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## **NATIONAL UPDATE 2011-02**

**As of May 25, 2011**

The Triennial Convention was officially concluded on May 7, 2011. The following are the minutes from that convention. For further information or clarification, please contact your convention delegate.

Once again, our thanks to Ruth Beilman for coordinating the logistics for this convention with the assistance of Randy Mackenzie and Julie Baetz. Also, thanks to Wayne Lorenzen for conducting the Steward training along with Larry Mefford.

### **May 6, 2011**

Introduction and Welcome from Jim Nauss

Ruth Beilman thanked Randy Mackenzie for assistance with arrangements in Victoria, introduced Steve Surcon and Martin Jaunzemis as the Sergeant at Arms

Derek Yakielashek continued with introductions and then presented the State of the Union Address:

Good morning and welcome, beinvenue, to Victoria.

There have been many changes in Local 2245 since we last gathered. Many outstanding issues have been resolved, many decisions have been made and many trails have been blazed in different directions, all with the single purpose of moving the membership ahead.

Much has been done to improve the benefits and working conditions of the FSS. Numerous outstanding grievances have been concluded as well and for the first time in FSS history, new grievances are being filed, reviewed and advanced through all the mandatory steps in three months. All pertinent grievances at step one are less than a year old, and only two grievances remain at step two, soon to be concluded as well.

Much had been done to modernize and update the Local. Documents and information have been digitized has been in an attempt to rely more on multiple, electronic storage means with servers and external, bulk hard drives. Work continues on digitizing old documents currently being kept in archives.

Classification has been completed. Is the Union happy? Yes and No. This was all about getting more money for the membership. We believe that all of our members deserve a big raise. Right from the start, we advised people that in the CAW's history, nobody is really happy after classification. A third of the people go up, a third of the people remain the same, and a third of the people receive salary protection. We are encouraged with the raising of the ceilings of operational personnel allowing a higher operational career progression and we will continue to fight for monetary increases and gains wherever the opportunity presents itself. That will never stop.

Other than a couple of isolated sites where local management has a different interpretation of specific clauses, despite the union and national management indications otherwise, most issues surrounding moving days of rest and scheduling practices are dealt with quickly and efficiently.

This is in large part due to our structure, which has enabled the Vice Presidents to handle and solve problems in a much more timely manner. In fact, recent gains at the bargaining table for our Isolated Posts came from groundwork put into place by the Vice Presidents prior to the start of the process. It would definitely be nicer to happen faster, but like all good changes, work begins slowly until the process starts to build momentum. It all begins with building a solid foundation.

There are fewer problems with management than in the past. This is mainly due to a better and faster communication methods between the steward and the VP. Problems and solutions are recognized quickly, not allowing small problems to develop into large problems.

In the past year we have also planned, developed and delivered multi-day steward training courses to four FIRs. Yesterday was an example of that training. We are planning to have the other three FIRs completed by the end of the year.

As we head into the next round of negotiations, we will seek guidance from the membership as to the direction we take. As people are aware, there are no bargaining units out there making huge gains in industry or in labour generally. The economy, whether it be Canada's or the World, is still fragile due to the collapse of the American housing market.

Nonetheless, we still deserve a decent wage for decent work and we will continue to fight for those justifiable increases. While we recognize that all these factors that we do not control are in play, we still have to make payments, raise families and continue on with life and it is the employer's

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responsibility to ensure that we continue to be paid a fair and competitive wage.

Pension and pension reform continue to be a huge concern, especially given the long-term bond outlook. The employer is still continuing discussions with all the bargaining units to examine and review how to best control costs and maintain benefits.

Just because we work in smaller units does not mean we should use or suggest small ideas. We need to think big and look at the larger picture. The biggest gains can be made at the smallest units. That is what grassroots movement is all about, and there is a reason it is so effective.

Again bienvenue to Victoria and have a good convention.

Peter Kennedy, CAW National FST gave a speech

Shawn Wood, President of CAW Local 1016 gave a speech

Greg Myles, President of CAW Local 5454 gave a speech

Ruth Beilman presented the Financial Report. A motion to accept the Financial Report was moved by Peter Huffman, seconded by Denise Chiasson and passed by a show of hands.

Lunch Break

A motion to discuss the Proposed Bylaw changes was moved by Kandyce Hiebert, and seconded by Blaine Mills.

### **Bylaw Proposals**

#### **#3A and #3C**

Discussion was combined because both proposals deal with the structure of the Executive.

The Executive Board recommended not to accept either proposal and to remain with the current Executive structure.

A vote was conducted and the Board's recommendation was carried.

#### **#3B**

John Baldwin withdrew this proposal

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#13A and #13B

Discussion was combined because both proposals deal with the President's rate of pay. It was recommended that there will be no change to the President's current salary but that the words be changed to reflect the changes to the FSS pay grid. Therefore the President will continue to receive the top level of the FSS Annual rate of Pay, +25%, plus any allowances the member was entitled to prior to election in office.

