

Our website: www.iamaw905.ca



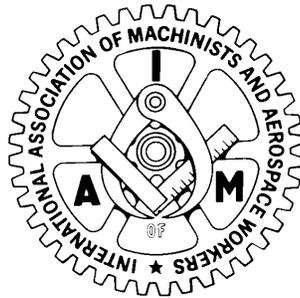
ATTEND YOUR UNION MEETING

Monday February 13th, 4:15 PM

At the Ajax Legion Hall * 111 Hunt St. Ajax, ON

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
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Chief Stewards	Dan Robertson Kent Danforth Janice McKenzie Don Beadle
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Auditor	George Gaffney Wes Snellings



The "905"

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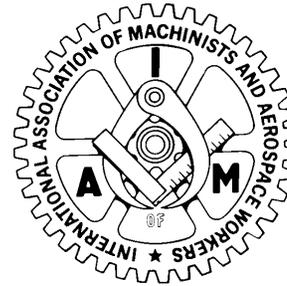
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Our website: www.iamaw905.ca



THE "905"

JAN 2012

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

Happy New Year

Calling All Machinist Musicians and Poets

Do you play an instrument, write music, poetry, or sing?

The William W. Winpisinger Education and Technology Center is seeking musically and lyrically inclined IAM members who interested in writing and composing the next chapters in the history of labor music or poetry. All genres are welcome (rap, country, rock, hip-hop, Tejano, etc.).

Help share our stories through songs and the written word about walking the picket line, bargaining better wages and benefits, worker and social justice, or motivating a crowd for a rally.

If you are interested in writing, singing, and/or playing an instrument, please call Henry Bagwell, William W. Winpisinger Education & Technology Center, 301-373-8815, or send me an email hbagwell@iamaw.org. This e-mail address is being protected from spambots. You need JavaScript enabled to view it. We need your ideas, your talent, and your enthusiasm.

IAM

Screener Cuts in Canada Put Passengers at Risk

IAM leaders in Canada are warning of serious potential consequences if the Canadian Air Transport Security Agency (CATSA) continues making cuts to funding for passenger screening.

"In the fall of 2011, CATSA cut screener hours by up to 22 percent despite an increase in air passenger traffic," said IAM Canadian General Vice President Dave Ritchie. The funding cuts resulted in 500 employees losing their jobs and 300 more were moved from full-time to part-time hours. "These radical service reductions substantially reduced the accuracy of front-line screening, placing our national security at risk."

CATSA plans to impose further radical reductions in frontline screening budgets and hours. When these cuts are made it will increase worker stress and have a negative impact on the careers of skilled and committed security workers. "How do you justify this action when the only cuts in the CATSA budget were to frontline workers? It does not make sense."

The IAM is strongly opposed to further cuts among the 7,000 airport security screeners employed throughout Canada.

"We call on the federal government to ensure that CATSA bureaucracy is not allowed to erode the safety of our air transport system through further cuts to airport screening budgets and frontline security staff," said Ritchie. "Further budget cuts for frontline security are simply unacceptable and unfair."

IAM



CELEBRATING YEARS OF SERVICE IN 905 DURING JANUARY

31 Years James Wilson
 28 Years Bryan Heroux
 27 Years Michael Gatenby
 27 Years Daryl Rowe
 26 Years David Mette
 25 Years Aly Ellassal
 25 Years Peter Ward
 24 Years Ross Walmsley
 22 Years Brian Greenslade
 21 Years Christopher Rhodes
 16 Years Gary Nemisz
 15 Years Shawn Ferguson
 14 Years David Swerdfeger
 7 Years Robert Curtis
 6 Years Glenn Gaffney
 5 Years Ken Ngai
 4 Years Martin Bessel
 4 Years Justin Vongprachanh



Get Well Soon

Leonard Bernard

Derek Bond

Alan Brown

Randy Crawford

Angela D'angelo

Ali Ellassal

Delfin Flores

Bradley Godfrey

Phillip Kellar

Frank Krasevec

Janus Maslo

Michael McKelvey

Martin Price

Pauline Reilly

Douglas Teske

Steven Woolsey



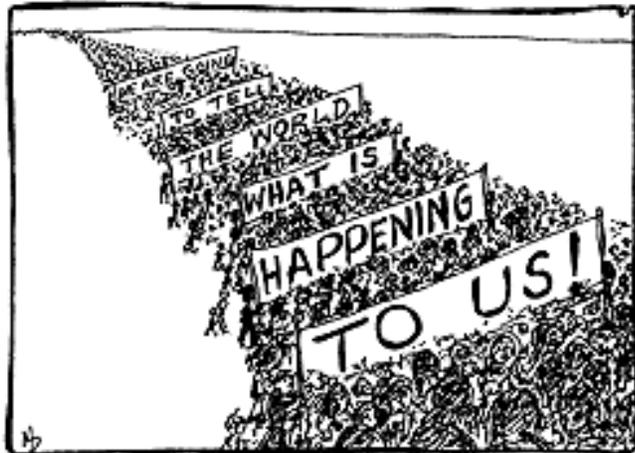
15,000 Manifests for Canadian Auto Workers in Lockout By Caterpillar

Some 80 buses and numerous car caravans converged on London, Ontario, Saturday, 21 January, in boisterous disagreement to Caterpillar Inc.'s hardened lockout of 650 members of the Canadian Auto Workers' (CAW) union. Fair estimates placed the number of people attending the CAW and Ontario Federation of Labour's (OFL) Day of Action at 15,000.

