

Monday, December 19, 2005

Bargaining to begin in New Year

Following a recent conference call between the newly-elected Local 1016 Executive Board and representatives of the national CAW, please take note:

Preparations for bargaining have already begun. Regional representatives will be canvassing their members' wishes and opinions, and holding meetings to the extent possible, to bring forward proposals for bargaining. Due attention will be paid to key issues raised during the 2004 round as well as new problems that have arisen since that time.

NAV Canada and the Federal Mediation and Conciliation Service (a branch of Human Resources and Skills Development Canada) have kindly agreed to our proposal to conduct a Joint Training Session involving the management and union bargaining teams, preparatory to the opening of formal negotiations. The Session will take place January 9-11 at NCTI, at no cost to Local 1016.

Bargaining is scheduled for the week of February 6. Our target date for finalizing union bargaining proposals is January 31.

On behalf of the CAW and Local 1016, we wish you the best of the holiday season and good health and peace for the New Year.

In
solidarity,

Shawn
Wood

President
CAW
Local
1016

Saturday, December 10, 2005

December news in brief

On Sunday, December 11, the newly-elected President, Financial Secretary, and nine Regional Representatives of CAW Local 1016 will meet by telephone with Abe Rosner and Joel Fournier.

The purpose of the meeting will be to introduce and welcome the new executive board members, and to move immediately toward preparations for collective bargaining to commence after the New Year. Recall that under the Local Union Bylaws, the bargaining team includes the President and the Regional Representatives.

More news will be announced after the meeting.

In other developments: The next Local 1016 arbitration hearing is scheduled to be held January 31, 2006, in Ottawa. The dispute concerns a member who won a competition for a position but was excluded because the manager to whom the member would have been reporting was the member's spouse.

posted by Abe Rosner

Friday, December 02, 2005

Local 1016 election results

The following are the results of the elections for President, Financial Secretary, Trustees, and Regional Representatives. NOTE: This report is for information only, and does not replace the official signed report of the Elections Chair. The number in parentheses beside each candidate's name represents the number of valid ballots cast for that candidate.

PRESIDENT:

HICKS, Beverly (104)

WOOD, Shawn (211) - ELECTED

FINANCIAL SECRETARY:

McKELLAR, Don - ELECTED BY ACCLAMATION

TRUSTEES (3 to elect):

ALI, Ria (161) - ELECTED

COOK, Ron (140) - ELECTED

GAUTHIER, Mike (82)

HUNT, Kathy (131) - ELECTED

MAADARANI, Rawa (114)

MAGNUSSON, Brad (103)

SMITH-NOEL, Sharon (100)

REGIONAL REPRESENTATIVES:

YQX

TOYTMAN, Sam - ELECTED BY ACCLAMATION

YQM

LEBLANC, Don - ELECTED BY ACCLAMATION

YUL

BRUNETTE, Richard (10)

GINGRAS, France (34) - ELECTED

NCR(YOW)

READY, David (22) - ELECTED

STRAUBE, Sabine (17)

YYZ

LIZOTTE, Christine (26) - ELECTED

MENDONCA, Frank (21)

NCTI

BOUCHER, Michel - ELECTED BY ACCLAMATION

YWG

WALKER, James - ELECTED BY ACCLAMATION

YEG

McGEOUGH, Kris - ELECTED BY ACCLAMATION

YVR

BOYD, Don - ELECTED BY ACCLAMATION

Congratulations to the successful candidates and thanks to all who participated in these historic first elections of CAW Local 1016!

posted by Abe Rosner

Wednesday, November 16, 2005

**New voting deadline: MONDAY,
November 28**

To: All members of CAW Local 1016

Re: Change in elections deadline

Dear Members,

Today I received confirmation that all Regional Elections Officers had received the voting kits for their respective regions.

While most were received on Monday, some were unfortunately delayed because of November 11 conflicting with normal Canada Post business.

Accordingly, and in order to maintain the integrity of the process, I am hereby announcing that the deadline for members to return their ballots to the regional officer is now extended to November 28.

My apologies and appreciation for your patience, and special thanks to Anne Marie Vincent, of the CAW national office, for the immense assistance she has given to the technical side of this process.

In solidarity,

Dino Lee
National Elections Chair
CAW Local 1016

Sunday, November 13, 2005

Bylaws published

The Bylaws adopted by the delegates to the Founding Convention of CAW Local 1016 have been approved by the CAW.

You may download a copy of the Bylaws in PDF format here:

English: <http://arbitrations.tk/caw1016/bylaws.pdf>

French: <http://arbitrations.tk/caw1016/statuts.pdf>

For a copy of the CAW Constitution, use these links:

French: <http://www.tca.qc.ca/francais/navig/propos.html>

English:

http://caw.ca/howeare/CAWconstitution/CAWconstitution_index.asp

Local 1016 elections: November 14-25

Just a reminder that elections for the national positions of President and three Trustees, as well as elections for Regional Representatives in Montreal, Ottawa and Toronto, will begin on November 14 and close on November 25.

Each member will receive a Voter's Kit from their Regional Elections Officer containing a ballot (or ballots), an envelope, and candidates' promotional material. The sealed envelope containing the ballot(s) must be returned to the Regional Elections Officer's ballot box on or before November 25.

The Regional Elections Officers are:

Steve Poinant (YVR), Russell Olstad (YEG), Jim Baldwin (YWG), Dino Lee (YYZ), Marlene Finnamore (NCTI), Sylvie Lemoine (YOW), Normand Huneault (YUL), Linda Jensen-Moran (YQM), Sandy Chiasson (YQX).

posted by Abe Rosner

National candidates' profiles

Each member will receive a voter's kit containing a ballot (or ballots if there is a regional rep election) as well as hard copies of the profiles of the candidates for President and Trustee. You can also view the profiles online here:

<http://arbitrations.tk/caw1016/profiles.htm>

posted by Abe Rosner

Monday, November 07, 2005

Nominations are closed

As scheduled, nominations closed today at 1700 Eastern time for the first national and regional elections of CAW Local 1016. According to information received from Dino Lee, national election chair, the nominees are as follows (names are listed in alphabetical order of surname along with the nominee's work location):

PRESIDENT:

HICKS, Beverly (YQM)
WOOD, Shawn (YVR)

FINANCIAL SECRETARY:

McKELLAR, Don (NCTI)

TRUSTEES (3 to elect):

ALI, Ria (YVR)
COOK, Ron (YEG)
GAUTHIER, Mike (YYZ)
HUNT, Kathy (YQM)
MAADARANI, Rawa (YQM)
MAGNUSSON, Brad (YWG)
SMITH-NOEL, Sharon (YQX)

REGIONAL REPRESENTATIVES:

YQX
TOYTMAN, Sam

YQM
LEBLANC, Don

YUL
BRUNETTE, Richard
GINGRAS, France

YOW
READY, David
STRAUBE, Sabine

YYZ
LIZOTTE, Christine
MENDONCA, Frank

NCTI
BOUCHER, Michel

YWG
WALKER, James

YEG

McGEOUGH, Kris

YVR

BOYD, Don

Voting will take place from November 14 to November 25, inclusive, and will be conducted by the regional election officers: Steve Poignant (YVR), Russell Olstad (YEG), Jim Baldwin (YWG), Dino Lee (YYZ), Marlene Finnamore (NCTI), Sylvie Lemoine (YOW), Normand Huneault (YUL), Linda Jensen-Moran (YQM), Sandy Chiasson (YQX).

Based on the nominations, national elections will be held for the positions of President and three Trustees, while regional elections will be held in Montreal, Ottawa, and Toronto. Further information will be forthcoming, but if you have any questions, please contact your regional election officer or phone or email as above.

posted by Abe Rosner

Wednesday, November 02, 2005

TSS Hours of Work: We have a settlement

At 5:00 pm yesterday, with the expert assistance and based on the recommendations of mediator/arbitrator Michel Picher, the CAW (Joel Fournier and Abe Rosner, in close consultation with TSS reps across the country) and NAV Canada reached agreement on the TSS evening shift dispute. The settlement avoids the need to continue arbitration hearings started by PSAC in March 2000, re-started by CAOSS in November 2004, and scheduled for at least three more days this week.

The original grievance, filed in June 1999 by Kathy Hunt (then shop steward) and 12 other TSS at NCTI, claimed overtime for all hours scheduled after 18:00 pm – the contractual limit for non-operational employees. The risk facing the Union in arbitration was that most TSS had worked evening shifts for many years without protest and with no compensation other than the shift premium. Worse still was a clause (now numbered 29.13a) added to the collective agreement in September 1998 which appeared to legalize these evening shifts at no extra cost to the company. Yesterday's deal, while obviously a compromise on both sides, avoids the risk of losing outright at arbitration while providing significant compensation for work past 6 pm.

