

Our website: [www.iamaw905.ca](http://www.iamaw905.ca)



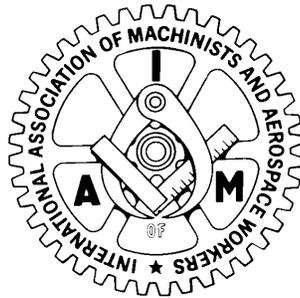
### ATTEND YOUR UNION MEETING

Monday, January 14<sup>th</sup>, 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
Committeeman	Shane Kingston
Chief Stewards	Dan Robertson Kent Danforth Janice McKenzie Don Beadle
Stewards	Lynn McKenzie Brian Hiscock Todd Desmoulins Gary Cooper Ian Kimble
Auditor	Wes Snellings



The "905"

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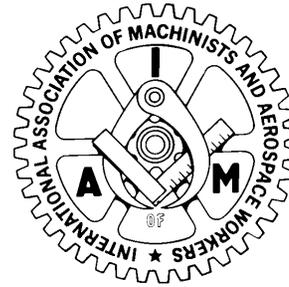
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# THE "905"

DEC 2012

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

**ENJOY YOUR WELL DESERVED  
UNION EARNED HOLIDAYS  
AND  
A HAPPY NEW YEAR!**

**IAM Local Lodge 905 Executive Committee  
and your Editor**



## Follow up on the retirement planning seminar

Brother Lyle Hargrove from SCO-CURC has indicated that they will be planning this in the new year and will release the information as soon as it has been confirmed. We will publish the information as soon as we've received it.

**Durham Region Labour Council/Editor**

## Machinists Union to Whirlpool

On December 2, 2012, the Whirlpool Corporation took out a full-page ad in the Washington Post to congratulate itself on a supposed commitment to U.S. workers, their families and communities. In response, the IAM says: "Hold the applause."

Like many large corporations, Whirlpool has shuttered numerous U.S. factories during the past 10 years, eliminating thousands of American jobs and devastating small communities in the name of lower costs and global competition. In 2013 alone, Whirlpool expects to reap a \$400 million windfall from job cuts and consolidations.

Meanwhile, Whirlpool continues to pressure cash-strapped states for tax incentives, grants and lower tax rates in exchange for squishy promises not to relocate to other cash-strapped states. Since 2007, Whirlpool secured grants worth at least \$63.1 million from 41 grants in seven states.

"In the absence of a national policy to protect U.S. manufacturing jobs, we will continue to see companies like Whirlpool waving the U.S. flag with one hand while shoving U.S. workers out the door with the other," said IAM President Tom Buffenbarger.

**iMail**

## CELEBRATING YEARS OF SERVICE IN 905 DURING DECEMBER

27 Years Michael Scott  
 18 Years Dumitru Maceac  
 15 Years Sue Butler  
 8 Years Steve Tosolini  
 7 Years Richard Sale  
 6 years Kent Danforth  
 6 Years Brian Wesson  
 5 Years Andrew Arias  
 4 Years Done Vongprachcanh  
 2 Years Michael Trunks



**Get Well Soon**

**Derek Bond**

**Shelley Chapman**

**Randy Crawford**

**Angela D'angelo**

**Ali Elassal**

**Delfin Flores**

**Dave Kamath**

**Pauline Reilly**

**Richard Sale**

**Dave Shaw**

**Douglas Teske**



## **OLB challenge: Did Hamilton janitors lose jobs because they joined a union?**

Delma Perez and her former co-workers used to work for Unicco, a firm that provided janitorial services. She was a cleaner in the building, scrubbing sinks and sweeping floors after-hours for just above minimum wage. Now they are taking their case to the Ontario Labour Relations Board.

The eight workers, almost all immigrant women received lay-off notices from Unicco in late-November, after building owner Wilson Blanchard chose not to renew the firm's contract.

The new contractor, Evergreen Maintenance Services, chose not to hire Perez and her former colleagues. The filing, submitted by Service Employees International Union (SEIU) Local 2, alleges that the Evergreen made this decision because the workers joined the union in May.

According to the province's Labour Relations Act, employers are not allowed to "refuse to employ or to continue to employ a person, or discriminate against a person in regard to employment" for belonging to a trade union.

According to Kevin Robinson, a labour and employment lawyer in Toronto, provincial law stipulates that in this kind of scenario the onus is on the new contractor to decide whether to carry on employing the workers.

A firm in Evergreen's position, he said, could be found guilty if the adjudicator finds that the company made its decision based upon an anti-union bias.