Caterpillar's Electro-Motive Diesel (EMD), part of its Progress Rail Services Corp., makers of train locomotives, locked out members of CAW Local 27 on New Year's Day in an egregious exhibition of corporate might and spite to wrest C\$30 million from a single workforce in collective negotiations.

The Day of Action at Victoria Park across from the town of the south-western Ontario saw the OFL distribute red scarves to the throng as a symbol of resistance. A rock group warmed up the protestors with Buffalo Springfield's Something's Happening Here and following a dozen or so speeches, a good portion of those assembled marched to factory gates in east London to join picketers.

**ICEM/
LabourStart**



Supervisors fine \$22,500 in the deaths of two Jamaican Migrant Workers

Justicia for Migrant Workers (J4MW) decries the denial of justice for the families of Ralston White and Paul Roach, two migrant workers killed while working near Ayton, Ontario in September 2010. On Tuesday January 10th, 2011, four individuals associated with Filsinger farms were set to go to trial on multiple charges under the Occupational Health and Safety Act (OSHA), in one of the first OSHA prosecutions involving migrant workers. These individuals were to be held accountable for the deaths of Jamaican migrant workers Ralston White and Paul Roach, who died of environment asphyxiation as a result of a confined space accident at Filsinger's Organic Farms.

If the case had gone to trial the four individuals would have faced the charges for failing to: ensure a written program for a confined space inside a vinegar tank was developed and maintained before the workers entered the tank; ensure the workers received adequate training in accordance with the relevant plan and followed the plan before entering the tank; ensure adequate written site rescue procedures had been developed and were ready for immediate implementation; ensure that each worker entering a confined space inside a vinegar tank was adequately protected against suffocation and other hazards by adequate means; appoint a person to perform adequate tests before and while workers entered a confined space inside a vinegar tank; ensure that where atmospheric hazards existed in a confined space inside a vinegar tank, the confined space was purged, ventilated or both, before workers entered; take the reasonable precaution of ensuring that the workers did not enter a vinegar tank; provide information, instruction and supervision to the workers on the dangers of working inside a tank.

J4MW

Open Work Permits for Caregivers

The Canadian Labour Congress (CLC) supports the December 15, 2011 announcement by Citizenship and Immigration Minister Jason Kenney to finally allow Live-In Caregivers to benefit from open work permits after completing nearly 4000 hours of work.

This change is long overdue for the predominantly female workers who had no choice but to remain tied to an employer who can easily violate labour standards, while they wait for their permanent residency application to be reviewed. The previous process was lengthy and contributed to a situation of indentured servitude.

Hassan Yussuff, Secretary-Treasurer of the CLC said "The benefits of open work permits help to balance an unequal relationship between migrant workers and employers."

Without this change, if employers violate labour standards by paying workers less or providing inadequate workplace safety levels, Live-In Caregivers must either accept the situation or register a complaint and risk losing their work visa and their job.

Unfortunately, employers regularly violate labour standards. In Minister Kenney's own province, the Alberta Ministry of Employment and Immigration uncovered a great many workplace violations. In 2010, after inspecting over 400 workplaces employing migrant workers, the Ministry found 74% of employers had violated the province's Employment Standards Act.

In the recent publication Canada's Temporary Foreign Worker Program: Model Program or Mistake, the CLC has documented numerous examples of employer abuse of the TFWP. The list of violations includes:

- Unpaid and underpaid wages.
- Wage exploitation.
- Physical and psychological abuse.
- Heavy workload and excessively long hours without rest.
- Inadequate living conditions.

More Lockouts as Companies Battle Unions

America's unionized workers, buffeted by layoffs and stagnating wages, face another phenomenon that is increasingly throwing them on the defensive: lockouts.

From the Cooper Tire factory in Findlay, Ohio, to a country club in Southern California and sugar beet processing plants in North Dakota, employers are turning to lockouts to press their unionized workers to grant concessions after contract negotiations deadlock. Even the New York City Opera locked out its orchestra and singers for more than a week before settling the dispute last Wednesday.

Many Americans know about the highly publicized lockouts in professional sports — like last year's 130-day lockout by the National Football League and the 161-day lockout by the National Basketball Association — but lockouts, once a rarity, have been used in less visible industries as well.

"This is a sign of increased employer militancy," said Gary Chaison, a professor of industrial relations at Clark University. "Lockouts were once so rare they were almost unheard of. Now, not only are employers increasingly on the offensive and trying to call the shots in bargaining, but they're backing that up with action — in the form of lockouts."

