

**EVERY MEMBER.**  
**EVERY VOICE.**



**IAM**  
UNION



## The IAM listened to District 140 members.

Now, we are taking action to make your union work for every member. The following District 140 by-law improvements aim to:

- 1) Allow collective bargaining to achieve the **industry-leading contracts** our members deserve.
- 2) Provide **real representation** to every District 140 member, regardless of craft or base.
- 3) **Preserve District 140 resources** to fight for you – the membership.

## PROBLEM

### BARGAINING CHALLENGES AT AIR CANADA

Over the last 18 months, we have been doing site visits.

An overwhelming majority of our members at Air Canada feel like their classification doesn't have a voice in collective bargaining.

*\*District 140 bargaining outside of Air Canada remains unchanged.*

## SOLUTION

### TRUE REPRESENTATION AT THE AIR CANADA BARGAINING TABLE

We are creating elected negotiating subcommittees – one for each craft within the bargaining unit. Every base will be represented on every subcommittee.

District 140 General Chairs, who are elected by the membership, will lead negotiations and be guided by the subcommittees.

## NEW BY-LAWS

### BARGAINING

**13.1** Negotiations Committees will be comprised of General Chairpersons assigned by the President and Directing General Chairperson (PDGC).

#### **Air Canada**

**13.2** For negotiations with Air Canada TMOS, the President and Directing General Chairperson (PDGC) will assign a minimum of one General Chairperson (GC) from Technical Operations and one General Chairperson from Airports.

**13.3** The President and Directing General Chairperson (PDGC) will establish sub-committees of the TMOS negotiations committee that will be comprised of at least one (1) Member from each of the recognized Business units of the TMOS collective agreement.

For clarity, those business units are:

- a) Technical Services
- b) Airport & Cargo Operations
- c) Logistics & Supply

**13.4** The numbers and make-up of the subcommittees will be determined by the President and Directing General Chairperson, in consultation with the applicable Locals. The roles and responsibilities of the sub-committees will be determined and assigned by the President and Directing General Chairperson and will be comprised of tasks such as, but not necessarily limited to;

- a) Working with the assigned General Chairpersons to develop the bargaining surveys
- b) Working with the assigned General Chairpersons to develop the bargaining agendas
- c) Provide Business Unit specific subject matter expertise to the General Chairpersons and President and Directing General Chairperson
- d) Attend negotiations prep and/or other training through the W3 Center either in the field or at the William W Winpisinger training facility in Hollywood Maryland.

**13.5** All costs associated with the work of the sub-committees will be borne by the respective Locals, in compliance with the TMOS collective agreement.

## PROBLEM

### LACK OF LOCAL REPRESENTATION AT DISTRICT

In some cases, the district was disconnected from Locals, and in effect, the membership it serves. Vital communication was not reaching our membership.

## SOLUTION

### EVERY LOCAL WILL BE HEARD

Every Local President will now have a seat on the District Executive Board. Communication will now flow at all levels.

## PROBLEM

### LACK OF COMMUNICATION

General Chairs and the District Executive Board communications were fractured, resulting in a lack of coordination to fight for the membership.

## SOLUTION

### COORDINATION BETWEEN GENERAL CHAIRS & DISTRICT

Three General Chairs will be assigned to serve as non-voting members of the District Executive Board.

## NEW BY-LAWS

### REPRESENTATION

5.1 The District 140 Executive Board shall consist of a President/Directing General Chairperson (PDGC) who shall be the Chair of the Executive Board, the District Secretary Treasurer (ST), a Vice President, the Local Presidents of District 140, (3) General Chairpersons appointed by the President and Directing General Chairperson (PDGC)(One from each region) and three (3) Trustees.

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General Chairpersons will be on the board with voice but no vote.

## PROBLEM

### REVIEW OF DISTRICT RESOURCE ALLOCATION

Members deserve a District that is allocating every resource with the good and welfare of the membership at the forefront.

## SOLUTION

### SAVING COSTS IN DISTRICT CONVENTIONS

By holding a District Convention every two years, instead of annually, the District will save approximately \$100,000. These are funds that can help us in bargaining, representation and more.

To start, we are launching a mentorship initiative to better serve our membership and support our General Chairs.

## NEW BY-LAWS

### PRESERVING RESOURCES

4.1 District 140 will hold its Conventions biennially, but will not meet the year the International Transportation Conference is held at a place to be decided upon by the Delegates.

The convention shall rotate biennially, between the three (3) Regions where practical. Delegate decisions will be made two years prior to allow for administrative details.