Consequences for a violation vary greatly, he said. If found guilty, a firm could be ordered to re-employ the workers or to allow new hires to unionize.

**Working In These Times/LabourStart**

## **Anti Union Bill C-377**

Stephen Harper's Conservatives are determined to ram through Bill C-377, a private members' bill that will force every union, every union local, every local labour council, every federation of labour and the CLC to file intrusive financial reports that will be posted on a public website for every employer to see. We need your help now to stop this bill in its tracks!

The Canadian Bar Association says Bill C-377 should be withdrawn because it would invade the personal privacy of individual Canadians and is likely unconstitutional. Canada's federal Privacy Commissioner also said that the bill would invade personal privacy and overreaches in its intent.

Harper's government wants to spend millions of your taxpayer dollars to set up a new bureaucracy to administer this bill. In the United States, a department that administers similar but less onerous reporting for unions had a budget of \$41.3 million in 2012 – to track the financial reporting of 26,000 union locals. Stephen Harper's government wants to track the spending of 25,000 union locals in Canada and we estimate it will cost the government anywhere from \$32 million to \$45 million a year just to operate – this at a time when the Conservatives are shutting down coast guards stations, search and rescue call centres, and eliminating food inspectors.

You and I know already that unions are accountable to their members. Any member coming to a local union meeting gets a detailed financial report from their elected executive on expenditures and an opportunity to ask questions.

Send an email to your Member of Parliament that this bill is an unnecessary waste of taxpayers' money: <http://www.canadianlabour.ca/action-center/your-help-needed-now> **CLC**

## IAM Organizing at IKEA

The IAM campaign to organize IKEA-owned facilities in the United States continues to attract media attention here in the U.S. and around the world. The most recent example is an article by writer Bruce Vail in the latest issue of In These Times magazine.

The article examines IAM organizing victories in three of IKEA's five U.S.-based warehouses, starting with the historic 2011 win in Danville, VA. The most recent organizing victory took place in Westhampton, NJ, where the IAM was certified in October as the bargaining agent for 102 workers following an election conducted by the National Labor Relations Board.

Just as important as the organizing wins has been the success of IAM negotiators to quickly secure first contracts.

"I think we did okay with our first contract—we had 87 percent approving it when we had the ratification vote, so that speaks to how the members felt," said Justin Borrell, a Perryville worker and union activist quoted in Vail's article.

The Perryville contract contained a \$1.50 per hour raise in the first year, and an additional 75 cents per hour in both the second and third years. "With a pre-contract average wage of about \$14.50 an hour, the raises are meaningful in the take-home pay of union members," said Borrell.

Additional organizing campaigns are in the early stages at IKEA's two remaining U.S. facilities, in Tejon, CA and Tacoma, WA, where elections could take place in 2013, according to District 4 Directing Business Rep Joe Flanders.

"IKEA likes to think it holds itself to a higher standard, and in many cases they do. But in other cases they don't," said IAM Woodworkers Chief of Staff Bill Street in the article. "I went to Poland last month and there is a furniture factory there that has been trying to get a union contract for 10 years. It looks like now they are finally going to get it. So IKEA is finally doing the right thing. But it would be nice if they did the right thing from the beginning."

**iMail**

completely unjust and outrageous" says Justicia for Migrant Workers' organizer Adriana Paz Ramirez. Given this situation, Paz Ramirez states that "the fight right now should be to restore this benefit and to fully include migrant workers into social protection programs rather than eliminating access and reinforcing a system that perpetuates exclusion and marginalization of migrant workers".

**J4MW**

## Birds Use Cigarette Butts to Repel Parasites

When finches and sparrows build nests, they often include green leaves that contain a specific compound, called nicotine, known to repel parasites. But when these birds build nests in urban areas, they have found a substitute for the leaves. A new study by Dr. Constantino Macias Garcia, an Evolutionary Ecologist from The National Autonomous University of Mexico, reveals that the birds are lining their nests with cellulose from smoked cigarette butts. The material contains many compounds, including high concentrations of nicotine, similar to the related nicotine, that repels parasites. The cigarette butts also provide a degree of insulation for the nest. Future research will determine if the many toxins found in smoked cigarette butts are harmful to the birds and unhatched eggs.

**CBC**

We've never view smokers as environmentalists, maybe this is a start.

**Editor**

She represented the local on the IAM &AW National Women's committee. Proud to be part of the planning committee for the IAM&AW Women's Conference held in Toronto, where she was a co facilitator.

