



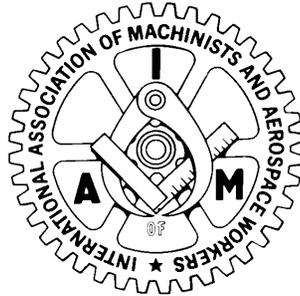
ATTEND YOUR LL905 UNION MEETING

Monday, April 11th, 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



The "905"

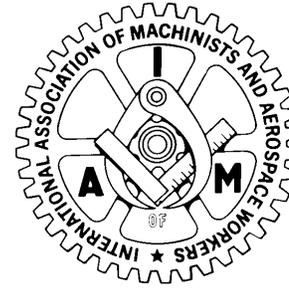
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IAM THE UNION

NEWS

MARCH 2016

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

Happy Retirement to Sister Angela

Sister Angela is shown accepting a retirement cheque from Local Lodge President Dave Thompson. Sister Angela D'Angelo is retiring after 21 years of service at the Ajax plant. Happy Retirement Sister Angela!



Machinists Ratify with Autoliv

The members of IAM Local Lodge 2913 have ratified a new collective agreement with Autoliv Electronics Canada Inc.

The three-year agreement provides tier one employees with a \$1,650 lump sum payment in the first year and wage increases of 2 per cent in the second and third year respectively.

Tier one employees also receive a one dollar increase in the pension contribution for their defined benefit pension plan in each year of the agreement. Tier two employees receive a \$.75/hour wage increase in the first year and 3.25 per cent wage increase in the second and third year respectively. Other agreement highlights include: Benefits upgrades, Contract language improvements and Increased paramedical flex care account.

The 530 members manufacture electronic control modules for air bag deployments and seat belt alarms for the automotive industry.

IAM

Machinists Ratify Revco Agreement

Members of IAM Local Lodge 235 have ratified a new three-year agreement with Revco Worldwide Limited.

The agreement provides wage increases of a \$400.00 lump sum payment in the first year, 1.5 per cent in the second year and 2 per cent in the third year. