

# Northern Crossroads Connector

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## **President's Report**

What is a "good job"?

Is it a job that pays you enough to have the necessities of life like food and shelter? Does it provide you with enough income to live comfortably in a dwelling of your choice in a neighborhood that you pick yourself? Do you rely on a food bank to feed your family or do you have enough money to buy the groceries of your choice? Are your kids able to participate in sports or clubs that interest them? Can you visit the dentist for regular check ups, cleaning or care if needed? Can you afford the medication to cure the sickness that has overtaken the life for yourself or a loved one? Does a good job put your life in jeopardy or are there health and safety standards to ensure that you return home each day? Will you be able to help your children with education to give them a fighting chance at a successful career? Will you ever be able to see that sunset over the ocean on a small island, see the pyramids in Egypt, the Great Wall of China or whatever your personal aspirations or goals are or will you be secluded to the only place that you have known for years because you simply do not have the means to pursue your dreams? Will you be able

to retire with dignity at an age that will allow you to enjoy your final years truly? A "Good Job"; is it any of these things?

Good family supporting jobs that offer a secure future with decent wages, benefits and working conditions in Canada have disappeared in large quantities under the direction of the Conservative government. We must stand up and fight for these good paying jobs with good benefits and future security not only for ourselves but for the generations to follow. We must put our foot down and say "I deserve an opportunity to a good life with a decent wage, good benefits, good working conditions and a post retirement life with dignity!"

As parents, we concern ourselves with a government run program called an RESP, a savings account that is supposed to support the massive burden of education. The government will sweeten the pot by kicking in a percentage of your contribution to a maximum. As many workers are falling prey to the exploitation of lower wages and a race to the bottom through a market driven response of shareholder value, record profits and Executive

bonuses and compensation, the reality of contributing to such a program grows farther and farther away every day. For many of our members, two jobs is rapidly becoming the normal just to pay the bills.

The government has established a basic metric called minimum wage, by definition; an amount of money that is the least amount of money per hour workers must be paid according to law. It is time to expand that law into a living wage. The disparity between CEO's and Executives to working people is growing at an alarming rate. The success and profitability of a company cannot be achieved solely by the top Executives. It is the team effort of quality leadership and labour that maximizes growth so why such a disparity? Stephen Harper's Conservatives have witnessed many company closures during their time in office whereby Executives have left with a large compensation and workers are left to fight for their last paycheck.

To focus on our Local Lodge, we will be looking for negotiation representatives for the upcoming round of Collective Bargaining with Air Canada. I encourage all

## **Shop Committee - YYC**

March was filled with anticipation over the shift trade drama which was unfolding across the system. There was arbitration held in YYZ on March 25/2015 which the arbitrator, Mr. Stephen Raymond, determined there was too much information to render a full award so he issued an interim award. This award instituted the 520 hour limit for FT and 260 hour limit for PT. There are two more dates set to hear the case further on April 22/2015 and April 24/2015.

Arbitration was held on March 10/2015 in YVR and heard by Mr. David

of our members to start the conversation now in the workplace, at the hockey game or sitting around the campfire. The success of our bargaining committee starts at the grassroots of the membership. Engage in the open conversation, and then nominate and elect the representative that you feel will do the best possible job on your behalf at the bargaining table. I would like to remind our members that Local Lodge 1681 does work under the direction of bylaws and the IAMAW Constitution. Both documents are available to all members. In the coming months, there will be bulletins containing important information about the bargaining process and we will also be discussing it at the regular membership meetings.

Our Swissport brothers and sisters are also beginning the process of collective bargaining. Sister Patricia Size, Brother Sam Ford and Brother Elvis Ellis will be facing the challenge of negotiating a fair collective.

Jim Burden  
President,  
Northern Crossroads Local Lodge 1681

McPhillips. We had one termination case that was heard at the hearing. There are a few other termination cases waiting to be heard on the May arbitration date.

We would like to reinforce the proper demeanour when communicating on the various social media sites. Please keep it respectful when in reference to your employer. Do not openly bite the hand that feeds you. This can quickly stop your ability to be fed by this hand in the future. It is fine to disagree with a protocol and have respectful discussion over it. It is another matter to completely

disparage your employer.

The profit sharing bonus seems to be in limbo at the moment. The Company has told us they will send out information regarding when we can expect to see the bonus and how much. We will try to update you as we find out more information.