Here are the highlights of the settlement:

A. **The future:**

For each "straight time" hour worked between 6:00 pm and midnight, TSS will receive a non-pensionable "modified work schedule" premium of **\$8.00 per hour**, which is capped at a **monthly maximum of \$350** (even if working more than 44 hours in the month). This is **in addition** to the existing \$1.50 shift premium. Thus, a TSS working 45 or more hours every month past 6 pm would augment her/his annual earnings by \$4,200.

B. **The past:**

Lump sums will be paid to **all TSS who are still GTs today** (or who were TSS and **retired** since June 1999) – not as compensation for evenings individually worked (which would be an impossible calculation going back in some cases for decades) but simply as a final settlement of the issue and as a recognition that their day-shift working conditions were modified:

1. Became TSS since Dec. 1, 2004: **lump sum of \$400.**
2. Became TSS since Jan. 1, 2001 and before

December 2004 **or** retired between June 1999 and Jan. 1, 2001: **lump sum of \$1,200.**

3. Became TSS before Jan. 1, 2001 **or** retired since Jan. 1, 2001: **approximately \$3,600** (subject to a final calculation).

C. **Conditions:**

Current schedules may be changed for operational requirements, but not (for example) to try to limit an individual's payout under the new deal. Local questions of who may or must work evenings (among qualified candidates) will be resolved, if there is no agreement, by seniority.

In conclusion, our thanks go out to the original grievors from various locations, and to members and representatives from across the country who provided the history, the data, and the determination required to bring a successful resolve to this issue.

posted by Abe Rosner

Monday, October 24, 2005

CAW Local 1016 Election Notice

**To: All GT Employees of NAV Canada,
Members of CAW Local 1016**

Re: Call for Local Union Elections

In accordance with the decision of the Founding Convention of CAW Local 1016, held October 14-16, 2005, I hereby announce the holding of ELECTIONS to fill the following positions:

<!--[if !supportLists]--> <!--[endif]-->**President**

<!--[if !supportLists]--> <!--[endif]-->**Financial Secretary**

<!--[if !supportLists]--> <!--[endif]-->Nine (9)
Regional Representatives (one each for YQX, YQM, YUL, NCR(YOW), NCTI, YYZ, YWG, YEG, and YVR)

<!--[if !supportLists]--> <!--[endif]-->Three (3)
Trustees

Structure and Duties: The President, Financial Secretary, and Regional Representatives shall form the **Local Union Executive Board** (LUEB). The President and Regional Representatives shall constitute the voting members of the Local 1016 **Bargaining Committee**. All positions are part-time. The duties and responsibilities are as outlined in the CAW Constitution, the Local 1016 Bylaws, and as decided from time to time by the LUEB.

Eligibility to stand and vote: All members in good standing who have been GTs for at least one (1) year may stand for any of these positions. Candidates for Regional Representative are restricted to members within the respective Region. All members in good standing, regardless of service, may vote for President, Financial Secretary and Trustees, and members in the Region may vote for the respective Regional Representative.

Nominations: Nominations are hereby open and **will close on Monday, November 7, 2005, at 17:00 EST**. Any member may nominate any other eligible member by writing to the National Elections Chair (Dino Lee) by **email** to **dino.lee@sympatico.ca** or by **fax** to Dino Lee's attention at (416) 495-3764. The member who is nominated **must also write** to Dino Lee to confirm that they **accept the nomination**. **No person may accept a nomination for two**

different positions – if they do, both nominations will be deemed null and void. All nominations and acceptances must be received by the Nov. 7 deadline. Nominees may also submit a short (200-word) text which will be publicized on workplace notice boards.

Elections: Elections will take place by secret ballot between **November 14 and November 25** inclusive. Elections will be organized by the National Elections Chair, who will delegate Regional Elections Officers to conduct the voting (their names will be published shortly). Counting of all the ballots will take place at the CAW's National Headquarters at 205 Placer Court, Toronto. The candidate who receives the most votes in elections for President, Financial Secretary, or Regional Representative shall be declared elected. The three candidates who receive the most votes in elections for Trustee shall be declared elected.

Information: If there are any questions related to these elections, please email the undersigned with a cc to **gtinfo2005@yahoo.ca**, or phone **1-800-268-5763 ext. 260**.

**In solidarity,
Dino Lee
National Election Chair
CAW Local 1016**

Tuesday, October 18, 2005

A new beginning: GTs create CAW Local 1016

History was made on a cool, sunny October 16, in the Sisterhood Room of the CAW's magnificent Family Education Centre in Port Elgin, Ontario, when 25 Founding Convention delegates, elected by NAV Canada GTs from across Canada, unanimously approved the establishment of **CAW Local 1016**.

Elected delegates were Kevin Gunn and Sam Toytman (Gander), Don Leblanc and Rawa Maadarani (Moncton), Richard Brunette, France Gingras and Jocelyne Morency (Montreal), Louise Chaif, Guylaine Marshall and Sabine Straube (Ottawa), Jack Lebel and Don McKellar (NCTI), Dino Lee, Christine Lizotte and Marco Ruscitti (Toronto), Jim Baldwin, Phil Brown and Jim Walker (Winnipeg), Ron Cook, Kris McGeough and Russell Olstad (Edmonton), Ria Ali, Don Boyd and Shawn Wood (Vancouver); along with invited guest Beverly Hicks (CAOSS president); hosted by CAW coordinator Joel Fournier and national representative Abe Rosner.

CAW National Director of Education **Cheryl Kryzaniwsky** warmly welcomed the GT delegates to Port Elgin and described the many facets of education offered by the CAW. **Bob Chernecki**, assistant to CAW President **Buzz Hargrove**, brought greetings on behalf of the President, outlined the history and structure of our Union, and invited the new Local 1016 to send three delegates to the upcoming CAW Council in December. CAW discussion leader **Lenox Cooper** led a lively and informative morning session on harassment.

The main business of the three-day convention was to adopt a structure for the new GT local union – and that task was accomplished through vigorous and respectful debate and the achievement of broad consensus on all the major issues. Delegates described the convention as one of **Unity, Respect, Solidarity**, and new hope for the future. The draft Bylaws (subject to approval by the CAW's NEB) will be issued soon. Among the key structural **decisions** were the following:

- The **members** are the supreme governing authority of Local 1016 and they exercise that power through a simple majority in a referendum vote, as well as through conventions and elected representatives.
- National **conventions** will be held triennially, with one delegate per 25 members or major portion and the two executive officers, with the first convention to be held one year from now to assess the first year of progress.
- Executive officers will be a **President** and **Financial Secretary** (both part-time), who will form the **Local Union Executive Board** together with nine **Regional Representatives**, all elected by secret membership ballot. **Coordinator Joel Fournier** will provide full-time labour relations, training and other services to the President and the Board members, at no cost to the GT local union, and with no decision-making powers on behalf of the Local. Members will also elect three national **trustees** to verify the finances twice a year and **shop stewards** at all locations.
- The **Local 1016 bargaining committee** will consist of the

President and nine Regional Reps (all voting members), assisted by national CAW negotiators.

- A **working group** will examine the viability of the independent GT Local 1016 as well as opportunities for mergers with other CAW locals, to report back to the membership no later than **one year** from now. No mergers can happen without a referendum vote, and even then GTs would maintain their independent bargaining rights.
- **Dues** will remain unchanged, to be reviewed at each convention, with changes made by membership vote only.
- **Communications:** Communication to, from and between members is vital. The convention named Kris McGeough as communications officer to work under direction of the President in maintaining a local website. Regional reps are mandated to organize membership consultation meetings at least quarterly.

ELECTIONS: Elections for **President, Financial Secretary, Regional Reps** and **Trustees** will be organized without delay. The Convention elected Dino Lee as Elections Chair and one election committee member will be named in each region. The **Election Call** will be issued soon, with the aim of completing nominations and elections before the end of November. Stay tuned!

Congratulations to all delegates and members,

and success to CAW Local 1016!

posted by Abe Rosner

Monday, September 12, 2005

How many delegates can I vote for?

To: All GTs

In response to some questions that have been raised, please be advised that in those five regions where delegate elections need to be held, every member in good standing will have the right to check off **three names** in YVR, YWG or YYZ and **two names** in NCTI or YQX -- not just one name!

