

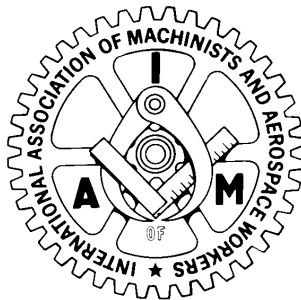
ATTEND YOUR UNION MEETING

Monday March 14th, 4:15 PM

At the Ajax Legion Hall • 111 Hunt St. Ajax

LOCAL 905 EXECUTIVE

President	Dave Thompson
Vice President	Dan Robertson
Secretary	Doris Duck
Financial Secretary	Kris Socha
Sentinel	Rob Blair
Trustees	Daryl Rowe Pavel Blaha Rasheed Houssain
Committeeman	Shane Kingston
Chief Stewards	Dan Robertson Kent Danforth Janice McKenzie Don Beadle
Stewards	Lynn McKenzie Martin Bessel Todd Desmoulins Gary Cooper Ian Kimble
Auditor	George Gaffney



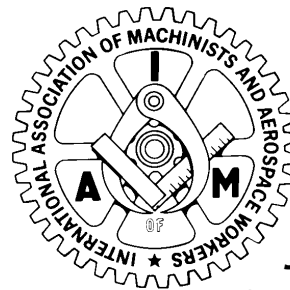
The "905"

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THE "905"

FEB 2011

**JUSTICE ON THE JOB,
SECURITY FOR THE FAMILY
AND
SERVICE TO THE COMMUNITY**

Messier-Dowty Machinists Ratify New Deal!

Ajax, ON – IAMAW Local Lodge 905 members employed by Messier-Dowty have a new collective agreement.

"Our biggest objective in this round of bargaining was the protection of all classifications when it comes to lay off by seniority," explained IAMAW Grand Lodge Representative Bill Shipman. "We were successful in winning strict application of seniority when laying off all classifications with the exception of Machinist. This classification was vulnerable to lay off if the employer found that a Machinist had a skills inability. After lengthy discussions, we were successful in winning a mandatory twenty consecutive day training period for all Machinists so that they are given ample opportunity to show necessary skills when laid off and bumping. With the new training language, the employer is compelled to upgrade the Machinist with training to eliminate the skills inability and thus avoid a lay off."

The new three-year agreement provides wage increases of 2 per cent in each year.

The 184 members manufacture aircraft landing gear for the commercial and military aviation markets worldwide.

Who lobbied against improving CPP?

The Canadian Labour Congress has filed an Access to Information request to find out who lobbied the federal finance minister against proposals to enhance the Canada and Quebec Pension Plans.

"Last summer Jim Flaherty said that improving the CPP was the best way to ensure the retirement security of Canadians," says CLC president Ken Georgetti, "but the minister has changed his mind and now favours vastly inferior private sector plans. We want to know who got to the government and we hope this Access to Information request will provide that information."

Georgetti says two access requests were filed in late December 2010.

"Our sources tell us that the financial services sector was lobbying hard prior to the finance ministers meeting in Kananaskis in December," Georgetti says.

"The banks and insurance companies want control over the retirement savings of Canadian workers and that's a shame because they charge obscenely high management fees for investing those savings. That can reduce your pension nest egg by more than 50 per cent. The CPP is a far better option."

CLC/CALM

Boart Longyear May Implement HPWO in New Deal!

North Bay, ON – The members of IAMAW Local Lodge 2412 have ratified a new collective agreement with Boart Longyear, which includes the possible implementation of the HPWO – High Performance Work Organization program.

"The employer is introducing more rod lines to its North Bay

CELEBRATING YEARS OF SERVICE IN 905 DURING FEBRUARY

27 Years Marilyn Ferguson	6 Years Ivan Kralj
25 Years David Brown	6 Years Trevor Lomax
16 Years Peter Ng	6 Years Arthur (Joe) Tune
16 Years Thomas (Jack) Talent	6 Years Steven Woolsey
16 Years Jaswinder Sidhu	5 Years Charlene Craig
15 Years Barry Asselin	5 Years Glen Reeve
15 Years Don Beadle	4 Years Chand Mahajan
15 Years Esteban Fernandez	4 Years Robert Gammage
10 Years Anne Graham	4 Years John Tapp
6 Years James Kyle Brown	3 Years David Balan



Get Well Soon

Derek Bond

Angela D'angelo

Jamie Farr

Delfin Flores

Robert Marlowe

Brent Newbatt

Martin Price

Pauline Reilly

Douglas Teske

True value

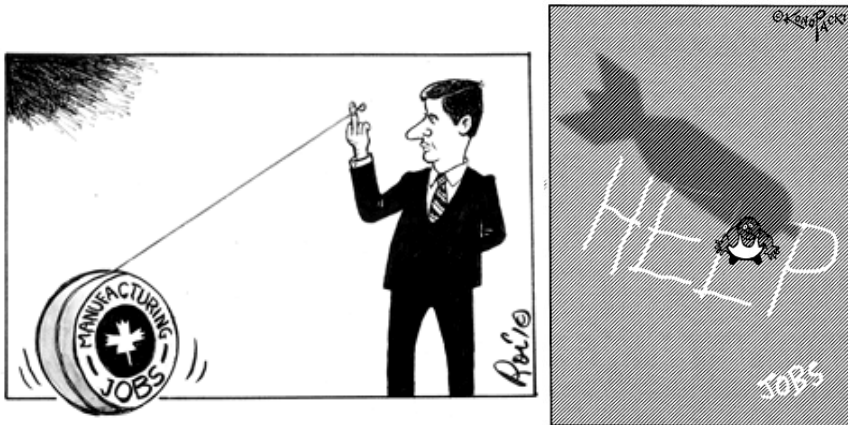
A police officer interviewed a man whose store had just been robbed.