A vote was conducted and the motion was carried.

#15A and #15B

Discussion was combined because both proposals deal with the Vice Presidents rate of pay. It was recommended that there will be no change to the Vice Presidents' current salary but that the words be changed to reflect the changes to the FSS pay grid. Therefore the Vice Presidents will continue to receive the top level of the FSS Annual rate of Pay, +10%, plus any allowances the member was entitled to prior to election in office.

If the position is part-time, there shall be an allowance of 15% of the top level of the FSS Annual Rates of Pay.

A vote was conducted and the motion was carried.

#16A and #16B

Discussion was combined because both proposals deal with the Financial Secretary's rate of pay. It was recommended that there will be no change to the Financial Secretary's current salary but that the words be changed to reflect the changes to the FSS pay grid. Therefore the Financial Secretary will continue to receive the top level of the FSS Annual rate of Pay, +10%, plus any allowances the member was entitled to prior to election in office.

If the position is part-time, there shall be an allowance of 15% of the top level of the FSS Annual Rates of Pay.

A vote was conducted and the motion was carried

#10

The proposed change was for all elected positions to be 3 years in length and normally no elected official would surpass two terms in office. Janice Dulyk withdrew her proposal and then motioned that for consistency and clarity, the bylaws will reflect that all elected positions will be for 3 year terms to be compliant with the CAW Constitution. The motion was seconded by Darren Johnston.

A vote was conducted and the motion was carried

Alex Van Amerongen motioned to adjourn for the day; seconded by Larry Mefford. A vote was conducted and the motion was carried.

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## **May 7, 2011**

### **#1**

Dues shall be set at 1.8% of the top increment. It was requested to have Gary MacAdam present the Board of Trustees report before discussion on this amendment began.

The Board of Trustees report was given. Kandyce Hiebert motioned to accept the report; Denise Chiasson seconded the motion. A vote was conducted and the motion was carried.

John Baldwin motioned to have the dues reduced to 1.75% of the top increment; seconded by Kandyce Hiebert.

The motion to have dues set at 1.75% was not carried by a show of hands. The motion to have dues set at their current level of 1.8% was carried.

### **#2A and #2B**

These amendments were combined as they deal with setting a cap for the reserve fund; the concept of a dues holiday. The Executive Board recommended that the bylaws not be changed to add language for a dues holiday as that ability currently exists. A vote was conducted and the recommendation of the Executive Board was carried.

### **#22**

Darren Johnston withdrew this proposal

### **#4**

It was determined that this proposal violates the CAW Constitution. Blaine Mills withdrew the proposal.

Joel Fournier, CAW National Representative, gave a speech.

Lunch Break

Wayne Lorenzen gave a report on the work of the Technical Working Group:

The aim of the L2245 Technical Working Group is to ensure our membership have a complete understanding of planned changes to current and future operational systems intended for use by FSS/IFSS. It's members include a cross section of FSS so as to ensure we have "in field" expertise and experience during the critique of present and future systems.

Present members of the TWG include:

Terry Hollett (YQX IFSS), Ed McCrea (YWG FIC), Steve Shortt (YEG FIC), Julie Baetz (YYJ AAS), Wayne Lorenzen (L2245 Liason).

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Face to face meetings are held annually and conference calls 3 times a year.

### **TWG news**

The big news is the modernization of FSS with the Centralized Flight Planning Service (CFPS).

The TWG met with the company in December of 2009, so as to determine the future, technology wise, of all the FSS Nationally. We needed a modern system to replace the aging MIDS & FWGS weather graphics package.

One of the TWG's goals in the development of CFPS is a centralized flight plan base accessible by all FSS Nationally regardless of region. We essentially needed a flexible and adaptive system to replace or aging systems and to bring us forward with the tools we need. The most recent addition of FIMS (FIMS 7) will allow the Centralized Internet Flight Planning (CIFP) by the end of this June. VFR flight planning access will follow. With the official certification of FIMS7, MIDS will be decommissioned.

The company's ultimate goal for the IFR portion of flight planning is the complete integration of CFPS-CAATS and IIDS/EXCEDS. IIDS/EXCEDS itself for AAS and FIC sites will replace NCAMS where applicable.

Another key aspect of CFPS is the enhanced weather briefing capabilities and the increased weather situational awareness it will provide for IFSS and FIC specialists. With more pilots starting to use external weather services we needed a modern/interactive option for PBS that would make pilots want to utilize our expert services. The plan with CFPS is to provide an option for pilots to contact a FIC and get a real time weather briefing enhanced by "on the spot" weather graphics transferred real time to the pilot during the briefing. Obstacles encountered so far are internet speed bottle necks and the actual external pilot computer data interface. CFPS is being developed in segments vs. the cumbersome large scale projects in the past. Building the project this way is a methodical way to integrate all systems to help achieve the company's goal of complete connectivity with all of FSS/IFSS/ATC data-based systems.

