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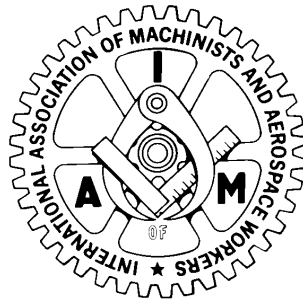
ATTEND YOUR UNION MEETING

Monday, December 10th, 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 Wise
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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The "905"

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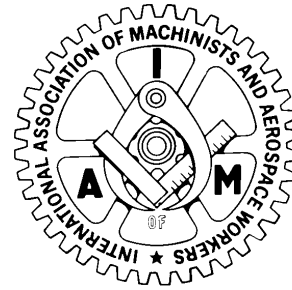
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THE "905"

NOV 2012

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

Unpaid Internships: a boon or a bane?

Talks have been going on for 15 years within the unions on this issue, without any substantial result. Lise Lareau, Vice President of the Canadian Media Guild says that it is tough to strike a balance in providing people with internship opportunities and at the same time not abusing them by not paying.

"Unions in general, do not support unpaid internships" says Carmel Smyth, National President of the Canadian Media Guild. "We help in sponsoring, raising awareness, speaking publically, education people and pushing the government to do something about it. We are very committed to work on the social justice front but if you talk about individual work place, we cannot do anything with the company which we do not represent or which are non-unionized."

The lack of statistics raises several unanswered questions. How many internships translate into paid employment? What is the length and duration of internships? How does it translate into actual applicable work experience required by the employer for a desired position?

Internships and precarious employment is prominent in cultural sectors too. In many ways that is how its always been for artists, writers, actors, musicians, or photographers, most of whom do not get a chance to work full time. Not that makes life any easier.

CALM

Killing Jobs with Condos

Labour Council is demanding that Toronto City Council take immediate action to protect good jobs in the city, after the owner of the Christie's cookie plant on Lakeshore announced they are shutting down the plant and killing 600 jobs in order to build condos.

"This is the act of a ruthless profiteer" said John Cartwright, President of the Toronto & York Region Labour Council. "We have taken on many fights to protect employment lands, but seldom has anyone been so callous as to sacrifice the jobs of hundreds of employees in order to make money from flipping the land."

The owner Mondelez, a spin-off of food giant Kraft, has applied to build 27 new residential towers on the site. It is not the only one that is threatening to gobble up employment land.

There are dozens of applications for re-zoning across Toronto. One is a contentious plan by Castlepoint Developments to build three high-rise towers on Sterling Road near the historic Nestle's chocolate factory. Both IAM and CAW representing those workers, , have been pleading with local councillor Ana Bailao to help defend their jobs. Maintenance workers are represented by IAM.

City Staff recently issued a report calling for the re-zoning on Sterling Rd. to be rejected, citing concerns that the proposal will destabilize a large, viable and active employment area.

The report outlines the effect of residential encroachment on the potential land value, and the resulting pressure to flip other employment lands in the future. It is ironic that Christie's has proven those concerns to be far too true.

"If something is not done, there will be hardly any blue-collar jobs left in an increasingly unaffordable city," said Cartwright.

IAM/Toronto & York Region Labour Council

CELEBRATING YEARS OF SERVICE IN 905 DURING NOVEMBER

26 Years Eduardo Briones
 26 Years Allan Gallimore
 25 Years Sharon Delahaye-Holmes
 20 Years Frank Zeiler
 18 Years Terry Jobe
 18 Years James Strickland
 18 Years Simon Tong
 18 Years Jesse Wilson
 17 Years Yue-jin Mah
 17 Years Murray Rehill
 14 Years Ian Knightbridge
 14 Years Robert Marlowe
 14 Years Linda Payne
 14 Years Eric Pinto
 13 Years Todd DuMoulin
 13 Years Jim Pearson
 13 Years Gordon Pearson
 13 Years John Rideout
 12 Years Neal Kent
 12 Years Kevin Seaborne
 8 Years Chad Gilmour
 8 Years Mirko Zoric
 7 Years Michael Bond
 7 Years Robert Johnston
 7 Years Ian Kimball
 7 Years Gerard Koene
 7 Years Donald Lockhart
 1 Year Kelly Comstock



Get Well Soon

Derek Bond

Mike Buchler

Shelley Chapman

Randy Crawford

Angela D'angelo

Ali Elassal

Delfin Flores

Dave Kamath

Michael McKelvey

Pauline Reilly

Richard Sale

Dave Shaw

Douglas Teske

CLIFF 2012

Canadian Labour International Film Festival kicks off for its fourth year. The first iteration of CLiFF was held in 2009 across Canada in nine provinces and all three territories, making it one of the more remarkable appearances of a film festival anywhere in the world.