Note that delegates in YEG, YOW, YUL and YQM will be declared elected by acclamation.

Please ensure all members are aware that they can vote for more than one nominee.

In solidarity,
Abe Rosner
Joel Fournier

Monday, August 29, 2005

GT-CAW Convention -- Delegate Election Procedure

As previously announced, the Founding Convention for CAW GTs will be held Oct. 13-16, 2005 in Port Elgin, Ontario. This Convention will establish the rules and structures governing GTs within the CAW for the future. The CAW strongly encourages all those who are concerned about the rights and interests of GTs to seriously consider putting their names forward for participation in this historic event. The following is the procedure for nomination and election of delegates:

1. Delegates will be elected in accordance with the nine traditional "regions", which are deemed to include the Tower OSS within the corresponding province: YVR, YEG, YWG, YYZ, NCTI, NCR (YOW), YUL, YQM, and YQX.
2. Each region is entitled to elect two (2) delegates. Regions having more than 35 members (YVR, YEG, YWG, YYZ, NCR (YOW), YUL) may send an additional third (3rd) delegate subject to the conditions below.
3. All members in the region are eligible to vote simultaneously for all delegate positions. Candidates receiving the most votes will be declared successful. Ties will be resolved if necessary by a procedure to be determined by the national union.
4. YVR, YEG, YWG, YYZ, and YUL may elect a third delegate on condition that at least one of the three delegates is operational (ATOS or OSS) and at least one is from the non-operational ranks. If the two top-ranking candidates are from one group, the third delegate will be the top-ranking nominee from the other group. If all candidates are from only one of the two groups, the region may send only two delegates.
5. There are no "reserved" positions for delegates. For example, regional representatives who wish to attend the convention must be elected as a delegate.
6. Travel, necessary expenses, and lost salary will be covered by the Union.
7. Nominations may be made by communicating with Joel Fournier -- by email at jfournier@cogeco.ca or fax to (416) 495-3764 -- to be received no later than 1630 EDT Thursday, September 8, 2005. Each communication must include the full name, position and work location of the candidate. Self-nominations are allowed.
8. Elections will be held by secret ballot under the authorization and supervision of the CAW national union. Results must be communicated to the CAW no later than 1630 EDT Thursday, September 15.

posted by Abe Rosner

Thursday, August 25, 2005

Controllers ratify tentative agreement

This just in - controllers voted 80% in favour of their tentative agreement. The participation rate was 85%. Read about it here:

http://www.catca.ca/English/Branches_and_Facilities/BFAug25-05.html

In solidarity,
Abe

posted by Abe Rosner

Sunday, July 31, 2005

GT Info Bulletin: "Two-Week Update"

The first two weeks since the CAW became your union have been busy ones. Here are some important items which all members need to be aware of:

1. Regional Representatives: In accordance with the CAW Pledge, we invited all CAOSS regional representatives to serve as CAW regional representatives until such time as the new structure is decided and new elections are held. I am very pleased to announce that the reps from the following regions accepted our invitation: YVR, YWG, NCTI, NCR (YOW), YYZ, YQM, and YOX. The reps from YEG and YUL declined for personal reasons, but have agreed to carry on as contact persons until their replacements can be named. The other seven reps have all signed agreements to abide by the CAW constitution and to accept the direction of the CAW national union. We are proud to welcome them into the CAW family. All members are requested to continue to address any workplace problems to their regional reps in the first instance, where possible.

2. CAW leadership: I will be away from the office until August 27. The CAW has named one of its experienced representatives, Joel Fournier, to pay full-time attention to the needs of GTs in the upcoming transitional period. Joel deals with NAV Canada at the national and regional level, and he will work closely with me in my capacity as National Representative. Many of you have met Joel over the years, and I'm sure you will extend him your full cooperation. In return, please do not hesitate to contact him directly if you have any problem, grievance or request that is not being handled to your satisfaction. His phone number is (905) 329-9546, and his email address is jfournier@cogeco.ca. You can also reach me or leave a message at 1-800-361-0483 ext. 2537, or Abe.Rosner@caw.ca.

3. Convention: In accordance with the CAW Pledge, the Founding Convention for CAW GTs will be held on October 13, 14, 15, and 16 at the CAW's Family Education Centre in Port Elgin, Ontario. The formula and rules for election of delegates will be announced in the near future.

4. Grievances: We have taken over the handling of some urgent grievances. For any new complaints or grievances, contact your regional rep and/or Joel Fournier. As for the sizeable backlog, we are taking possession of the union files and have received lists from NAV Canada of what grievances they have on file. If you have an old unresolved grievance, expect to be contacted in the coming weeks as we work through the pile. Beverly Hicks and her team are working hard to help with this process and I want to publicly express the CAW's gratitude for their ongoing cooperation.

5. Bargaining: While we originally were looking at mid-October to begin bargaining, that plan may not be the right one. It is rarely advisable to change bargaining team members in midstream, and we know that elections will be coming. Also, we need to ensure that a broad consultation has taken place with the members so that our package of left-over demands from last summer is refined and renewed. Feel free to make your views known to your regional rep or directly to us.

6. Communication: The CAW will use many vehicles to communicate with the members and deliver news and updates, both about issues facing GTs as well as from the entire CAW. These will include:

- GT-Info Bulletin
- The online info centre at <http://gtinfo.ca>.
- The CAW's national website: <http://www.caw.ca>.
- The CAW's national weekly newsletter, Contact.
- Updates and information directly to your personal email address, for those members who so wish. Add your email address by sending me a message at Abe.Rosner@kaw.ca.
- Mailings to your homes (less frequently).
- Don't wait for us to contact you. If you have any issue or question, get in touch!

Thanks for your attention.

posted by Abe Rosner

Thursday, July 21, 2005

NAV Canada and CATCA CAW Local 5454 reach tentative agreement

[The following was released this evening by CATCA:]

OTTAWA, July 21, 2005 - At 5:00 pm today, a tentative agreement was reached between NAV Canada and CATCA CAW Local 5454.

As a result, strike action scheduled for tomorrow (Friday) is cancelled.

The tentative agreement was unanimously approved by the Union's 16-member Contract Committee. Highlights and the text of the settlement will be released soon, as will details of the ratification vote.

Once again, the Contract Committee wishes to thank all the members for their strong show of support, which was instrumental in helping us achieve this tentative settlement.

In Solidarity,

Rob Thurgur, President
Greg Myles, Secretary-Treasurer
Gary Fane, CAW Transportation Director

posted by Abe Rosner

Wednesday, July 20, 2005

AI strike postponed to Friday - possible settlement reached

Media release for CAW National Pack Distribution

July 20, 2005

Air Traffic Control strike update:

Strike deadline moved to Friday - Union to examine possible settlement

(Montreal) - At 4:00 am, negotiators for NAV Canada and CAW Local 5454 put together the parameters of a tentative agreement covering Canada's 2,300 air traffic controllers.

The Union's Contract Committee will meet Thursday in Ottawa to determine whether a tentative agreement can be finalized and sent to the membership for ratification.

In light of this development, the Union has called off today's scheduled strike action and set Friday, July 22 as a new strike date, should a tentative agreement not be approved.

The strike action would still consist of withdrawing training services to some new unlicensed controllers. Normal safe air traffic control operations would otherwise continue uninterrupted.

CAW Local 5454 represents Canada's 2,300 Air Traffic Controllers, licensed professionals responsible for the safe takeoff, landing, and in-flight separation of all aircraft flying in and around Canada.

-30-

For further information, contact CAW national representative Abe Rosner at (514) 898-3400.

posted by Abe Rosner

Wednesday, July 13, 2005

Board certifies CAW as bargaining agent for GTs

Greetings all,

In a decision rendered today, the Canada Industrial Relations Board has certified the CAW as bargaining agent for:

"all employees of NAV Canada in the General Technical classification, excluding the managers, persons above the rank of manager and those employees employed in a confidential capacity in matters relating to industrial relations."

The Board's order and certificate, in both official languages, can be found at:

[CIRB certification order](#)

Once again, thank you for your overwhelming support, as we begin to implement the CAW Pledge and build your new union together.

**In solidarity,
Abe Rosner**

posted by Abe Rosner

Tuesday, July 12, 2005

CAW wins with 82% of vote

The votes were counted this morning at the Canada Industrial Relations Board offices in Ottawa, and the official results are in.

Of a total of 276 ballots returned, 222 were marked "CAW", 49 were marked "CAOSS", and 5 were spoiled, giving the CAW almost 82% of all valid votes cast.