## **Shop Committee - YEG**

March has been a month filled with grief regarding Great West Life. The way our disability administrator is dealing with our cases is nothing less than shameful. We are dealing with two suspensions pending termination regarding employees' claim to disability and are being rejected from Great West Life (the administrator of our disability plan). The two issues are very similar; the administrator is telling these members that they do not have enough medical information and/or they are not accepting the information the members are providing. Although both members' doctors support their claims, both of these members' claims are being rejected by the disability administrator. After the members had faxed in their medical information, the administrator didn't seem to get the fax or when the members call them they don't answer the call or don't return the call in a timely manner. This practise of ignoring and delaying communication obviously causes an immediate financial hardship on the member and occasionally total financial devastation. As this happens so frequently, I tend to believe they may be doing this intentionally attempting to frustrate or aggravate members or to deter members from staying on disability or going on disability. At time to time while all this nonsense is happening regarding the interaction or lack of interaction with the administrator, the company may make a judgement stating that the member is now abandoning their job by not being

Thanks to Keith and the Shop Stewards for their constant work in representing the membership. We will have more for you next month!

Respectfully submitted,  
Kent & Ryan

on a Group Disability Income Plan, WCB or any approved leave of absence and then suspends the member pending termination. The union then grieves the suspensions which may take months and sometimes years, which is the case with both our members' grievances. Both of these members do not have any other income during the appeal process.

This month we are also fighting with the administrator regarding one of our very senior members who was off work due to having cancer surgery. The member had acquired a doctor's note before he returned, as is usually requested from the company and the administrator if any modified duties may be involved or another accommodation is needed. The doctor recommended that the member modify his work hours for six weeks before returning to full hours. On his return to work, the disability administrator disputed the doctor's recommendation and told the member he only gets one week of accommodation instead of the six weeks recommended. This is where a dysfunction lies in the marriage or relationship of disability administrator, and the company comes into play. The company implies they have no control of the administrator's decision. While the union tries to correct it, the member suffers. Even though, the company temporarily gave the member permission to be accommodated, until we get this possibly resolved, it adds stress to

the members recovery, which the member does not need.

In regard to my ongoing rant regarding our dysfunctional Collective Agreement, we need a clear written expedited process where the union can advocate directly with the disability administrator on behalf of the affected member to help expedite the process. Presently, we can be with the member to speak to the administrator but we cannot speak directly to the administrator in regards to the affected members cases without the member being present. We need clear printed rules surrounding disability claims. We need a clear and transparent description of which type of doctors the administrator honours and which they do not. (Example: General Practitioners and Psychiatrists verses psychologists and chiropractors.)

## **General Chairperson Report**

This has been an extremely busy month. We are juggling numerous issues of national importance such as shift trades, technological change and the impact of that change and potential outsourcing.

On top of all these issues, we have had a flurry of terminations this month. Our next arbitration is on May 1, 2015, and I will be adding all the terminations to the agenda for that date. We do have a small backlog of grievances due to the ongoing terminations as terminations proceed first to arbitration. I will be approaching the Company to ask for additional dates so I can get the backlog cleared up.

This month I attended the Organizing course at the IAMAW Winpisinger Center. It was a very good course, and we will be having further discussions about this in the near future.

I am working on training for the bargaining

This clear printed language could help expedite some claims and cause far less aggravation to our members. We need accommodation language added to the Collective Agreement to protect our members if their doctors impose restrictions which disability administrators feel are inappropriate.

We need to rewrite this ambiguous language to protect us. The language needs to be far more transparent and printed in the Collective Agreement for everybody to read and understand.

In solidarity,  
Prescott

committee at Swissport Edmonton. The bargaining surveys are in the workplace now, and it is important that the membership fill them out. The surveys are what guide our negotiations team in bargaining. If you need a survey, please contact Sam or Patricia.

I would like to thank all my committees and stewards teams for their hard work this month. It has been extremely busy, and each committee has handled all the situations with class. I am proud to work with these dedicated members. I am looking forward to seeing you all soon in our workplaces.

