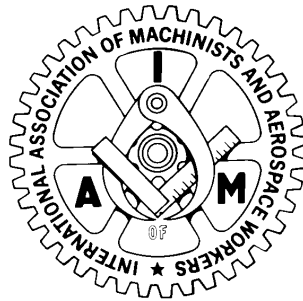


ATTEND YOUR LL905 UNION MEETING

Monday, March 14th, 4:15 PM
At the Ajax Legion Hall * 111 Hunt St. Ajax, ON

LOCAL 905 EXECUTIVE

President	Dave Thompson
Vice President	Shane Kingston
Recording Secretary	Michael Zielinski
Secretary-Treasurer	Kris Socha
Conductor-Sentinel	Rob Blair
Trustees	Daryl Rowe Leonard Yeung Rasheed Houssain
Committeeman	Scott Masterton
Chief Stewards	Shane Kingston Kent Danforth Jacqueline John Ian Kimball
Stewards	Jeff Tainsh Mark Babcock Becky Carpenter Gary Cooper Kyle Dodd
Auditor	Jesse Wilson



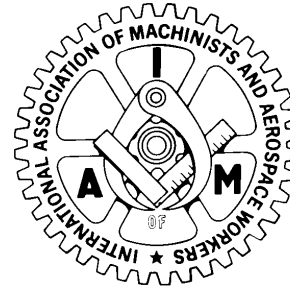
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IAM THE UNION NEWS

FEB 2016

**JUSTICE ON THE JOB,
SECURITY FOR THE FAMILY**

Happy Retirement to Brother John!

Brother John is shown accepting a retirement cheque from Local Lodge 905 President Dave Thompson. Brother John Dorsey is retiring after 26 years of service at the Ajax plant. John had served as the Secretary Treasurer of the Local Lodge. Happy Retirement Brother John!



Request for new by-law submission

The by-law committee will be reviewing all new by-law submissions. All request for by-law change must be documented and signed by at least five LL905 members in good standing.

The submission will then be read out at 3 consecutive monthly meetings before being voted on. Accepted submission will then be forwarded to Grand Lodge for approval before becoming by-law.

Editor

Equal Pay Survey

Following a promise made in 2014, the Ontario Government assembled a Gender Wage Gap Steering Committee which is currently conducting public consultations across the province. In addition, they now have an online survey, where you can submit your experiences and suggestions.

The Equal Pay Coalition encourages you to take this opportunity to tell your personal story, and to show your support for a fairer, more equitable Ontario.

Did you know that:

Women in Ontario on average still make 31.5% less than men.

The gap in income between women and men increases even as the level of education gets higher.

For indigenous, racialized, disabled, trans, and queer women the gap is even greater.

The goal of the Equal Pay Coalition is to reduce the gender pay gap to 0% by 2025. Help us make this a reality.

Please complete the online survey at: <https://www.ontario.ca/page/gender-wage-gap-strategy-consultation>

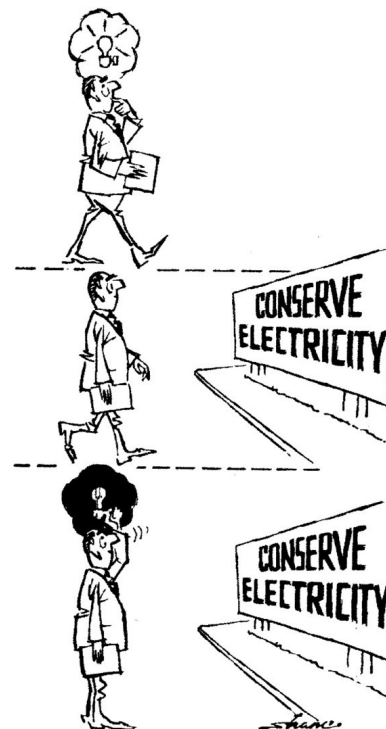
Close date: February 29, 2016.

Equal Pay Coalition

CELEBRATING YEARS OF SERVICE IN 905 DURING FEBRUARY

32 Years Marilyn Ferguson
30 Years David Brown
21 Years Peter Ng
21 Years Jaswinder Sidhu
20 Years Barry Asselin
20 Years Esteban Fernandez
15 Years Anne Graham
11 Years James Kyle Brown
11 Years Ivan Kralj
11 Years Trevor Lomax
11 Years Arthur (Joe) Tune
11 Years Steven Woolsey
10 Years Charlene Craig

10 Years Glen Reeve
9 Years Robert Gammage
9 Years John Tapp
6 Years Dong Hwon Suh
5 Years Steven Gonnella



Get Well Soon

Shelley Chapman

Lisa Cormack

Randy Crawford

Marilyn Ferguson

Kevin Graham

Pauline Reilly

Douglas Teske

Corey Trude

Michael White

Beryl Windrem

Migrant Farmworkers Mourn Deaths of Migrant Workers Killed

The farmworker advocacy group launched the Harvesting Freedom Campaign in Ottawa last Monday to call on the Federal government to grant migrant farmworkers immigration status in Canada.