Peter Huffman motioned to accept the report; Ed Martin seconded. The motion was carried.

### **#5A**

The proposal was to elect two (2) designates from the general membership to be on the Bargaining Committee. A vote was conducted and the motion was carried.

### **#5B**

The proposal was to create a Bargaining Committee entirely separate from the Executive Board. The motion was not carried.

### #7B

This proposal was to determine terms of reference for the Contact Committee. It was recommended the Contract Committee should not become part of the Local's Bylaws but rather continue to be governed by the Policy set out previously on the website. A vote was conducted and this recommendation was accepted.

Further, it was recommended the length of term for a Contract Committee be equal to the term of the Contract they are associated with. A vote was conducted and this recommendation was accepted.

### #7A and #17

These two proposals were deemed unnecessary due the decisions associated with Proposal #7B above.

### #18

This proposal deals with the length of term for the two members elected to the Bargaining Committee. The language recommended was two members from the General Membership will be elected to the Bargaining Committee for a length of time equal to the term of the Collective Agreement. A vote was conducted and the motion was carried.

### #9

Not necessary due to decisions associated with Proposal #18 above.

### #6

The Board of Appeals shall be comprised of a Chairperson and two (2) members, one selected by the Appellant. Darren Johnston motioned to change the wording and remove the last line; seconded by Blaine Mills. A vote was conducted and the motion was carried.

### #8

The proposal was to delete the Bylaw and revert to the CAW Constitution. A vote was conducted and the motion was carried.

### #11

The issue was to clearly define the term of office for the Elections Chairperson as three (3) years, as per the CAW constitution. A vote was conducted and the motion was carried.

#12A and #12B

The issue was to clearly define the term of office for the President as three (3) years, as per the CAW constitution. A vote was conducted and the motion was carried.

#14

The grammar in the Bylaw was determined to be correct. A vote was conducted and the motion was not carried.

#20

Change the wording in the bylaw from “constitute” to “consist”. A vote was conducted and the motion was carried.

#19

The proposal was withdrawn.

#21A

The proposal was withdrawn.

#21B

The proposal was to allot Shop Stewards a \$20.00 per month allowance. A vote was conducted and the motion was not carried.

#23

The proposal was to better define the manner in which Convention Delegates are elected.

Darren Johnston motioned to create a committee tasked with developing a policy for the election of Convention Delegates; seconded by Dean Martin. Before the vote on the motion was conducted the motion was withdrawn.

Martin Jaunzemis motioned to have one (1) Convention Delegate from every site; seconded by Charlene Price. A vote was conducted and the motion was carried.

Debate over the process continued and Peter Huffman motioned an amendment that every site shall have one (1) Convention Delegate; sites with greater than 20 members (21-40 members) will have two (2) Convention Delegates; sites with greater than 40 members (41-60) will have three (3) Convention Delegates; Non-ops will have two (2) delegates and any site with less than 3 members will be considered Non-ops. The motion was seconded by Kandyce Hiebert. A vote was conducted and the motion was carried.

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Derek Yakielashek answered the points to be reviewed.

Wayne Lorenzen presented the NCJC report:

NCJC continues to be a frustrating exercise in getting maximum gains through the NCJC bargaining process. This is clearly evidenced recently when after 4 years of effort the lumpsum option of IPA travel was eventually moved and attained in collective bargaining.

Our local continues to be the most affected by relocation and travel more so than any other member the represented NCJC bargain representatives. There have been minor gains in areas such as employer mileage but the company continues to push the envelope in the interpretation of NCJC guidelines to suit the company and not the members. To help alleviate typical errors of interpretation of the guidelines, in particular the recent relocation guideline, an outside firm was hired to simplify the guideline language. The NCJC bargaining board then spent over a year ensuring the language reflects past practice and reality. Future guideline cyclical reviews should prove more time effective in this interpretation. The end result is a relocation guideline that should be easier for our members to interpret.

I encourage all members to become pro-active with the NCJC guidelines. The VP's spend considerable time fixing the company's interpretation of such. If you have questions please task your manager. CC. your VP when you do. Activism starts with our members and to affect change in NCJC it helps if you pitch in.

As a personal message I've enjoyed my 4 years bargaining for our local with the NCJC. I've passed the torch to brother Nauss and best wishes in your fight for increased NCJC benefits for our dedicated brothers and sisters.

Denise Chiasson motioned to accept the report; seconded by Mike Maksymec. The motion was carried.

Peter Huffman motioned to adjourn; seconded by Steve Surcon. The motion was carried.

The Executive Board – Air Traffic Specialists Local 2245 CAW-Canada