With 79% of all GTs on the voters' list having returned their ballots, this represents a very healthy participation rate. Most importantly, it is a resounding statement of unity on the part of GTs as to their desire to be part of a strong, democratic Canadian union.

The legal technicalities are not over yet. The CIRB still has to issue a formal decision confirming the CAW as the new bargaining agent for GTs employed by NAV Canada. There is no word yet as to how long that will take, but hopefully it will be a matter of a few days at most. As soon as that decision is issued, the CAW together with all GTs can begin the work of building a new Local Union and fulfilling the commitments made in the CAW Pledge. Until then, the status quo will remain for a brief period. We will update you as soon as it changes.

On behalf of the Canadian Auto Workers Union and our president Buzz Hargrove, I would like to warmly thank everyone who participated in this great democratic exercise, regardless of your personal choice, and particularly thank those of you who worked so hard to bring this day into being.

In solidarity,

Abe Rosner
CAW National Representative

posted by Abe Rosner

Friday, July 01, 2005

Electing delegates for founding convention

If CAW wins the vote on July 12, we will have to move quickly to prepare for a founding convention.

One immediate question will be: How many delegates, and whom do they represent?

France Gingras (YUL ATOS, who runs the GT Yahoo forum) has weighed in with a suggestion that we strive for equal representation between operational and non-operational employees.

I would like to hear suggestions from everyone who wants to make them. Ultimately, it will be the CAW that has to determine this issue. Once the local union is established, it will be able to make its own decisions. Until then, it is better if we have your input before making such decisions.

Thank you, France, for kick-starting the discussion, and let's hope others join in.

You can send your comments to [GTInfo](#) or post them for all to see on France's Yahoo forum (see link on right of this page).

Happy Canada Day,
Abe Rosner

posted by Abe Rosner

Wednesday, June 22, 2005

73% of ballots are now in

Just an update to let you know that as of today, the CIRB has received ballots from **73%** of the employees on the GT voters' list -- that's up from **62%** last week this time.

Please encourage your colleagues to return their ballot if they have not already done so.

Remember -- the deadline for the CIRB to receive ballots is **July 8**.

posted by Abe Rosner

Tuesday, June 21, 2005

Buzz Hargrove replies to Beverly Hicks re merger

[The following is the text of a letter dated June 20, 2005. You can view or download the original by [clicking here](#).]

Dear Sister Hicks:

This is in reply to your letter of June 12, 2005, co-signed by all members of your National Executive Board and convention delegates, asking about the possibility of an immediate merger with the CAW.

First let me take this opportunity to congratulate you and your fellow executive officers on your election and wish you well in dealing with the challenges facing your organization.

As you are aware, your predecessor executive rejected our many invitations to enter into merger discussions, which ultimately led to the representation vote currently being conducted by the CIRB. The question of who will be the bargaining agent for the GTs employed by NAV Canada is now being settled by the GTs themselves.

The CAW has clearly stated that if the GTs reject our union in this vote, there is no question of coming back and trying for another kind of merger. If, however, the CAW is successful, then a merger of CAOSS with CAW could clearly be beneficial to your members in helping to ensure a smooth and effective transition which protects their interests. Clearly such a merger, if agreed, could only take place after July 12 and on condition that GTs choose the CAW as their bargaining agent.

If you agree with this approach, it would be our pleasure to enter into such discussions with your leadership to see whether a negotiated merger is possible. I am delegating Brother Abe Rosner to represent the CAW in these discussions, and he will contact you shortly.

In solidarity,

Basil "Buzz" Hargrove, President

Copy: Abe Rosner, National Representative

posted by Abe Rosner

Wednesday, June 15, 2005

38% of GT ballots still to come

As of this morning, the Canada Industrial Relations Board has received back ballots from 62% of the GTs on the voters' list.

Obviously some unknown number of additional ballots are now in the mail, making their way towards Ottawa. It is also obvious that some percentage of members have not yet cast their ballots and put them in the mail. There may also be a few members who have not yet received a voting kit from the CIRB.

I cannot emphasize strongly enough how important it is for all members to have their say in this exercise in democracy. The decision you make will affect your working lives, and your security after retirement, for years to come.

If you have not received a voting kit, or have experienced any other problem, you must contact the CIRB no later than June 24, 2005. Phone 1-800-575-9696 and ask for Jesse Peters. Or, you can phone me if you like at 1-800-361-0483 ext. 2537. The deadline for your ballot to be received by the CIRB in Ottawa is 5:00 pm on July 8.

In conclusion, while you are free to vote as you wish, please consider the importance of voting for the CAW. If the CAW does not achieve 50% + 1 of all votes, there will be no second opportunity for GTs to work with the CAW. If we win a majority, we will roll up our sleeves, together with your elected reps, and start to rebuild your union, fight for your rights, and win back the respect that GTs deserve.

The CIRB's next report on returned ballots is due on June 22. In the meantime, thank you to everyone who has already voted, and stay tuned for more updates.

In solidarity,
Abe Rosner

Sunday, June 12, 2005

CAOSS asks CAW for "immediate merger"

Today, June 12, 2005, the 2005 Triennial Convention of CAOSS elected new executive officers as follows:

President: Beverly Hicks (YQM)
Vice-President: Eric Titus (YWG)
Secretary: Rawa Maadarani (YQM)
Treasurer: Don McKellar (NCTI)

Shortly afterwards, the Convention adopted a unanimous resolution to send a letter to CAW President Basil (Buzz) Hargrove, which reads as follows ([click here](#) for original):

Dear Brother Hargrove:

Re: CAOSS 2005 Triennial Convention - June 10-12, 2005

Please be advised that the elected Delegates and Regional Representatives carried a motion with unanimous solidarity (signatures attached) that the newly elected executive approach your union to ascertain the possibility of an immediate merger.

Honouring the above request, I would like to meet with you concerning the above as soon as possible.

In complete solidarity,

[signed]
Beverly Hicks
President, CAOSS

Cc: Abe Rosner

Attached were the names of all the convention delegates, who had unanimously adopted this resolution: Nancy Baines (YYZ), Michel Boucher (NCTI), Don Boyd (YVR), Richard Brunette (YUL), Lou Chaif (NCR), Sandy Chiasson (YQX), Barb Jenkins (Past Treasurer), Jack Lebel (NCTI), Don Leblanc (YQM), Pascal Levesque (YUL), Rawa Maadarani (YQM), Richard G. Martin (Past Vice-President), Richard J. Martin (YEG), Frank Mendonca (Past President), Kris McGeough (YEG), Gary Patenaude (YYZ), David Ready (NCR), Eric Titus (YWG), Sam Toytman (YQX), Jim Walker (YWG), April Ward (Past Secretary), Shawn Wood (YVR).

Let me take this opportunity, on the CAW's behalf and on a personal note, to congratulate all the delegates for a job well done under difficult circumstances; to warmly congratulate Sister Beverly Hicks and her fellow newly-elected executive officers; and to thank CAOSS for the opportunity they gave me to address the convention yesterday. We will certainly be

in touch with you in the days to come.

In solidarity,
Abe Rosner
CAW National Representative

Thursday, June 02, 2005

CIRB rejects CAOSS attempt to block vote

The CIRB has dismissed CAOSS's attempt to block its members from voting to choose their union.

The Board decided that it didn't need to hold a hearing to find that CAOSS's complaint against the CAW had no merit whatsoever.

You will recall that CAOSS had accused the CAW of harassing employees, bombarding them with propaganda, using "veiled threats" about their job security, collaborating with NAV Canada against CAOSS, using the NAV Canada email system, waiving the \$5.00 membership fee, plus a host of other sins. CAOSS asked the Board to dismiss the CAW application to represent GTs and halt the vote.

Here are extracts of the Board's written decision [[click here](#) for the full decision]:

"The Board has carefully reviewed CAOSS's allegations against CAW and Nav Canada and finds that although broad in scope, they are remarkably limited in specificity."

The CAOSS president had filed transcripts from the Yahoo GT forum, obtained from a forum member, to "prove" that the CAW had offered a certain member a free CAW membership. The CAW replied that some people were lacking in a sense of humour. The Board ruled:

"The Board, based upon its review of the information on file and the parties' respective submissions, is satisfied that the CAW had not, in fact, offered to waive the membership fee."

"The Board has also examined the remaining allegations levelled by CAOSS against the CAW and finds that they are accusations without evidence or substantiation and are therefore to be dismissed."