Chris Ramsaroop, an organizer with J4MW, says, "Working in Canada with precarious immigration status makes workers subject to dangerous working conditions. Closed work permits tie down

migrants to a single employer, who can then easily deport them when they are sick or injured because of work." Harvesting Freedom will culminate with a Pilgrimage that will start in Windsor and end in Ottawa later this year.

To date, there has never been a coroner's inquest into the death of a migrant worker in Ontario, where the crash happened. While investigations and inquests have created safer working conditions for workers in non-agricultural workplaces, migrant agricultural workers continue to be employed in an apartheid system that subjects them to differential protections than other workers.

Tzazna Miranda, campaign organizer for Harvesting Freedom, adds, "We mourn these deaths and we want to encourage action from both levels of government to address the dangerous barriers faced by migrant workers. The driver was blamed as the major cause of this accident when a 15-passenger van crashed into a transport truck. But where are the protections for agricultural workers that could have prevented this accident?" She continues "We continue to demand justice for the families of both those who died and the survivors."

Justicia for Migrant Workers

Machinists Ratify Agreement with Mikor Metal Products

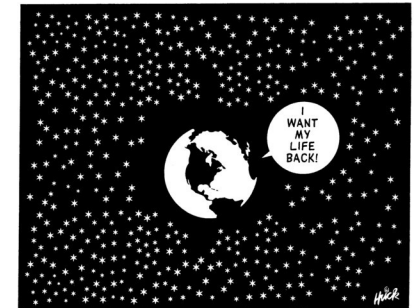
IAM Local 1922 members employed at Mikor Metal Products recently ratified a new three year collective agreement.

The contract includes increases to wages and employer contributions to the IAM Pension plan, as well as improvements to bereavement leave and other contract language.

"Negotiating committee member Brother Dan Vuu was key to the success of this agreement", says District 78 Business Representative Kim Valliere

Members at Mikor manufacture light metal products and are located in Mississauga.

IAMAW



Fate of our environment

In accordance to current projection from the scientific studies, water level will rise by 1.5 meters by 2030. This is based on zero additional carbon dioxide introduced into the atmosphere from fossil fuel.

Huge waterline difference will appear in high and low tide. Accelerated polar meltdown and water level will also cause a slow down in the earth rotation.

Warmer climate will bring more forest fire, arable land will be greatly reduced. More crop failures and severe weather warnings.

Other than that, hope is upon us to live happily ever after.

Editor

Machinists ratify with Maitland Lewis

Members of IAM Local Lodge 2332 have ratified a new collective agreement with Maitland Lewis Ford Incorporated.

The 30 month agreement provides wage increases of 3 per cent in the first year retroactive to December 2015 and 2.5 per cent in the second and third year respectively. Other agreement highlights include:

- Several language changes to the grievance procedure and other articles
- Added a mediation clause
- Sunset Clause has been reduced from three years to 18 months
- Safety boots allowance increased from \$75 to \$150 per year
- Vision care increased from \$150 to \$250
- Addition to vacation allotment of 6 weeks at 12 per cent for members with 30 years of service.

The seventeen members include technicians, garage and stockroom personnel. The IAM also represents office personnel under a separate agreement.

The IAM represents workers at three other auto dealerships in the Steel City.

IAMAW



Carlsberg/Cambrew dismisses striking beer promotion women in Cambodia!

Eleven members of the IUF-affiliated Cambodian Food and Service Workers' Federation (CFSWF) employed by transnational brewery giant Carlsberg's joint venture local brewer Cambrew have been dismissed in retaliation for taking strike action on January 16. Workers are fighting the company's attempt to impose short-term employment contracts and late working hours.

The beer promotion women are employed by Cambrew to market and serve Angkor beer at restaurants, where they compete with promoters from other breweries working in the same restaurants.

After two years on the job, workers have a legal right to a permanent contract, which gives paid maternity leave and other benefits. Carlsberg/Cambrew refuse to comply with the law.

