are two sides of the same coin. 440,000 voters watched their voice get trampled on when their elected representative crossed the floor in a shameful display.

The price of oil per barrel is next on the radar. The PC's have made vast promises and are now regretting these promises with the plummeting price of oil. This is, directly, going to affect the middle class and lower income families. This is also going to affect the promised schools which were to be built and our degrading healthcare buildings and providers. Please keep up to date via the media with respect to our infrastructure in the upcoming months. We have an election

around the corner, and we need to keep these items in our minds when we are at the polls.

I realize it is easy to generalize politics and become flustered with the various things we see happening within it but do not lose hope. Informing yourself of current events is what arms you with the knowledge necessary to make an informed voter decision. We do not always have to agree with each other and because of this we create and adopt new ideas and concepts. I encourage you to have some discussion with any of the political action committee if you feel this would be of interest to you. Thank you for your attention on these issues.

Respectfully submitted,

Ryan Wick

## **Health & Safety**

Slips and falls occur every day. The extent of injuries can be minimized by proper safety knowledge and attitudes. We have had 555 slips/trips/falls injuries in ground personnel across Canada in the last 12 months. Being aware is your best protection. Please take the

time to fill out the form below for a chance to win!

Bruce Somerville  
Air Canada Health and Safety  
YYC

### **CONTEST DON 'T SLIP, GET A GRIP!**

Name 8 of the 10 recommended safety practices to follow to prevent slips/trips and falls and get the chance to win:

One of the three set of:

CSA approved winter safety boots along with ice cleats  
and a pair of snow pants

- 1: \_\_\_\_\_
- 2: \_\_\_\_\_
- 3: \_\_\_\_\_
- 4: \_\_\_\_\_
- 5: \_\_\_\_\_
- 6: \_\_\_\_\_
- 7: \_\_\_\_\_
- 8: \_\_\_\_\_

Complete the contest form and submit it to your local health and safety representative during the period of January 21st to February 06th, 2015 inclusively.

Name: \_\_\_\_\_

Employee #: \_\_\_\_\_

Station: \_\_\_\_\_

Department: \_\_\_\_\_

Hint: There are 10 recommended safety practices sent to your AC email

# Executive Board & Shop Committee's

## Executive Board

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