CLiFF intends to provide workers all over Canada with examples of what other workers have done, whether in Canada or around the world, to deal with challenges they have had in their workplaces. Many of the films show struggles of the past, as well as details of what is happening today.

Giving workers, especially young workers, an opportunity to learn some of the history of the trade union movement is crucial in continuing to fight for our rights. Come down to Innes Town Hall at St. George and Sussex Ave. on Saturday November 24th or Sunday from 2:30 p.m. 8:30 p.m., and again the first weekend of December.

If you wish to arrange a free CLIFF film festival in your community, feel free to contact: www.labourfilms.ca

CLIFF/Toronto & York Region Labour Council



Improved Agreement Ends Strike at Bombardier Learjet

IAM Local 639 members voted to accept an improved contract with Bombardier Learjet in Wichita, KS, with ended their strike that began on October 8, 2012.

Members of IAM Local 639 in Wichita, KS, ratified an improved agreement with Bombardier Learjet that ended a strike at the Wichita facility that began on October 8.

The new five-year deal is an improvement over a proposal previously rejected by the membership and was reached with the help of Federal Mediator John Doern of the Federal Mediation and Conciliation Services.

Key improvements to the initial company proposal were related to health care. The employee share of premiums, which is taken as a bi-weekly payroll deduction, was reduced from 30 percent to 20 percent of the total premium. The company also proposed an extra five percent savings for employees who participate in a wellness program. With these improvements, an employee with single coverage will see a \$700 per year reduction in health insurance payroll deductions, while employees with family coverage will see a \$2,300 annual savings compared to the company's pre-strike offer.

The revised contract received the unanimous endorsement of the IAM Negotiating Committee.

iMail



Canadian Retirement Home Workers Ratify First Contract

Members of IAM Local Lodge 1295, employed at the Belcourt Manor retirement home, have ratified their first collective agreement.

"This is a whole new world for these members," explained IAM District Lodge 78 Business Representative Jim Snider. "The fact that they will now receive annual wage increases, representation at work, a pension plan and I know this may sound strange in the 21st century, but they now have a lunch room, all of these improvements to their workplace have made the members very happy."

The four-year agreement provides wage increases of 2 per cent in each year. Other agreement highlights include:

- Inclusion in the IAM Pension Plan
- Creation of the new Guest Attendant Classification which provides a wage uplift for half of the workforce

"This was the first set of negotiations for the bargaining committee of Lavinia McGowan and Elaine Levac," explained Snider. "They did a terrific job looking out for the interests of the members."

The 40 members consist of Guest Attendants, Cooks, Registered Practical Nurses and Receptionists. Belcourt Manor is one of three retirement homes in the Ottawa suburb of Orleans represented by the IAM. Other locations include North Bay, Stratford, Clarington and Toronto.

IAM

pocketed increasingly lavish compensation packages. The Hostess CEO who demanded some of the deepest cuts from workers engineered a 300-per-cent increase in his compensation package.

"Wall Street investors first came onto the scene with Hostess about a decade ago, purchasing the company and then loading it with debt. All the while, its executives talked of investments in new equipment, new research and new delivery trucks, but those improvements never materialized," explains AFL-CIO president Richard Trumka.

"Instead, the executives planned to give themselves bonuses and demanded pay cuts and benefit cuts from the workers, who haven't had a raise in eight years.

"In 2011, Hostess earned profits of more than \$2.5 billion but ended the year with a loss of \$341 million as it struggled to pay the interest on \$1 billion in debt. This year, the company sought bankruptcy protection, the second time in eight years. Still, the CEO who brought on the latest bankruptcy got a raise while Hostess demanded that its workers accept a 30 per cent pay and benefits cut."

When BCTGM workers struck Hostess, they did not do so casually. They were challenging abuses by a private-equity group — Ripplewood Holdings — that had proven its incompetence and yet continued to demand more money from the workers.

Instead of blaming workers, Americans should be holding the incompetent managers to account and cheering on any and every effort to rescue Hostess from the clutches of the vulture capitalists.

Toronto & York Region Labour Council

Vulture capitalism ate your Hostess Twinkies

What happens when vulture capitalism ruins a great company? The vultures blame the workers. The vultures blame the union. And vapid media outlets report the lie as "news." That's what's happening with the meltdown of Hostess Brands Inc.