"It's bad," said the store owner, "but it would have been worse if he robbed me yesterday."

"Why is that?" asked the officer.

"Because today everything is on sale."

Internet/CALM



Biggest Loser crew weighs in for union

Tired of losing out on health benefits, the production crew of The Biggest Loser walked off the job, halting production of the reality television show.

According to the Hollywood Reporter, which broke the story, the workers want to join the International Alliance of Theatrical Stage Employees (IATSE)

The crew members find it ironic that they are working on a show about living healthy and yet have no health care plan.

UCS/CALM

operation and this is tied to having a signed agreement going forward," explained IAMAW Grand Lodge Representative Colin Cherry. "With the agreement in place, the employer can now address manpower shortages such as a machine operator, to meet the increased demand for their product."

"The whole idea behind HPWO is to save and create jobs while growing the business," says Cherry. One of the positive things about HPWO is that it can establish a joint decision making process between management and labour. "This would be a major advancement for working together rather than the traditional 'them and us' working relationship that has existed at the plant," added Cherry. The IAMAW has successfully implemented the HPWO process at more than 30 sites across North America.

The three-year agreement provides wages increases of 2 per cent each year. Other agreement highlights include:

Early retirement options on the Defined Benefit pension plan,
Improved Dental and Orthodontic care,
Improved vision care,
Improved safety shoe allowances.

The 200 members manufacture drilling rods for the mining exploration industry in North America.

IAM

St Patrick's Day joke

Three old ladies met on the street on a stormy day. The wind was so strong and loud that they had difficulty hearing each other.

"It's windy," said one.

"No, it's Thursday," said the next.

"So am I," said the third. "Let's go have a drink!"

Internet /CALM

Tracking Canadians exposed to workplace carcinogens

Canadian researchers are creating a database profiling 170 substances they've determined to occupational carcinogens.

The researchers, working collectively as CAREX Canada and funded by Health Canada, believe the database will be an important resource.

Estimates for Canadians exposed to carcinogens at work already exceeds seven million. The most common exposure is found among the 2,800,000 Canadians who work shifts with potential for circadian disruption. Circadian disruption is the term for the inequality between a person's natural sleep-wake cycle and the sleep-related demands placed on them.

Other examples of workers exposed to workplace carcinogens include the more than 800,000 Canadians exposed to diesel engine exhaust, 42,000 exposed to formaldehyde and the 17,000 exposed to antineoplastic drugs—drugs used in chemotherapy.

Additional exposure information being entered into the database for each profiled carcinogen includes carcinogenic evidence, common uses, regulatory information and potential sources for both worker and environmental exposures. The database allows for further breakdown of worker exposure estimates by province or territory as well as industries and occupations.

Many researchers believe between eight and 16 per cent of all cancer deaths are work-related. Based on these estimates and statistics provided by Canadian Cancer Society, between 6096 and 12,192 Canadians will die in 2010 from work-related cancer.

In the 1970s a dozen substances or exposures were estab-

Most Canadians don't plan to retire

More than 70 per cent of Canadians will continue to work after retirement, says a survey conducted by Harris/Decima.

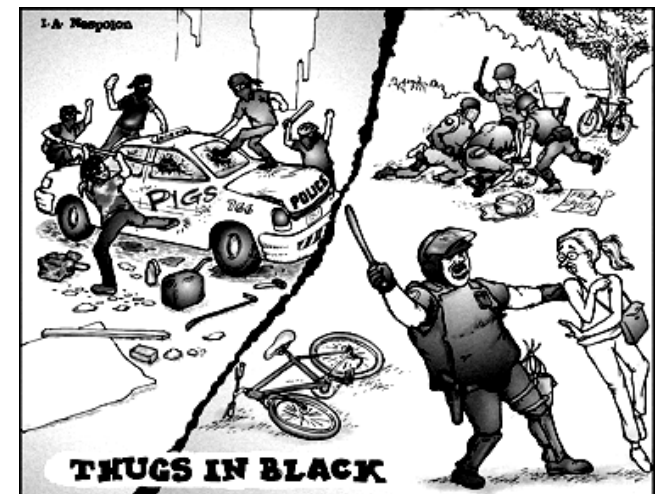
Those polled cited varying reasons for staying in the workforce, including more than a third who said they would simply need the money.