The number of strikes has declined to just one-sixth the annual level of two decades ago. That is largely because labor unions' ranks have declined and because many workers worry that if they strike they will lose pay and might also lose their jobs to permanent replacement workers.

Lockouts, on the other hand, have grown to represent a record percentage of the nation's work stoppages, according to Bloomberg BNA, a Bloomberg subsidiary that provides information to lawyers and labor relations experts. Last year, at least 17 employers imposed lockouts, telling their workers not to show up until they were willing to accept management's contract offer.

New York Times/LabourStart

Automated system rejecting applications

And the union says the number of claims now waiting beyond 28 days has ballooned to 80,000.

The automated system that's supposed to streamline the process is booting applications over tiny inconsistencies — for example, a misplaced hyphen.

And people calling the 1-800 number to try to fix the problem often can't get through, or they wait more than five days for a call-back.

That wait can prove to be devastating, Ferguson says.

"There were several cases where you would get letters asking them to please, please look at the file because they're in dire need, their mortgage is foreclosing, people can't pay their rent, the food banks are getting depleted, people are being turned away from food banks because there's no funds there."

The wait time continues to grow.

Louise Elliott/CBC News



- Confiscation of passports and restricting communications.

These problems have existed for a long time and Canada's former Auditor-General, Sheila Fraser, noted in her 2009 review of Canada's TFWP that "little is being done to catch the abuse occurring on all sides of the program."

In 2010, Minister Kenney announced his department would establish a list of employers who had violated labour standards (known as 'disingenuous employers') and they would be sanctioned from using the program.

Unfortunately, and despite numerous incidents, Citizenship and Immigration Canada has yet to list one bad employer.

Yussuff remarked, "It is astonishing despite the findings of the CLC and many of our affiliates, not to mention the voices of courageous workers themselves who have identified many workplace injustices, this government can't list one employer who violated our labour standards. Clearly, there remains a pressing need for strong compliance, monitoring and enforcement mechanisms to ensure all temporary migrant workers have access to meaningful labour protections in their workplaces."

Barbara Byers, Vice-President of the CLC, agrees and points to an important measure the Canadian government can now take to protect many of these workers – ratifying and implementing a new international Convention that extends basic labour protections for domestic workers.

In June this year, the international labour movement, working closely with domestic workers from around the world, brought the voices of domestic workers to the International Labour Organization (ILO) where a new convention was passed.

The Convention on Decent Work for Domestic Workers sets out specific standards for the treatment of Live-In Caregivers. The convention gives domestic workers employed in people's homes the right to form unions and establishes standards in areas such as working hours, maternity leave and minimum wage.

The CLC provided funding to bring women to the ILO meeting including four domestic workers' advocates from Canada.

"Having these women present made it a different discussion," recalls Byers. "Because when employers and governments would say 'we don't have problems in our country,' there were domestic workers there who would say 'actually, you do have problems in your country, and we've seen many cases where people come from our country to your country and experience serious workplace abuses.'"

Though this was a historic and important victory, the next step is to get the Canadian government to ratify and implement the Convention within Canadian labour law so that the 150,000 Live-In Caregivers working in the country can have access to what the rest of world has now recognized are basic labour rights for domestic workers.

The CLC, representing over 3 million workers, calls on the Canadian government to ratify and implement the Domestic Worker Convention.

IAM

Canada's battered EI system

Like many Canadians, Marie Ferguson struggled to get her employment insurance after she was laid off last August.

But unlike many Canadians, Ferguson knew what to do about it.

That's because for nearly four years she worked in the Kingston EI processing centre of Service Canada.

It's the branch of the federal Human Resources department that's supposed to help Canadians get their entitlements.

When Ferguson applied for employment insurance herself, she ran in to some of the same frustrations it had been her job to try to fix.

"I knew exactly what had happened and I was able to tell them how I wanted it resolved. I had to put in a dire need request," she says from her home in Westport, Ont.

"And then they tried to deny me that, saying 'how could I justify it was a dire need?' when I was talking about needing my income because my children were getting ready to go back to school. Providing for my children is a dire need."

After the global economic meltdown in 2008, Service Canada got an infusion of more than 3,000 term workers across Canada.

But over the past year, those terms were allowed to expire. Of the remaining approximately 450 workers, their hours were cut from full-time to part-time, and their overtime was restricted — this while unemployment has continued to tick upwards and EI applications are surging.

In the Kingston office where Marie worked, there are now only four permanent employees doing the work Marie used to do with about 20 others.

"Just prior to our layoff there were several thousand people in the London area that were being laid off as well so not only was the government not looking at the amount (of people) that were being laid off, they were laying people off who could have offset those applications coming in and being processed," Ferguson says.

"For me, I feel that you released me from being an employee by paying me out of one pocket to paying me out of another pocket which doesn't make sense."

For months, people making EI claims have been complaining of a system that's all but broken.

Some people are now waiting more than eight weeks or more for the first cheque to arrive.

The Canada Employment and Immigration Union says nearly a third of claims are now being processed after the 28-day limit promised by Service Canada.