The CAW is pleased that the CIRB, by its decision, has

enabled the members to continue with their democratic right to choose their own union without interference from the "leaders". The CAW continues to demand an apology, from CAOSS and its lawyers, to the 84 members of the Yahoo GT forum for having breached their privacy and sent transcripts of their messages not only to the CIRB, but to NAV Canada as well.

posted by Abe Rosner

Sunday, May 29, 2005

The decision is yours alone

To: All GT employees of NAV Canada

A momentous decision is in the making. *Will GTs vote for CAOSS* - and carry on with the status quo of no internal unity, no reliable information, no democratic control of the leadership, no action on grievances and bargaining, and no power to influence NAV Canada? Or *will they choose the CAW* - and start repairing all these defects of the past and present, and build a better future?

Many of you have already answered that question by returning the ballots which the CIRB sent to your homes on May 25. For those who are still thinking it over, please take a moment and reflect on the importance of this vote.

Whether you are new to NAV Canada, or nearing retirement, or anywhere in between, you need a strong, caring Canadian union to protect your rights and ensure your livelihood for today and security for tomorrow. The CAW already does all that for 3,200 other NAV Canada employees, and 260,000 working people all across Canada. And we've been helping GTs in grievances, negotiations, and legal services for five years, although only to a very limited extent, because we weren't yet your union.

Some people are hearing rumours that there is still a chance of a merger between CAW and CAOSS, so members should either not vote right now, or vote for CAOSS. **This is completely false.** CAW waited in vain for 5 years for CAOSS to respond to our merger offers. When we set a final deadline of January 28 this year, the president of CAOSS, without ever consulting you or your elected representatives, responded with hostility and signed a secret deal with another union. That's when CAW said we'd honour the wishes of the members as expressed in a free, secret, government-run vote. That vote is taking place today, and there will be no other vote.

Let there be no mistake. If the CAW does not receive 50% plus 1 of the votes on July 12 (counting day), our mission will be complete. We will bid you farewell, having appreciated our five years of work together. **We will not return through the back door to seek a merger with the CAOSS leadership.** The only decision-makers we (and the law of Canada) recognize are the members, and if you don't vote for the CAW, we will respect your decision as final.

The CAW, and I personally, are excited to take up the challenge of representing GTs and working to improve your situation. Please give us the opportunity to do that by voting for the CAW. No matter how you decide to vote, we urge you

to take advantage of the right provided you under the law and by all means complete and mail back your ballot.

If you have not received a voting kit by June 3, please phone or email the CAW (see above) or phone the CIRB directly at 1-800-575-9696, press 0 and ask for Jesse Peters.

posted by Abe Rosner

Thursday, May 12, 2005

Vote begins May 25 - Decision Day July 12

It's official. The vote to decide who will be the union for GTs employed by NAV Canada will begin on **May 25**, with ballot kits being sent to all members' home addresses by the Canada Industrial Relations Board.

The deadline for all ballots to be received back by the CIRB's National Capital Region office is **July 8**. Counting will begin at 9:30 am on **July 12**, and the results announced as soon as possible thereafter.

The ballot will ask employees whether they wish to be represented by CAOSS or by the CAW for the purpose of collective bargaining. No later than May 25, a "Notice of Vote" as well as a "List of Eligible Voters" will be posted at all work locations across Canada where GTs are employed. If your name is not on the list and you feel you are eligible to vote, please phone our **CAW-GT Hotline** at **1-800-268-5763** extension 260, or email us at **gtinfo2005@yahoo.ca**, and we will assist you promptly.

If you are an eligible voter and have not received a voting kit by June 3, you will be asked to phone the CIRB directly (Mr. Jesse Peters) at 1-800-575-9696. Your deadline for requesting a second voting kit will be June 24, 2005.

The CAW will continue to promote open discussion and debate throughout this voting period. If you choose the CAW to be your union, we will immediately begin to fulfill the program mapped out in "**The CAW Pledge**", helping you to create a new GT Local Union of the CAW, with a new democratic structure, delegates and officers elected by the membership, and a founding convention within three months of Decision Day.

The decision you are called upon to take, by secret ballot, is one which will affect all aspects of your working lives for years to come. It is a decision which no president or delegate or representative can take on your behalf. Please make sure you consider the issues carefully, and above all, make sure to exercise the right to vote which the laws of Canada have granted you.

If you have any questions or comments that you wish to share with us, please contact us at the phone or email address provided above. And stay tuned for information and/or meetings in your area.

posted by Abe Rosner

Tuesday, May 03, 2005

BOARD ORDERS VOTE

The Canada Industrial Relations Board has just ordered a representation vote - almost three months to the day after the CAW commenced its campaign to allow GTs to decide their own future.

Eligible to vote will be all employees employed by NAV Canada on April 5, 2005 (the date of our application) and still so employed on the day of the vote, who fall within the following category:

"all employees of NAV Canada in the General Technical classification, excluding the managers, persons above the rank of manager and those employees employed in a confidential capacity in matters relating to industrial relations."

The purpose of the vote will be *"to ascertain whether these employees wish to continue to be represented by the Canadian Association of Operational Support Specialists (CAOSS) or by the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)."*

We will know more as soon as the Board's Senior Labour Relations Officer, who has been appointed Returning Officer to supervise the vote, gets in touch with the parties. But we can assume that things will move very fast from this point on, barring any unforeseen pitfalls.

As always, you will be informed of developments as soon as they happen. If you have any questions or concerns, please do not hesitate to phone or email me directly. Meanwhile, once again, let me thank the many members whose unflagging support, hard work, and patience have made this vote happen.

In solidarity,

Abe Rosner
CAW National Representative

Sunday, May 01, 2005

CAW application -- the next step

On **April 18** a lawyer, hired by the president of CAOSS, wrote to the Board accusing the CAW of "intimidating" and "alarming" GTs into signing CAW cards - in collaboration with NAV Canada! On **April 22**, we wrote the Board explaining that this was nothing but a desperate attempt to delay a membership vote. We urged the Board to dismiss the CAOSS complaint immediately and get on with the vote (see previous post).

On **April 29**, CIRB Senior Labour Relations Officer Justine Abel completed her initial investigation and sent the entire file to the CIRB for a decision. Her report was filed one week earlier than scheduled (May 5), thanks to the CAW's early response.

The **next step** would normally be a vote, run by the CIRB. However, the Board must now decide whether or not to hold a hearing first into the allegations made by the CAOSS president. If they do, the vote could be held up for an unknown period of time (and expense). That is a matter which is unfortunately beyond our control.

On **April 29**, some members began receiving letters at their homes from the president of CAOSS. The letter complains about the CAW raid, while making no mention at all of the Teamsters' raid (it seems they couldn't sign up enough cards to file their own application, despite the CAOSS president's personal efforts in their support). He then says that the CAOSS convention on June 10-12 in Moncton will deal with the merger issue, and proceeds to quote Article 15 of the CAOSS Constitution (have you ever seen the CAOSS Constitution?):

"CAOSS may affiliate with a central labour body and/or other organization if directed to do so by the majority at a National Convention OR through a referendum vote. Such affiliations shall be withdrawn ONLY if two-thirds of the delegates at a National Convention vote to withdraw." [emphasis added]

Does this mean what it says? That a new union can be chosen **EITHER** "through a referendum vote" **OR** by decision of "the majority at a National Convention"? Can the majority of delegates (12 out of 22) simply hand the GTs over to the Teamsters next month? And will it take a 2/3 vote (15 out of 22) at a future convention (in June 2008) to leave the Teamsters?? Can all this really happen just by convention action, without a membership vote? Is the CAOSS president sending this Article 15 to all members so that no one will be able to say, "I didn't see this coming?" If not, why *is* he sending it to you?

Fortunately, the law of Canada states that only the majority of individual rank-and-file members, through a secret ballot -

not "delegates" at a "convention" - can decide which union will represent you. The CAW will continue to urge the Board to schedule that long-awaited vote as quickly as possible. You may also wish to call upon CAOSS to withdraw their stalling tactics. Or, just tell the Board directly that you would like the democratic right to vote as soon as possible. Stay tuned for more updates.

posted by Abe Rosner

Wednesday, April 20, 2005

CAOSS president tries to stop the vote

Since the day we learned of the secret January 20 "Tentative Affiliation Agreement" with the Teamsters, the CAW has said that the CAOSS leadership would do anything to avoid allowing its members to vote. This week unfortunately confirmed that prediction yet again.

The president of CAOSS, without consulting his National Executive Board, has hired the Toronto law firm of Watson, Jacobs, McCreary and had them file a "complaint" against both the CAW and NAV Canada. As not even your own CAOSS reps have seen it yet, we are posting it publicly at <http://gtinfo.ca> ([click here](#) to download).