While president of the local Doris was a full time delegate at the Durham Region Labour Council. While a delegate, she was active on the Human Rights Committee that drafted a policy on Human Rights, adopted by other Labour councils.

She was a member of the Women's Committee that was able to organize and raise funds to send a bus of women to the 2000 World Women's March in Ottawa.

She was selected by the Durham Region Labour Council (DRLC) to be a labour director on the Durham Region Local Training Board.

She co -chaired the strategic planning committee and later became the board co chair for labour. DRLC recognized her for her volunteer work on their behalf at the Durham Region Local Training Board with an award.

The local recognized Doris for her work for the union with the honour of the Norm Court award at the Ontario Provincial Council of Machinists and Aerospace Workers convention.

Doris was also honoured by the Women's Legal Education and Action Fund (LEAF) in 2011 for her courage and initiatives.

Doris did not run for the Recording Secretary as she expects to retire during the three year term. Join me in thanking her and wishing her all the best in future endeavours!

**Dave Thompson**



## Ontario Tories like American-style right-to-work legislation

Ontario PC leader Tim Hudak wants to follow Michigan's anti-union legislation and turn Ontario into a right-to-work jurisdiction where workers can opt out of joining unions and paying dues.

The Tories would rip up the Rand Formula that has been around since 1946. It requires that all members of a bargaining unit pay dues even if they hadn't voted to join the union when it was formed.

Michigan politicians earlier this week passed two laws that would weaken unions in the labour stronghold, dealing a blow to both private and public sector unions.

During a visit to a Michigan automotive engine plant Monday, President Barack Obama said, "What they're really talking about is giving you the right to work for less money."

York University Labour and Employment law David Doorey says on his blog "the purpose or result of a 'right-to-work' law is to render meaningless any collective bargaining relating to union dues collection." And that he suggested could result in a challenge under Canada's Charter of Rights and Freedoms.

NDP Leader Andrea Horwath said the Tories are going in a "wrong-headed direction." "Driving down wages and turning Ontario into the next Alabama is simply a recipe for more people being squeezed out of the middle class, more hardship and more difficulty and will not stimulate local economy because people won't have any money to spend," she said.

**Richard Brennan/The Star**

## Federal Government strips away EI benefit for migrant workers

Minister of Human Resources and Skills Development Diane Finley announced on December 6th the elimination of Employment Insurance (EI) special benefits (parental, maternal and compassionate benefits) for migrant workers employed under Canada's Temporary Foreign Worker program. The minister failed to report that these workers will continue to pay into this social protection fund, as they have been doing so since 1966, yet now will no longer be able to collect these benefits.

Migrant workers perform back-breaking dangerous jobs and pay into government social protection programs yet they are consistently denied the benefits of such programs. It is estimated that migrant workers have contributed \$ 3.4 million annually into Canada's Employment Insurance scheme. However it was not until 2002 that some migrant workers started to access special benefits. Over the last ten years, workers from the Caribbean and Mexico have benefited from parental benefits to provide much needed support for their newly born children. By eliminating this benefit the federal government is in fact eliminating one of the few income supports that are available to migrant workers employed under Canada's Temporary Foreign Worker Programs.

Junior Sylvester a twelve year veteran of the Seasonal Agricultural Workers Program says "The elimination of these special benefits violates the nature of the Employment Insurance act that was put into place to protect our families and our children from falling into poverty".

"For over forty years migrant workers have been subsidizing Canada's EI fund yet have been 'ineligible' to receive full benefits, and now they are being completely stripped away from the few special benefits they were able to access. This is

## Thank You Doris Wise



Doris Wise became a member of IAM&AW in 1985 when she started her employment as a CNC Machinists at Dowty Equipment Canada.

She attended union meetings when on day shift and soon became a trustee. Before she knew it she was hooked in the union. She later became Vice President. During her first term the president resigned, so she held the office of president till the next election.

Doris was challenged for the Presidency but held the position for a few terms and now holds the position of recording secretary.

Inside the local Doris promoted the union by starting the publication of the long running 905 newsletter. She has been on the negotiating committee for many contracts, also a part of the bylaws committee and was a member of the Joint Health and Safety committee for a short time.

Representing the local, Doris had many opportunities for new challenges. She was a member of the Ontario Aerospace Advisory Committee producing the Ontario Aerospace Strategy for the Provincial government.

Later as a representative on the IAM&AW Ontario Aerospace committee she helped to prepare a negotiation strategy for the aerospace sector.