

Northern Crossroads Connector

Volume: 1 Issue: 2 February 2015

President's Report

Brothers and Sisters of Local Lodge 1681,

This month I am informing you of a very important issue that will impact you on two levels for the next four years and beyond. There will be both a Provincial and a Federal election this year. The Provincial election may be called as early as April and the federal in October with a possibility of June.

As we know from history, the percentage of eligible Canadians that exercise their right to cast a ballot is very small. At no stage of our lives are we taught the power of casting a ballot. It is often only through personal interest that we become engaged in politics at all. I am no different from many other Canadians; it has been through my involvement and participation in the union that I have become educated about the power of government and your rights as a working Canadian. I for one will never miss the opportunity to cast a ballot federally, provincially or municipally. We have the power and the ability to impose change by casting a ballot on election day! I encourage each and every member of Local Lodge 1681 to become educated

and informed about the candidates running in your riding and take the time to mark an X on election day. We can all make an excuse about how inconvenient it is to take the time to go to the polling station but in reality, it is a very small fraction of your life. Our forefathers fought for the rights of democracy; let's use it.

I respectfully challenge your knowledge this month on two political questions;

1. Who is your MP and what party do they represent?
2. Who is your MLA and what party do they represent?

I am very pleased to report we held a great local lodge meeting in Edmonton on February 03, 2015. We recorded one of the best attendance records over the past year. It is certainly a positive sign that our members are becoming engaged in their work lives. Let's keep the momentum going and grow the attendance numbers month after month.

Representatives from our lodge attended a Canadian Labor Congress election preparation conference on February

5 and 6 in Edmonton. During the conference, our representatives attended three seminars related to topics of face to face communication, engaging young workers, engagement to action and building allies.

There are four National Issues that are very important;

1. Good Jobs (what exactly is the definition of a good job)
2. Retirement Security (do you know how many seniors on a fixed

Shop Committee - YYC

The hot topic of February is the proposed shift trade policy the company produced last week. The problem with the policy is it causes more questions than provides answers. What we do know is the District Lodge 140 is challenging the policy and has asked for a cease and desist until seen in front of an arbitrator.

We were in YVR from February 16-19 for a series of daily meetings with District 140 and with the company. During that time, a meeting was held with the National Shop Committee, which discusses issues across the system and at singular bases, and we compiled a list to discuss with the District. We met with the District 140 representatives to discuss issues brought up by the National Shop Committee meeting and the shift trade policy that was released while we were in YVR. We also met with the company to discuss the new grievance procedure and ask questions regarding this new system.

There were no arbitrations held in February, and the next scheduled arbitration is for March 10 in YVR where we will be presenting one case. Thanks to the shop stewards for their continued

income use food banks)

3. Health Care

4. Child Care

Over the next four issues of the Northern Crossroads Connector, I will expand on each topic.

Respectfully,

Jim Burden
President LL 1681

efforts and Keith for his endless work in the District.

Respectfully Submitted,
Kent & Ryan



Simon Loesche reacting to a constantly changing PDA. It is like a slot machine that never wins!

Shop Committee - YEG

Again this month I would like to discuss the issues I have regarding our collective agreement.

I find the language in Art. 14.06.01 is concerning in regards to how the employees are being protected during such a difficult time.

" When a death occurs in the immediate family of an employee, the employee shall be entitled to bereavement leave of (4) consecutive calendar days. This leave includes both working and non-working days. If the employee has completed three (3) consecutive months of employment, this leave will be with pay.

Bereavement leave will normally commence on the day immediately following the death. Subject to the employee's prior notification to the company, this leave may be deferred to include the funeral should the funeral not take place within the four (4) days immediately following the death."

This language is not union friendly, it must be clearer. The language in our collective agreement should potentially be rewritten to include the possibility of a union representative being a qualified and reasonable choice as a person to notify management in necessary situations. There's maybe too much ambiguity in which an unscrupulous manager may reprimand a member for not speaking to him directly. My second issue regarding this article is the reference to both working and non-working days does not provide the needed time for bereavement, especially when funerals take place overseas. It is simply not logistically possible for someone to attend a funeral and return in time for work, given the current language. Again it allows unscrupulous

people to possibly not allow you to have the paid day off for a person in your immediate family's funeral. Note the word may as written in the article of the collective agreement and should possibly read 'will be'. The language fails our union members by not providing needed options for correctly obtaining the necessary time off during a family death.

An update to last month's report regarding shift trades.