The document alleges "numerous misrepresentations and irregularities" in the CAW campaign - without giving one specific example. It says that if the Board discovers one single "misrepresentation" by the CAW, it should throw out all the hundreds of signed cards and scrap the vote.

But it doesn't stop there. Here are a few gems ("" indicates actual quotes):

- CAW has been "*intimidating employees* against further supporting CAOSS".
- CAW "*repeatedly harassed employees*" and "offered to waive the \$5.00 membership fee."
- "Employees were *bombarded* with anti-CAOSS literature" via NAV's "confidential e-mail system" - which "was authorized and encouraged by the employer"!!
- CAW made "*veiled threats* to employees ... about their job security", engaged in "*constant harassment and badgering*", and tried to "*foster alarm* in the work force and undermine the authority of CAOSS Executive Board members".
- CAW talked to the employer about terms and conditions of work of GTs with a view to "concluding a collective agreement between NAV Canada and the CAW"!!!!
- CAW is trying to force an all-member vote to "undermine the democratic process in the CAOSS constitution" (where only the "delegates" get to vote!).

There are many other wild charges, none of which are worthy of reply. The aim is obvious: **Delay the vote by any means possible** and hope the members get tired, frustrated, and resign themselves to the status quo. Have yet another "convention" where the members' demands can be hijacked. This is not an attack on the CAW. It is a display of contempt for the intelligence of more than 60% of the GTs who have signed CAW cards (more arrive almost daily) and the almost 100% who want to build a better future starting now.

Our response to CAOSS and to the Board is very simple. *Let*

the GTs decide - now. No more lawyer's tricks, no more wasting members' time and money, no more putting their lives on hold. It's time for change.

In solidarity,

Abe Rosner
CAW National Representative

Tuesday, April 05, 2005

CAW applies to represent GTs

[[Click here](#) to download this bulletin in form suitable for posting.]

This afternoon, the CAW filed an application with the Canada Industrial Relations Board seeking to represent all employees of NAV Canada classified as GTs.

Accompanying the application were signed membership application cards and proof of payment in the name of approximately 60 percent of all GTs.

In accordance with the commitments made from the start, and even though a solid majority have already signed their names, the CAW specifically asked the CIRB, in writing, to conduct a representation vote. That way, whoever becomes the union, GTs will be certain that it was the members' free choice.

This application triggers a legal "freeze", just the same as would have happened if CAOSS had served notice to bargain. As provided by section 24(4) of the *Canada Labour Code*, NAV Canada is as of today **legally prohibited** from taking any action that would:

"...alter the rates of pay, any other term or condition of employment or any right or privilege of such employees until

(a) the application has been withdrawn by the trade union or dismissed by the Board, or

(b) thirty days have elapsed after the day on which the Board certifies the trade union as the bargaining agent for the unit,

except pursuant to a collective agreement or with the consent of the Board."

We will urge the Board to act speedily so that the members can get on with the business of building their future. Meanwhile, I would ask everyone to be patient and to ensure that all debate and discussion is constructive and civilized.

Let me take this opportunity to thank everyone - hundreds of you - who made the filing of this application possible.

In solidarity,

Abe Rosner
CAW National Representative

Saturday, March 19, 2005

Vancouver controllers support TSS work ownership

[The following memo was issued by the chairperson of the Vancouver Branch of CATCA CAW Local 5454 to all YVR Air Traffic Controllers:]

March 15, 2005

To: ALL BRANCH MEMBERS

Re: OWNERSHIP OF WORK

The simulator feed side is the place of work for TSS employees, who are members of the CAOSS bargaining group. They have proprietary rights of ownership for the work and the equipment.

Members of our Association are not to perform the following feed tasks during simulation;

- transmitting as a pilot on frequencies
- operating hotlines and/or landlines to pass estimates, clearances, instructions etc.

If Course Instructors feel the simulation exercises are not functioning to their satisfaction please advise the TSS Supervisor and, if necessary, request increased TSS support staff to maintain the integrity of the run.

Rob Thurgur is discussing this situation with senior NAV Canada management. He has advised them *"just as we vigorously defend the work jurisdiction of our bargaining unit, so we support the rights of others to maintain their work."*

The executive appreciates your cooperation in observing and respecting the working rights of other unionized employees.

Jamie Pottinger

Branch Chair

posted by Abe Rosner : 3:27 PM

Tuesday, March 15, 2005

Buzz Hargrove replies to CAOSS president

[On Friday, Mar. 11, Frank Mendonca sent a letter to Buzz Hargrove ([see original here](#)). Yesterday, Buzz replied ([see](#)

original here, as well as below). We are making these public because of CAOSS's long-standing habit of sharing no information whatsoever with its members. Please feel free to post these and circulate them to your coworkers. It is quite troubling that the CAOSS president is now openly asking CAOSS members to sign Teamster cards, an action he previously characterized as contrary to the CAOSS constitution (of course that depends on which union you support...). The honourable thing to do would be to sit down and negotiate mergers with CAW, Teamsters, all or some of the above, then submit the results to the members for a vote. That is what has not been done for 5 years, and that is what will never be done unless GTs sign CAW cards and force a vote in April. - AR]

March 14, 2005

Dear Brother Mendonca:

In your letter to me dated March 10 (but sent March 11), you ask me to stop what you call "the CAW raid on our Union CAOSS". Yet you yourself were canvassing members for the Teamsters at Toronto ACC on March 8, while the Teamsters were trying to sign cards in the parking lot.

Likewise, in your letter to me dated January 24 (but sent January 27), you stated that you had "not decided what our intentions are with respect to joining any other organization". Yet on January 20, you had already signed a tentative "Affiliation Agreement" with the Teamsters behind closed doors. That was the action that sparked our campaign to allow your members a free vote.

For five years, you have accepted our assistance and continually told your members they would have to wait before they could choose a real union. Now you are still asking your members, and the CAW as well, to wait. But it seems you have already made that choice on their behalf.

The issue facing GTs now is one of trust. The CAW has promised to allow them a democratic choice under Canadian law, and we are fulfilling that promise. We have also committed in writing (through our document "The CAW Pledge") to fully respect the rights of GTs within any future CAW structure. Our offer to you remains the same. If CAOSS joins us in approaching the CIRB on April 1 with a formal request for an immediate government-run vote, and the CIRB agrees to that request, we will call off our campaign.

Failing that, we owe it to the members to carry on. The CAW's campaign remains as the only legal vehicle by which NAV Canada GTs can be certain of having their voice heard - and respected.

In solidarity,
[signed]
Buzz Hargrove

posted by Abe Rosner : 8:32 AM 0 comments

Monday, March 14, 2005

CATCA-CAW supports TSS work ownership

[The following letter is from Rob Thurgur, national president of CATCA CAW Local 5454, to CAW National Representative Abe Rosner. Rob's letter continues and expands on the CATCA and CAW traditions of respecting the boundaries between bargaining units and fighting against the erosion of traditional work. For example, CATCA successfully fought against the employer trying to force controllers to perform OSS work at [Ottawa Tower](#) and at [Victoria and Vancouver Towers](#). Likewise, the CATCA-CAW branch at Toronto ACC in January strongly supported the struggle of the TSS to protect their work -- copy of their public statement is available on request. You can download an original copy of this letter [here](#) - please give it the widest possible circulation.]

March 14, 2005

Abe Rosner
CAW National Representative

Re: Respect for TSS work ownership

Dear Abe,

This will confirm our discussion regarding the letter I wrote to NAV Canada on March 7, in which I affirmed our desire not to have air traffic controllers infringe on the traditional duties of Training Simulation Specialists.

The letter was triggered by events at Toronto and Vancouver Area Control Centres which indicated an increasing use of trainee controllers - and, more disturbingly, licensed controllers and instructors - to substitute for TSS in such roles as feeding and scripting.

I advised NAV Canada that just as we vigorously defend the

work jurisdiction of our own bargaining unit, so we support the rights of others to maintain their work. Simulation is an indispensable tool in producing qualified licensed air traffic controllers. I asked NAV Canada to ensure that sufficient TSS staff are available, at all times and places, to meet our training needs. Having our members “fill in” for missing TSS, whether assigned to do so or whether they “volunteer”, is an unacceptable infringement on the work of the TSS besides being an unproductive use of our members’ time.

Please convey to our TSS colleagues our best wishes for their effort to safeguard their work ownership. If and when they go the route of grievance and arbitration, they can count on our support.

