

Northern Crossroads Connector

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President's Report

Retirement Security

Retirement is not a topic that you will typically learn about in your school years, or post secondary education for that matter. Even in the early stages of your career the terms "defined benefit" and "defined contribution" may make you wonder if you can even find them in a dictionary. In all reality, these terms will shape the stages of your life that we call retirement.

Between now and 2022, over 3 million workers are expected to retire – but many of them already know they cannot afford to.

The legacy of wages that barely keep pace with the cost of living plus family debt levels above 160% of disposable income has Canadians struggling to save what they need for retirement. Families are saving money at half the rate they were 25 years ago.

The inadequate savings will have a dramatic effect on the economic health and vitality of Canada's communities and

local economies. Meanwhile the federal government has changed the rules and made it even harder for people to access retirement income benefits like Old Age Security (OAS) and the Guaranteed Income Supplement (GIS), raising the age of eligibility from 65 to 67.

Shrinking access to workplace pensions is only making matters worse. Today, less than 40% of workers have access to a pension plan at work. In the private sector, fewer than 25% of workers have a workplace pension. For young workers (under the age of 29) the number drops to just 13%.

For their part, employers report that a major reason for not offering a workplace pension plan is the inflexibility, complexity and complications involved.

Pensions are crucially important to the well being of workers and their families, and the economic health and vitality of our cities and communities. For most workers with a pension, they have a union to thank. Also, to dignity in the workplace and fair compensation that unions bring to the workplace, unions negotiate pensions

on behalf of workers.

Without clear and decisive action from government, many of today's workers and tomorrow's seniors face living their final years in poverty.

Together, we can do better than this! Please voice your concerns about retirement security to the federal government.

Improve access to pensions for working Canadians and support workplace pensions

Increase the Guaranteed Income Supplement

Reverse plans to raise the eligibility for OAS and GIS from 65 to 67.

Commit to doubling the CPP retirement.

The federal election is quickly approaching - put retirement security on your list to talk to your representatives about it and

Shop Committee - YYC

Some new and exciting things have happened in Alberta over the past month. Jamie Kleinsteuber (Baggage CSA) successfully won his campaign in Calgary - Northern Hills on the May 5th election. Also, we witnessed history in Alberta with the Alberta NDP majority government victory. The Shop Committee would like to extend their congratulations to Jamie on his victory and hopeful for change in the direction of Alberta!

We had an arbitration date set for May but the cases slotted for hearings were dealt with prior, so the date was not utilized. The next date for arbitration is June 30th. We have a few termination cases moving forward at that date.

find out where they stand on the issue.

The IAM negotiation team has dates set, for June, to begin bargaining with Swissport. Your brothers and sisters of LL 1681 are behind you for a fair collective agreement.

Nominations and elections are underway for the Air Canada negotiation representatives. Nominations will be closed on June 02, 2015 and elections will take place on September 01, 2015.

As all of the members of Local Lodge 1681 are preparing for contract negotiations, now is the time for solidarity to gain some traction. Stay up to date on information and issues that are taking place, support your representative and be ready.

In Solidarity,

James Burden
President Northern Crossroads Lodge 1681

There are nominations upcoming for the negotiation committee representatives at the June 2nd meeting. These roles are very important and require diplomacy, working knowledge of the Collective Bargaining Agreement, teamwork and ownership. This can be an extremely stressful for the individuals willing to step up and take on this task. Whoever is elected or acclaimed in these roles should be supported and afforded every opportunity of success. We all know this will not be an easy negotiation with the Company.

Respectfully submitted,
Kent and Ryan

Shop Committee - YEG

Within a year, we are going to be involved in full negotiations with the company. I feel the company is already setting the tone on the work floor, attempting to set us up for concession bargaining. Employers that are looking for concessions often rely on age-old scare tactics to soften up union members prior to entering into negotiations. Our members are hearing things like, "the company is talking to the union regarding Air Canada Rouge, Jazz and Sky Regional, about contracting them out." To me this seems like a scare tactic, it seems like the company wants us to contemplate concessions to keep our current jobs in place especially our junior members and our members in smaller bases. A question the company may present to the negotiations committee could be, "what are you willing to give up to keep this work?" There is no acceptable reason for our union to bargain concessions. Air Canada has never been more profitable and viable than now, one of the reasons for this is they have a strong dedicated workforce that makes it profitable. There is no cost for the company to continue its labour contracts with its subsidiaries, and there's no reason to give up any more of our wages or benefits only to increase their bottom line.