A significant majority, 72 per cent, said one of their main goals in continuing to work would be to remain mentally active, while 57 per cent wanted to ensure they were socially active. A total of 38 per cent said they would go on working out of financial necessity, while five per cent said they were counting on a lottery win to look after them in their old age.

Among those who planned to retire fully, 15 per cent said they had been saving for 15 years. More than half of this group said they had saved less than \$20,000 in the past five years.

The poll, commissioned by Scotiabank, consisted of 1,011 online surveys completed between October 14 and 25. The results were then weighted by region, age and gender.

NUPGE/CALM



Sex discrimination suit finally goes to court

Female Wal-Mart workers' nine-year-old sex discrimination suit is finally on its way to the U.S. Supreme Court.

Several workers sued the retail giant in 2001 because they were paid less than men in the same jobs and were passed over for promotions.

Filed on behalf of women at 3,400 Wal-Mart stores, it's the largest discrimination suit in U.S. history and could net billions in back pay. The final decision on whether the case will go forward is expected by June.

LaborNotes/CALM

MARCH 3RD SPECIAL MEETING ON PENSION FIGHT

Calling all union leaders, stewards, delegates and active retirees!

Come to a special meeting on **Thursday, March 3rd, 7:30pm** at the **OFL Building** to learn about the next phase of labour's pension campaign, where we call for Retirement Security for All. Held us take on corporations like U.S. Steel and Nortel who attack pension rights of both current workers and retirees. And tell us how we can build a movement now to defend decent pensions in the public sector. This replaces the regular delegates meeting – we want every delegate to bring at least one active member and one retiree from your union to attend! Open to all union members.

Toronto & York Region Labour Council

lished as human carcinogens by international agencies. That number now approaches 100, with many more considered likely to cause cancer in humans.

As the cancer burden continues to grow, there is an urgent need to limit exposures to avoidable environmental and occupational carcinogens and to find safer alternatives to present chemical and physical risks.

WHSC/CALM



Campaign attacks Ontario corporate tax cuts

The Ontario Public Service Employees Union is running a satirical online campaign introducing a new organization, People for Corporate Tax Cuts.

Nuella Warkworth, president, chair, CEO and COO of People for Corporate Tax Cuts, explains in a video clip that the worthy cause of tax cuts to corporations can only be supported if every Ontario household forks over more than \$500 to the government.

She goes on to warn that if citizens don't cough up their \$500, the government will simply take it out of public services like hospitals, schools, and other public service luxuries.

The website includes suggestions on where you might find your \$500 and promotes a contest where people can enter their own videos with ideas about how they plan to raise it.

www.peopleforcorporatetaxcuts.ca/CALM

Snow shovelling safety

When dealing with winter weather, most of us are all too familiar with the arduous, strenuous job of shovelling snow.

Whether you are shovelling at work or at home, there are ways to protect yourself from the hazards that can go along with the task—cold exposure, fatigue, muscle strain, back injury and heart attack.

If you are unaccustomed to shovelling, or if you're not in good physical shape, shovelling snow can be a strain on your heart and back. If you are older, overweight or have a history of back or heart problems, you should avoid the task altogether and delegate it to someone else, or use a snow-blower to clear the snow.

As with any exercise, consult your doctor to ensure you are fit enough for this activity. Before you begin shovelling, do warm-up stretches and flexing exercises to loosen up the muscles.

A snow shovel should be lightweight, about 1.5 kg or a little more than three lbs, and the blade shouldn't be too large. Otherwise your load will be too heavy. The handle should be long enough so that you don't have to stoop to shovel and the grip should be made of plastic or wood—metal gets too cold. As a general guideline, the shovel (blade plus handle) should be elbow height when standing upright.

Wear several layers of warm lightweight clothing that is easy and comfortable to move in. The inner layer should be fishnet or thermal underwear that allows perspiration to escape from the skin surface. Make sure your head (especially your ears), feet and hands are well covered. Your winter boots should be warm, water-resistant and high-cut, and provide good traction. Gloves should be light and flexible and give you a good grip. If it is really cold, wear something over your mouth. And do not shovel at all if the temperature drops below -40°C, or

below -25° to -30°C when it is windy.

Shovelling snow in heavy-duty clothing can be as strenuous as weightlifting. You may want to get the job over with as fast as you can, but it is better to keep moving and work at a steady pace. A good recommended rate for continuous shovelling is usually considered to be around 15 scoops per minute. Shovelling is going to make you sweat and, if you stop, you could get a chill. The trick is to shovel efficiently without becoming fatigued.

Push the snow rather than lift it. If you must throw it, take only as much snow as you can easily lift. And remember, the wetter the snow, the heavier it is.

Turn your feet to the direction you're throwing—don't twist at the waist. Do not throw the snow over your shoulder or to the side.

Consider using a snow scoop to push the snow instead of lifting. The scoop helps you to move snow with less effort by riding up over the snow to allow you to move it without ever having to lift it.

Take frequent breaks and drink some warm non-alcoholic fluids. In extreme conditions 15 minutes of shovelling should be followed by 15 minutes of rest.

**Canadian Centre for Occupational Health and Safety/
CCOHS/CALM**