In solidarity

[signed]
Rob Thurgur
President
CATCA CAW Local 5454

posted by Abe Rosner : 8:39 PM

Monday, March 07, 2005

Questions for CAOSS

[The following are a few of the many issues that have been addressed during CAW presentations all across the country. If you have missed these meetings, you may want to ask yourself the following questions - in fact, you may want to pose them to CAOSS officials. If you are connected to the internet, use CTRL+click on the links to consult the referenced documents.]

1. *Why aren't we bargaining?* Last August, 77% of GTs voted to ratify a collective agreement based on a strategy to “take the money on the table” at that time (CATCA pay increases, shift and weekend premiums, opening job opportunities for surplus employees, etc.). The bargaining team’s strategy, and our [promise to the membership](#), was to re-open negotiations in September for the remaining demands.

- Why was this promise broken, even though serving notice to bargain is the only way to freeze working conditions and prevent (for example) further disruptions to ATOS or TSS hours of work?
- Is it true that CAOSS has stalled for almost six months and jeopardized its members’ interests because it was “afraid of being raided”?

2. *Why all the secrecy about the planned merger with the Teamsters?* On January 17, [Buzz Hargrove wrote to CAOSS](#) inviting it to negotiate a merger with the CAW and have it

approved by a vote of all the members. On January 24, the [CAOSS president replied](#), warning the CAW to *“leave the people of our organization alone”* and saying that *“at this point in time we have not decided what our intentions are with respect to joining any other organization”*. Yet *four days earlier*, on January 20, the CAOSS president had privately signed a [tentative “Affiliation Agreement” with the Teamsters Union](#) without the knowledge of his National Executive Board.

- Why did the president sign such an agreement without the knowledge of any of the regional representatives? And why did the CAW have to find this document and make it public?
- Why did he then tell Buzz Hargrove that *“we have not decided what our intentions are”*, instead of truthfully admitting what he had already signed?
- Why does the agreement read, over his signature, that *“the document is a reflection of what CAOSS is asking for in an affiliation with Teamsters Canada”* - who authorized the president to say what CAOSS is asking for?
- Why does Article 11 provide that no referendum vote of the members can be held until *“18 months from being adopted at the National Convention of CAOSS in May of 2005”*, and even that vote (in December 2006) is not guaranteed (because CAOSS has the option of holding a vote for a full merger, or just terminating the “affiliation agreement” and starting all over again)?

3. *Why the fear of open discussion?* On February 15, CAOSS summoned its National Executive Board to Toronto in an effort to adopt a statement calling on members to stop signing CAW cards. Four out of nine elected regional reps refused to sign that statement. On February 10, five days earlier, CAW national representative Abe Rosner [wrote to the president and all the regional reps](#) to make himself available to answer questions and share information at part of the meeting, if invited.

- Why was Mr. Rosner’s offer to attend refused?
- Why was a Teamster representative invited to address the meeting, without prior knowledge of the regional representatives?

4. *Who is representing CAOSS’s interests now?* On February 9, 2005 - six days prior to the NEB meeting -- the [CAOSS president wrote to NAV Canada](#) as follows:

“Please be advised that the CAW (any of its representatives) at this time no longer has authorization to represent any of CAOSS interests in any Union matters or matters representing any member of the CAOSS bargaining unit without my direct consent. I respectfully wish to inform you that this union will not allow any CAW member to meet with any of our members within company property unless prior approval has been given by my office.”

- Why was this letter written without copy to the CAW or to the CAOSS reps for that matter? Who authorized it?
- Why was no copy sent to Arbitrator Michel Picher, who is hearing the TSS hours of work arbitration? The CAW has committed dozens of hours of work to that case. Who has been assigned to replace them?
- Why was no copy sent to the Canada Industrial Relations Board removing CAW Director of Legal Services Lewis Gottheil from arguing for the GTs right to strike (which he has spent hundreds of hours doing since January 2001)? Who has been assigned to replace him?
- What about all the other cases on which CAW's help and expertise is requested regularly - members being fired or threatened with dismissal, cases of sexual harassment, protection of GTs work ownership, a member dismissed while on LTD, etc. - not to mention preparing for the long-delayed upcoming bargaining?
- *Which is more important - the interests of the GTs, or the political survival of certain union officers?*

5. *Why the fear of membership votes?* Some CAOSS officials have said that if more than 50% of GTs sign CAW cards, the resulting vote will be "unfair" because it will only offer a choice between CAW and CAOSS.

- Why is it "unfair" if a clear majority of GTs picks the CAW twice - once by signing cards, then in a secret government-run vote?
- Why after five years has CAOSS never allowed its members to vote on a merger with a major union? If GTs don't sign CAW cards, what legal guarantee is there that they will ever get a vote?
- Why hasn't CAOSS ever allowed its members to vote directly on the positions of president, vice-president, financial secretary, etc., as is the case in the CAW?
- The CAW has said that it would welcome having another real union, like the Teamsters, on the government-run ballot. It has also said that CAOSS can legally put another union's name on in place of its own. It has also said it will cease its card-signing campaign if CAOSS jointly approaches the government to run such a vote. What is CAOSS waiting for?

6. *How can GT work ownership be protected?* At the Winnipeg meeting on February 25, which the CAOSS president personally attended, Abe Rosner gave a detailed presentation on the CAW's policy of protecting the work ownership and integrity of each of its bargaining units and how this has been applied in recent years to protect the Air Traffic Controllers, the Flight Service Specialists, and the GTs as well.

- What is CAOSS's reaction to the CAW work ownership protection policy?
- How can we get a copy of the CAW's presentation and documents?
- How would CAOSS - or the Teamsters for that matter - protect GT work in a company where CAW already represents

more than 2/3 of the unionized workforce?

7. *Why the fear of the CAW?* The CAW has been eager to negotiate a merger with CAOSS since 2000. But since 2001, there have been no merger discussions whatsoever - and CAOSS replied to the CAW's latest offer (from Buzz Hargrove on January 17) with unexplained hostility. Now the CAW has issued a signed document entitled "[The CAW Pledge](#)", explaining how GT rights would be safeguarded if CAW became the bargaining agent.

- What is CAOSS's response to The CAW Pledge? Does it reflect adequate protection to move forward together?
- Why does CAOSS refuse the CAW's invitations to sit down and talk?
- The CAW feels CAOSS's current policy is "anyone but the CAW", or put differently, "anything except a membership vote in April". Is this true? Is there some dark secret about the CAW that GTs should be made aware of? If so, why have GTs accepted their free assistance for five (5) years?

posted by Abe Rosner : 5:43 PM

Tuesday, March 01, 2005

Moncton, Gander, Winnipeg...

Just a word of thanks to everyone who attended the Moncton, Gander and Winnipeg meetings this past week, both those who signed CAW cards, those who didn't, and those who took cards home for later consideration.

I was especially pleased that Frank Mendonca was able to participate in the Winnipeg meeting on Friday. It enabled some good exchanges and clarification of a lot of issues. The meeting was good-natured and respectful throughout, which I think is a tribute to the GTs sense of fair play and commitment to open debate and discussion.

In response to questions about how CAW handles internal work ownership issues, I gave a rather detailed presentation on this matter at the beginning of the meeting. If anyone of you who were unable to attend would like the full story, either ask one of your coworkers who was there, or contact me directly and we'll find a way.

In solidarity,
Abe Rosner

posted by Abe Rosner : 9:24 AM

Monday, February 21, 2005

After the vote: The CAW Pledge

Since CAW helped to create CAOSS in 2000, we waited five years in vain for a response to our offers of a negotiated merger. If 50% + 1 of GTs sign CAW cards and the government-run CIRB vote succeeds, the CAW hereby agrees to honour the following commitments, which are typical of those found in many negotiated CAW merger agreements:

Full membership rights: NAV Canada GT employees will immediately become full members in good standing of the CAW with all constitutional rights and privileges, and enjoy full professional CAW representation on a 24/7 basis.

Union dues: The CAW constitution sets membership dues at 1.35% of salary (CAOSS dues are currently 1.80%).

Autonomy: GTs will have their own self-governing nationally-based "local union". This local union will not be merged with any other local unless decided otherwise in the future by the GTs via referendum vote. Elected delegates will meet in national convention within 90 days after the CIRB vote to establish the new GT local union and bylaws. GTs will control their own local union funds and send their own representatives to all NAV Canada and regulatory bodies (NCJC, OSH, etc.).

Elected representatives: All future leaders (local, regional, national) of the new GT CAW local union must be elected by the members in secret ballot votes. Conventions are for setting policies and bylaws, not electing executives. The elected president will be on leave with pay from NAV Canada, as negotiated last year by the CAW on your behalf, thus freeing dues money for other expenses.