The results of concession bargaining over the last 25 years should stand as proof that concessions do not benefit workers in any way. Air Canada is used to asking for concessions, and we are, unfortunately, used to giving concessions. In one way or another for the last 25 years there has been some concession. Some things we have given up to this company other than wages are, indexed pensions, double time, reduced statutory holidays and longevity pay... We have part-time members'

wages frozen at unacceptable levels which has created a two tier workforce. This is simply not right. Whatever happened to equal work for equal pay? As well, we must stop the practice of selling out our future employees. This is not good for any of us, it causes tension in the workplace and divides us further.

Pay attention to our Sister's and Brother's battle at UNIFOR. Attending our union meetings has never been more important. Get involved, ask your union leaders for updates frequently. Find out who is running for your negotiation representatives. Let them know we are not interested in the the doom and gloom the company is feeding us, which in my opinion, is designed to spread fear. We must understand what solidarity means and stick together.

In solidarity,
Prescott



General Chairperson Report

The IAMAW met with Air Canada and arbitrator Vince Ready on the common employer application for Rouge/Sky Regional the week of May 11, 2015. There are three further block weeks booked over the next six weeks to try and get a deal. I will keep you informed as more information becomes available.

Our next arbitration date with Air Canada is June 30, 2015. We will have a minimum of four terminations proceeding on that date.

The Servisair/Swissport Bargaining Committee met internally this week for training and to prepare for our upcoming bargaining in Edmonton. It was a busy couple of days, but I am very proud of the work that the Committee put in. We will

be prepared to go into bargaining.

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
@kaikenIAMdl140



Political Action Committee

Sorry for not having an April newsletter but I was very busy with my involvement with the Provincial election. I am trying to do some make-up now that it is over.

Provincial

The provincial election was an absolute shocker too many as the Alberta NDP swept over the PC party and took over as majority government. I was heavily involved with the Calgary – Mountain View NDP campaign which got second to Dr. David Swann. In my opinion, an alright guy to lose to. Hopefully, with this change in government we will see a more progressive approach to taxation, equality and inclusion in provincial matters.

Federal

In October, we have the impending federal election. This is extremely important to us as we are federally mandated under the Transportation Act of Canada and the Air Canada Public Participation Act. The last time we negotiated a contract we were legislated back to work by the majority government before we even hit the picket line. There is a very real chance this does not have to happen the next time our contract expires. The Harper government passed legislation called the "Fair" Elections Act. This legislation no longer allows Elections Canada to promote voting and requires individuals to register or they may not be allowed to vote. In the interest of not having this occur to any of the membership I strongly suggest you go to the website – www.elections.ca/register - and register yourself to vote in the upcoming federal election. We can

send Harper a message this October... please register and make sure your voice can be heard!

Respectfully submitted,
Ryan Wick



Health & Safety

The planning of NAOSH week is on the go, its scheduled for May 4 to May 8. We have activities set up during the week which include Fire Evacuations Plans, Bump Cap Awareness, Smoking Cessation awareness and a few other things to raise awareness of Health and Safety. We have our Station audit coming April 27-May 1, so please be aware of extra eyes on everyone. We are in discussions with the Airport Authority with regards to the new location of the smoke shack that goes against the National Non-Smokers act, so hopefully watch for a new location. I would like to thank all for their efforts in making our workplace safe.

With NAOSH and the station audit complete, I would like to thank the Occupational Health Nurse Susan Siltberg, who came in from Vancouver to take our members blood pressure and blood sugar levels. Our ramp members were out in numbers to find out how they were doing, and the number one question was, why isn't this done more? The good news is she has confirmed she will come in 2 times a year so our members can get an indication on how their health is going. Our entry for the 4 C1 passes from YYC is Todd Enquist, who will join station winners from across the system, good luck Todd. Our station safety audit proved we are moving in the right direction with 4 fewer findings, year over year, so get the word out to keep up the good job of working safely and by the SOP's. Have a good month, work safely and follow the SOP's.

Bruce Somerville
YYC H&S

Please remember that health and safety concerns should be completed on SIMS found on the aeronet. YEG had there first reported aircraft damage in months. Using a guide person is very important, and reporting all accidents is an essential. Remember the ramp is not a play ground, professionalism should be maintained at all times. Misuse and abuse are still very high, and discretion needs to be used at all times. Sterile areas and walkways have been painted in 49 area, and just another reminder to keep all equipment away till aircraft have come to a complete stop. It's summer time, keep hydrated and use sunscreen on those sensitive areas.

Have a safe summer!

Scott Vickery
YEG H&S



Wear Sunscreen!

Retirements



Keith Dyck



Steve White



Pat Zuber

Deaths



Siegfrid "Ziggy" Zippel
May 18/2015

A good Lead, colleague and friend passed away on May 18/2015. Ziggy always had a great sense of humour and was well liked by the group. He had his demons he wrestled with, as any human does, but was fondly thought of and highly regarded. We will miss you.

Executive Board & Shop Committee's

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