The company refused the union's request for talks on the contracts and escalated the conflict on January 15 by extending working hours to 11:00 PM, which puts the women at greater risk of harassment from customers and transport difficulties at late hours. Determined to win their rights, the women struck on January 16. Management responded by claiming that current contracts had expired and that the striking workers had to accept new short-term contracts.

The Labour Arbitration Council instructed workers to resume work while awaiting the outcome of a dispute resolution process. However workers returned to work on January 21 to learn that 11 prominent union members had been dismissed.

LabourStart

Ontario Nurses Say Enough is Enough

Ontario nurses say enough is enough following three futile weeks of bargaining with the Ontario Hospital Association (OHA). Contract talks came to an abrupt halt when the OHA team made a final offer which would result in the gutting of wages, benefits and job security.

The union representing more than 58,000 hospital RNs has been clear from day one that RN workloads and lack of staffing are at crisis levels and something must be done immediately to stop the unprecedented wave of RN cuts, says ONA President Linda Haslam-Stroud, RN. The current collective agreement between ONA's hospital-sector RNs and their employers expires on March 31.

Haslam-Stroud is appalled at what has been tabled by the employer. She says that, "we will not bargain away our future or our ability to provide quality patient care. Neither are we prepared to devalue the contributions made by these crucial professionals." ONA stands firm in our commitment to negotiate an agreement that fairly reflects the contribution that RNs make to our patients.

Ontario's nurses are calling on the provincial government to give hospitals a wake-up call about the integral role that RNs play in the government's "Patients First" agenda. Registered Nurses have had enough of staffing shortages leading to death and disease, escalating workloads and violence. Nurses continue to suffer from work environments that contribute to the highest injury and illness rates of any profession.

Unsafe RN staffing levels have become more common as hospitals have cut RN positions to balance budgets; increasingly, RNs are finding they are unable to provide care consistent with the standards set by their regulator. Ontario has cut more than 1,200 RN positions in the past 13 months.

The message from Ontario's nurses is crystal clear: Our patients deserve better!

Ontario Nurses' Association

Canadian Blood Services strike



Employees of Canadian Blood Services (CBS) in Charlottetown began their strike on Labour Day. The strikers are the folks who collect from donors the blood, platelets and plasma used in our health care system. Just possibly the blood you or a friend or a relative has needed in the past. Or will need in the future.

The main issue to be resolved to is maintaining a minimum number of hours for some of the positions in the bargaining unit. All 11 members of Local 19 of the Nova Scotia Union of Public & Private Employees(NSUPE) are part-time.

They want to know that CBS will maintain at least some of the jobs as real job or in other words, jobs that have enough hours to continue to be eligible for benefits and to have enough income for them to be able to support their families.

The Union is not looking for guaranteed jobs, just that the jobs that are there not be broken into more jobs with fewer hours.

Canadian Blood Services wants total flexibility -- an on-demand, completely flexible work force. No negotiations have taken place since the strike began.

Graham Sher the CEO of CBS makes \$700,000 per year.

LabourStart

Old Age Security, 70 Years Old

Old Age Security, the country's first universal pension plan, comes into effect for Canadians at 70 years of age. The Canada Pension Plan, based on employment contributions, followed in 1966.

Old Age Security (OAS), the first universal pension for Canadians, was introduced in 1952:

- The maximum pension was \$40 per month or \$480 per year.
- The pension was available to Canadians 70 years of age and over who had lived in Canada for 20 years.
- Status Indians were included.
- For the first time, Canadian seniors could receive a pension without undergoing a "means test".

However, retirement still meant a drastically reduced standard of living for many people. There was growing public and political support for a universal, employment-based pension plan that would be portable from job to job. The provinces agreed to another Constitutional amendment to extend federal government powers beyond legislation that applied only to old age.

As a result, the contributory Canada Pension Plan (CPP) and Quebec Pension Plan (QPP) were established in 1966:

- The plans protected workers and their families from loss of income due to retirement.
- Death, survivor and disability benefits were provided.
- Recipients received benefits based on the amount they contributed.
- Status Indians were not included.

The Guaranteed Income Supplement (GIS) was introduced in 1967 as a temporary measure to further reduce poverty among seniors.

The GIS:

- was part of the Old Age Security program;
- provided low-income Old Age Security pensioners with additional money;
- helped those who would retire before they benefited from the Canada Pension Plan;
- was income-tested, meaning that as the amount of income increased (to a maximum of \$720 for a single pensioner), the amount of the supplement decreased.

By the 100th anniversary of Confederation, in 1967, Canada's current retirement income system was in place.

LabourStart