Continuity: All current CAOSS representatives (local, regional, or bargaining reps) who were elected by membership votes will be invited to continue to serve until new membership elections are held.

Bargaining: Notice to commence bargaining with NAV Canada (overdue since September) will be served immediately after the CIRB vote. Only bargaining reps elected by GTs have the right to finalize contract proposals and to approve a tentative agreement to be brought back to the membership. Only GTs vote whether to accept or reject the contract or to take strike action.

Legal services: The CAW national legal department will continue to represent GTs before the CIRB in their quest to achieve a meaningful right to strike.

Strike fund: GTs will have access to strike pay from the \$60 million CAW national strike fund. CAW also picks up the cost

of health care plans (except dental) and life insurance during a work stoppage. GTs will receive printing, placards, communications and media support.

Grievances and arbitration: CAW will organize a massive grievance clean-up to settle or arbitrate all outstanding GT disputes on an expedited basis. We will demand early dates to conclude the TSS hours of work arbitration. Our arbitration track record at NAV Canada is second to none (details available on request).

Work ownership: CAW policy opposes employers' transferring traditional bargaining unit work to other union members, management, or outside contractors. CAW applies the same principle to its own local unions at a workplace. We fight against erosion of work jurisdiction whether a unit is large or small. Real-life examples of how CAW solves these issues at NAV Canada and elsewhere are available on request.

CAOSS property and assets: CAW considers that all such assets belong solely to the GTs and we will lay no claim to them after a vote.

Bargaining certificate: While CAW will become the legal bargaining agent after a successful vote (as CAOSS is today), the bargaining certificate will belong to the GTs. We will not submerge it within a larger CAW certificate nor split it up.

Freedom of choice: If in the future irreconcilable differences emerge between the GTs and the CAW, the members will be free to leave the CAW through a national secret referendum vote. In the latter case, they will take their property, assets and bargaining certificate with them.

[signed]

Buzz Hargrove
Abe Rosner

posted by Abe Rosner : 1:30 AM

Friday, February 18, 2005

Meetings continue across Canada

Let me personally thank all the ATOS and TSS members who turned out in force today on a Friday afternoon at the Nisku Inn in Edmonton for some lively discussion about the future of NAV Canada GTs. It was really great meeting the people I previously knew through phone calls, emails, and history.

Meetings are already organized next week for Moncton and Gander. We will be announcing the Winnipeg meetings shortly. And Montreal, stay tuned.

Yesterday's meeting with Toronto members was also very warm and enthusiastic, as were previous meetings in Ottawa, Cornwall, and Vancouver. My only regret is that we haven't yet met with the ATOS brothers and sisters from Toronto ACC. If any of them are interested in an open and sincere discussion, I will make myself available at any time.

Again, thanks to all who organized and attended these meetings, including the many of you who have signed CAW cards. Remember, the aim of this campaign is to allow GTs to vote, for the first time in five years, about their future. Let's allow all opinions to be heard (without censorship) and keep the discussion civilized.

In solidarity,
Abe Rosner

posted by Abe Rosner : 9:39 PM

Monday, February 14, 2005

Defend Freedom of Choice

NAV Canada GT employees across Canada are rallying to the CAW's call, launched February 2, to "*Let the GTs Decide!*". They are signing application forms asking the CAW to bargain on their behalf. If 50% plus 1 of the GTs sign, a free, secret, government-run vote will be held to decide whether the CAW or CAOSS will represent GTs in the future.

The CAW has called for full and free discussion so that all points of view can be heard. Unfortunately, some individuals fear this discussion and fear a membership vote, and they are resorting to intimidation and other unacceptable tactics.

Last Wednesday, a CAOSS official wrote to NAV Canada management at Toronto ACC accusing TSS Shop Steward Christine Lizotte of "illegal" activities in the workplace - namely, promoting the CAW. The official tells NAV Canada that these activities "must be stopped" and tells them that Christine's status as Shop Steward (to which she was elected by her fellow employees) is "revoked" (!).

It is shocking and regrettable that a union official would "inform" on a fellow member and union representative. The CAW fully supports Christine against these attacks. The full weight of our Union will be brought to bear against any individual, union, or employer who threatens her or anyone else.

Let no one be confused on this point. The CAW's campaign is fully legal under the Canada Labour Code. Every GT is legally entitled to sign a union card at any time, without fear of reprisal. Of course, employees should be careful to engage in union activities on their own time or during breaks only. The

CIRB will entertain an application for a vote to change unions any time after March 31 (section 24(2)(c)) - that's why cards are being signed now. In fact, *any interference with the CAW's campaign is illegal and punishable by law*. Here is what the Code states:

8. (1) Every employee is free to join the trade union of their choice and to participate in its lawful activities.

96. No person shall seek by intimidation or coercion to compel a person to become or refrain from becoming or to cease to be a member of a trade union.

Individuals violating section 96 are liable on summary conviction to fines up to \$1,000 for each infraction, while unions or employers may be fined up to \$10,000 (see section 101).

What is urgently needed now is open and respectful dialogue. We look forward to meeting and discussing with you. Please watch for announcements of meetings in your area.

In solidarity,

Gary Fane, CAW Director of Transportation
Abe Rosner, CAW National Representative

posted by Abe Rosner : 9:52 AM

Thursday, February 03, 2005

Let the GTs decide!

[Click to view or download [the original](#) of the following letter, the letter from [Buzz Hargrove to CAOSS](#), and [CAOSS's reply](#).]

February 2, 2005

To: All GTs employed by NAV Canada
Re: The CAW and your future

Dear Sisters and Brothers,

On January 17, CAW president Buzz Hargrove wrote to CAOSS president Frank Mendonca, inviting CAOSS to merge with the CAW, following a vote by the entire GT membership.

This invitation did not come out of the blue. It follows five years of cooperation and friendship between the members of our two organizations; five years of providing assistance to GTs in the form of collective bargaining, legal services, grievance and arbitration handling, communications, and research, without asking anything in return; and five years of

inquiries by GTs across the country as to when and how they could join the CAW.

The reply to our invitation, received January 27, was unexpected and negative. It warned us to "leave the people of our organization alone until such time as you are requested to get involved", and said that any "unauthorized" attempt to deal with GTs "would be considered as a raid". It made it clear that there is no plan to let GTs vote on their own future.

The CAW wants to keep on working for you, but we can't do it forever under these conditions. Nor can we justify simply walking away when so many representatives and members have asked us to stay. The only solution that we see is a democratic one: *Let the GTs decide* - by secret ballot - whether they want to: 1) join the CAW, or 2) continue with the status quo but without the CAW's assistance.

Unfortunately, the CAOSS leadership has said "no" to letting the GTs vote (January 27 reply). The government (Canada Industrial Relations Board) can conduct a vote, but only if 50% plus one of all GTs sign application forms requesting the CAW to bargain on their behalf.

Accordingly, the CAW will be inviting you, in the days and weeks to come, to sign CAW application forms. We will be meeting members, individually and in groups, in as many locations as possible. We will encourage the broadest and freest possible discussion about the future.

Please understand our intentions. *We have no need or desire to "raid" CAOSS.* We want only to respect the freely-expressed wishes of the majority of all GTs. On the day that the CAOSS leadership agrees to an immediate government-supervised secret-ballot vote of the GTs, allowing them to choose between the CAW and the status quo, *the CAW will call a halt to its campaign, destroy all application forms in its possession and return the \$5.00 fee* (the minimum specified by the Labour Code) to the applicants.

NAV Canada GTs have many urgent challenges facing them. You need to commence collective bargaining without delay. ATOS, TSS, and other members need to have the value of their contribution recognized by enhanced compensation. Scores of unsolved grievances need to be dusted off and settled, or arbitrated. You need a steady flow of reliable information - not rumours and long silences. Members and representatives need union education and training. You need to finalize CIRB hearings to define your legal right to strike.

The CAW can provide all that, and much more. We are confident that you will benefit from the strength, solidarity, and respect that CAW membership commands. It is time for you yourselves to decide, by secret ballot, which union you want. We are eager to be that union, but we will respect

whatever decision you make.

If you have any questions, comments, or requests, feel free to contact us by email at [GT information centre](#) or by calling 1-800-268-5763 extension 260. If you send us your email address, you will receive all updates as they are issued. You should also check this website for news: [CAW - GT Information](#). We look forward to hearing from you!

In solidarity,

Gary Fane, CAW Director of Transportation
Abe Rosner, CAW National Representative

posted by Abe Rosner