In Solidarity,

Keith Aiken  
IAMAW GC DL140  
403-250-3708



## **Political Action Committee**

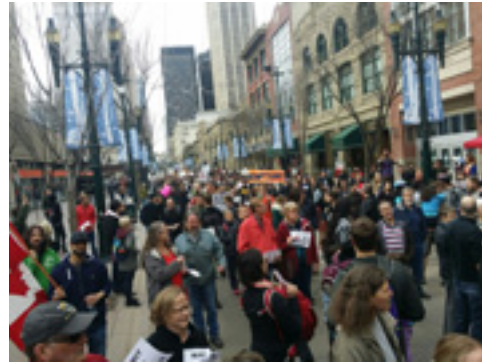
On March 14/2015 there was a "Day of Action" that happened across the country in over 55 locations. Thousands of protesters, across Canada, joined in a unified stand against Bill C-51. I attended the protest in YVR and witnessed a crowd of over 1,000 in front of the Vancouver Art Gallery. It hosted numerous activist speakers from all spectrums including environmental, poverty, aboriginal and privacy. Each speaker was well spoken and on point regarding the seriousness of the legislation. The sign that spoke to me most said, "Our security lies in our fight for the rights of all".



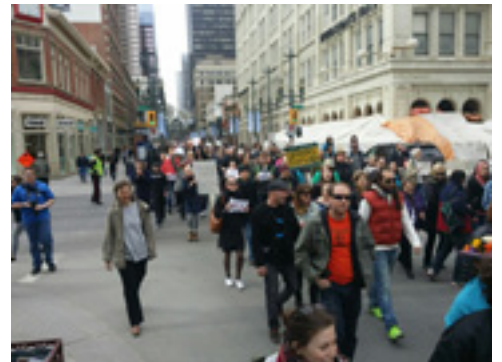
Some shots from the Vancouver Art Gallery for the Bill C-51 protest. Over 1,000 people attended.



Donald Carmichael attended the YYC branch of the "Day of Action" which had over 500 people in attendance. This was an extremely positive symbol of solidarity, especially in the Conservative land of Calgary.



Over 500 people marched down the streets of YYC in protest of Bill C-51. An excellent turnout!



Check out the sweet shades and leather jacket on the man in the below picture. The terminator came out to protest!



# **Pension Report**

Hello all,

Not much to report on the pension front this month but I think there is one thing we need to bring to everyone's attention on what the Conservative government is trying to do to our Define Benefit pension plans. The federal Conservative government is planning on introducing a single employer Targeted Defined Benefit pension plan in the federal sector. If this is allowed to go through then it will allow companies like Air Canada to change our current DB plan to the TDB plan. The big difference with the TDB plan is that it places a greater risk on the members of the plan in the event of a solvency underfunding.

This is another attack by the Conservative government not only on unions but on our pensions and, more importantly, our family's future. I urge my fellow brothers and sisters to contact your MP and say enough is enough, that we are not going to tolerate an attack on our future and our family's. As some of you may know you can go to [www.saveourpensions.ca](http://www.saveourpensions.ca) to find a letter template of your choice that you can send to your MP.

Did you know.....the long term interest rate is the single biggest contributor on whether the pension plan is up or down. A quarter percent change in the Bank of Canada rate can have a plus or minus effect of 360 million dollars on the plan.

Once again if you have any questions or concerns please do not hesitate to contact me at [kdoucette@iamaw1681.ca](mailto:kdoucette@iamaw1681.ca) or by phone at 403-390-4495.

In Solidarity,

Kris Doucette  
Pension Committee Member



## **Health & Safety**

YEG

The EIA is enforcing the no parking in the bag-room. We need to ensure Air Canada baggage tractors are only entering to pick up bags. There will also be a spring bag-room cleaning that the H&S committee will take part in. On the ramp, lines will be painted weather permitting. In the meantime keep equipment back. Bring GPU to airplane, not airplane to GPU.

Scott Vickery  
H&S YEG

YYC

Its been a busy month with risk assessments and safety concerns. At times it seems that concerns are not going anywhere but when dealing with the Calgary Airport Authority its nothing but red tape. I do my best to track down answers for concerns and when I do receive them they may not be the answer you want. The company has been pushing for GPU to be hooked up and on within 30-60 seconds so we have been risk assessing the use of mobile GPU's similar to 10 years ago with bringing the GPU to aircraft with a tractor, and the other to remove the

safety interlocks on the bridges to allow the cable to be down and the bridge to operate (which constitutes a three way hook-up). These assessments have had me in YVR and YYZ to keep the concerns of safety at the front of any decision made. On an ongoing basis we do garbage pick-up, ramp organization, general cleaning to provide a safe clean ramp to work on, your help with using the FOD barrels is appreciated.

On a side note I would like to see all Shop Stewards lead the work group in practicing safe work habits as new hires look to us for guidance and direction.

Thank you,

Bruce Somerville  
Air Canada Health and Safety  
YYC



# Executive Board & Shop Committee's

## Executive Board

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### **Educator**

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