Americans are being told that they won't get their Twinkies, Ding Dongs and Ho Hos because the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union ran the company into the ground.

But the union and the 5,600 Hostess workers represented by the union did not create the crisis that led the company's incompetent managers to announce plans to shutter it.

The BCTGM workers did not ask for more pay. The BCTGM workers did not ask for more benefits. The BCTGM workers did not ask for better pensions.

The union and its members had a long history of working with the company to try to keep it viable. They had made wage and benefit concessions. They adjusted to new technologies, new demands.

They took deep layoffs — 20 per cent of the workforce — and kept showing up for work even as plants were closed. They kept working even as the company stopped making payment to their pension fund more than a year ago. The workers did not squeeze the filling out of Hostess.

Hostess was smashed by vulture capitalists — "a management team that," in the words of economist Dean Baker, "shows little competence and is rapidly stuffing its pockets at the company's expense."

Even as the company struggled, the 10 top Hostess executives

Garda Choose Binding Arbitration

After weeks of tough bargaining following the rejection of a tentative agreement in late September, the IAM representing security screeners in Toronto, and Garda Canada Security, have agreed to take the four outstanding issues to binding arbitration.

"We only had two choices for our members," explained Ron Fontaine, IAM Grand Lodge Representative and chief bargainer. "Following the rejection of the tentative agreement we could do nothing and let the Federal Labour Minister force an arbitrary decision similar to what happened with the post office. Or we could agree to as many items as possible during mediation and send the remaining outstanding issues to binding arbitration. We and the employer chose the latter."

The outstanding issues include wages, increase in the number of sick days, increased pension contributions and limiting the number of part-time employees to 15 per cent of full-time staff. All other sections of the tentative agreement are in force as of November 1, 2012.

"Both the IAM and the employer feel this is the best way to break the impasse and eliminate any disruptions for the travelling public," explained Fontaine. The Federal Labour Board will announce a date and time for the hearing once an arbitrator has been selected.

The IAM is the largest screeners union in Canada representing 1800 security screeners in Toronto at Pearson Airport and Billy Bishop Airport more than 1200 at eleven airports in British Columbia.

IAM

PC's biggest achievement cutting 11,000 jobs

The federal government has cut 10,980 jobs as part of its bid to balance the budget, Treasury Board president Tony Clement said. The departments with the largest number of layoffs in Agriculture, Food Inspection, Canada Revenue, Human Resources and Skill Development, DND and Public Safety.

As part of the cuts, 7,500 positions were eliminated through attrition, by cutting vacant jobs or not replacing people who left willingly, Clement said in a news release.

"We said we would eliminate 19,200 positions within the federal government and we are doing what we promised to do," he said. "In just six months, we have already achieved more than half the reductions set out in the budget. A leaner, more affordable government is good for taxpayers and it's important in terms of our ability to return to balanced budgets."

Earlier Flaherty and Prime Minister Stephen Harper hinted in separate news conferences that there could be more cuts to come with the deficit up to \$26.2 billion this year — \$5.1 billion more than the government had projected.

Finance Minister Jim Flaherty said the government was off by one year in its projected return to a balanced budget. Flaherty had said Canada would have a balanced budget by 2015-16, but a global economic slowdown means it will take until 2016-17. That's two years after the date Flaherty projected during the 2011 federal election.

New Democrat finance critic Peggy Nash says Canadians should demand the programs and services that their taxes pay for.

rabble.ca

Community Benefits Agreement for Transit

A number of community groups in Toronto are seeking to link the need for good jobs with the upcoming massive LRT transit project. They are proposing an option called a Community Benefits Agreement, which is a commitment to provide jobs and other benefits for local residents.

The construction of the Metrolinx LRT transit network will create many employment opportunities, and the experience in the US and UK suggest that there are ways to make sure that local people get a fair share of those jobs.

Building Trades unions have already developed programs such as Hammerheads and Choices to recruit young people from diverse communities into apprenticeships, and it seems a natural fit to connect this approach to the workforce needs of an \$8.4-billion project.

Toronto & York Region Labour Council

Harper's tax increase targets unionized workers

According to the omnibus budget implementation bill this tax increase is the decision to make extended group health contributions taxable by the employees as they never were before.

As stated in the CRA Employer tax guide:

"Private health services plan premiums: If you make contributions to a private health services plan (such as medical or dental plans) for employees, there is no taxable benefit for the employees."

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