I have submitted a group grievance from all members in YEG regarding arbitrary backdating the effective dates for our members in YEG.

A General Information Circular (G.I.C.) was issued in regard to the new policy. The IAM immediately reacted by seeking an immediate cease and desist order from an arbitrator. Please see the IAM bulletin issued February 20th.

Negotiations are coming. Please make it clear to our negotiators that Shift Trade language must be in the collective agreement and please amend the language in 14.06.01.

In Solidarity,
Prescott Franko

General Chairperson Report

The Committee of General Chairman called an emergency meeting and met internally on Tuesday February 17, 2015 to discuss the Companies new shift trade policy. This policy has the potential to impact some of our members greatly by limiting flexibility and potentially affecting how you are paid. The IAMAW takes this change of policy very seriously.

On Tuesday February 17, 2015 the IAMAW contacted its legal team and explained the new changes to the policy and asked for advice. On Friday February 20, 2015 District Lodge 140 contacted Air Canada and asked for a cease and desist on any change to the shift trade

policy until the issues can be arbitrated. The IAMAW is requesting that the original process for pay and shift trades remain in place until our legal counsel can present the issues at arbitration. These are very important issues for us all.

Please look at the District Lodge 140 website at district140.iamaw.ca for further updates and information. You can also contact me directly or any member of your shop committee.

In Solidarity,
Keith Aiken
General Chairperson DL140
@kaikenIAMdl140

Political Action Committee

The political action committee had its first meeting where we gathered and discussed current events, opposing opinions on issues and how to create interest within politics and how it affects us. Finding a way to create interest, regarding politics, in people is certainly an uphill challenge but we will continue to discuss the subject. A hot topic right now is Bill C-51 and the breadth of its power. Here are some of my thoughts regarding this controversial proposed legislation.

In my opinion, some scary times are ahead with the Conservative Bill C-51, also coined as the "secret police" bill, with regard to our civil liberties and our ability to have legal civil dissent. In Part 1 Section 2 of the proposed legislation, it states in the definitions and interpretation some very troubling language that I will outline in the following points.

["activity that undermines the security of Canada" means ANY activity, including any of the following activities, if it undermines the sovereignty, security or territorial integrity of Canada or the lives or the security of the people of Canada:

(a) interference with the capability of the Government of Canada in relation to intelligence, defence, border operations, public safety, the administration of justice, diplomatic or consular relations, or the economic or financial stability of Canada;

(f) interference with critical infrastructure;

For greater certainty, it does not include lawful advocacy, protest, dissent and artistic expression]

Though the things they want to protect are valid, there are laws in place that already protect our infrastructure,

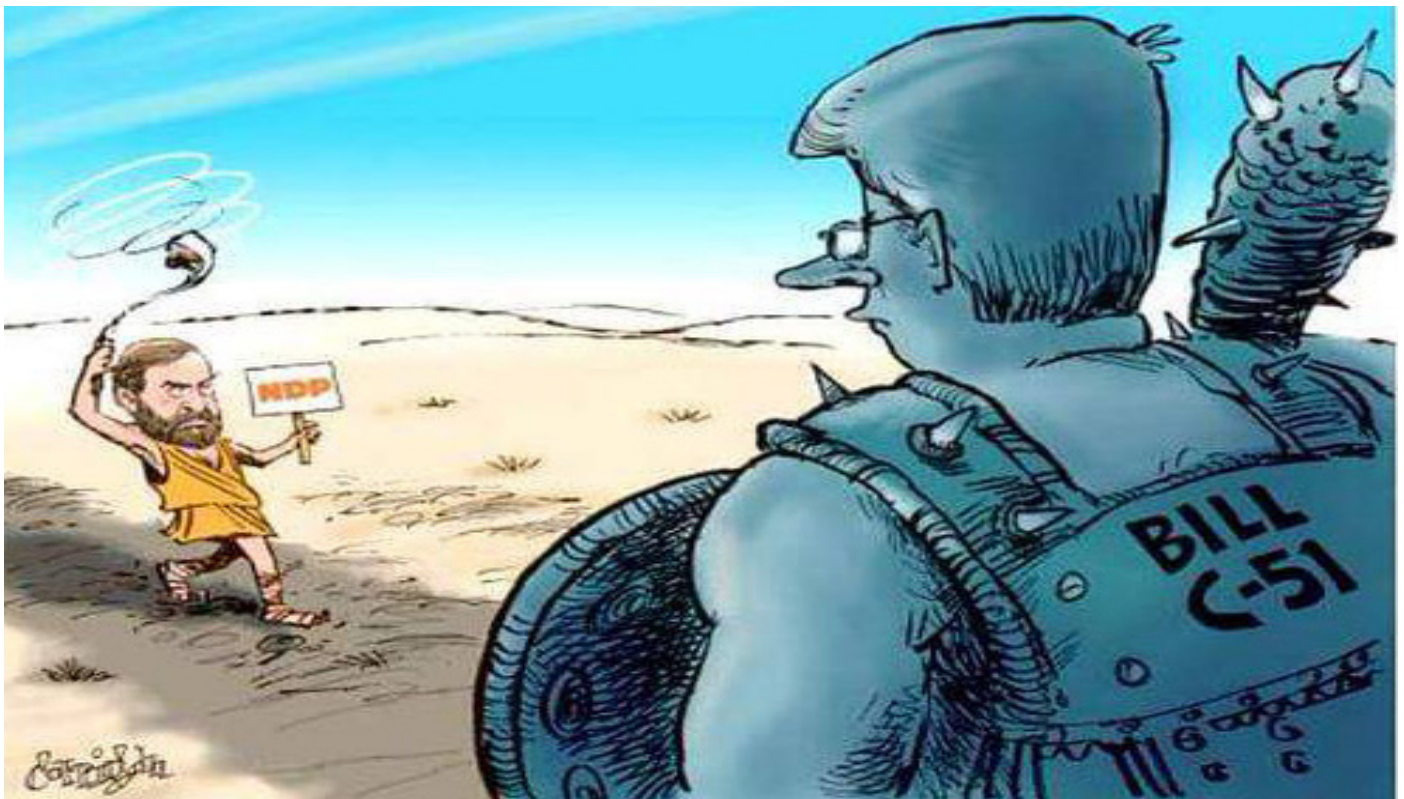
public safety, defence, etc. The last line speaking to what is not included in the list of activities provides some form of relief but is still problematic. What if there is an impromptu protest on a city street without a proper permit? What about a small group of people protesting a pipeline? What about the Occupy Wall Street movement? This is non-violent civil dissent that is considered unlawful because they do not have a permit. What happens to these people? They are subject to the broad powers of Bill C-51.

These are the questions the official opposition have been asking without a proper response from the government. If the goal of a terrorist is to instill fear and change the way we live our life, then the goal of the terrorist is being met. We have had two singular incidents, in Canada, which the Conservatives pushed very hard to sell as terrorist attacks. This should not be the catalyst for legislation that gives a government vast

power with little to hold it accountable.

Every abuse of power has a starting point. It is best to be vocal at the starting point rather than oppressed by it at its fruition. In the words of Harry Truman, "Once a government is committed to the principle of silencing the voice of opposition, it has only one way to go, and that is down the path of increasingly repressive measures, until it becomes a source of terror to all its citizens and creates a country where everyone lives in fear." This quote, similarly, doesn't stray far from a government using fear as a tactic to silence its opposition as well. Be critical in your thinking when it comes to the civil liberties we have, what they stand for and what it meant to us when it is restricted or gone.

Respectfully submitted,
Ryan Wick



Pension Report

Hello everyone, I just wanted to introduce myself, Brother Kris Doucette, and give a quick update on what's going on in the pension world as your new pension representative. It has been a steep learning curve, but I am very excited and keen to learn about the world of pensions, you can all laugh now!

I spent two days in Vancouver with all the national pension representatives in the month of January. This two day seminar was hosted by Brother Chris Hiscock, who is the chair of our pension committee and also the President of Local Lodge 764. We went through numerous aspects regarding our pension plan and, suffice to say, I have hundreds of pages of documents to read through, does anyone feel sorry for me now??? I cannot thank Brother Hiscock enough for his hospitality; he is a wealth of knowledge pertaining to all aspects regarding our pension, and we are very lucky to have him as the chairman of our pension committee.

As a new committee member, I will keep my first pension report short and sweet. Please do not hesitate to contact me if you have any questions, if I do not know the answer I have a wealth of knowledge a phone call away. I can be contacted by email at kdoucette@iamaw1681.ca or by cell at 403-390-4495. Please stay tuned as I hope to have a "Did you know?" corner in my next report where I will give you little monthly pension tidbits for you to ponder.

In Solidarity,
Brother Kris Doucette
Pension Committee Member



Executive Board & Shop Committee's

Executive Board

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Shop Committee's

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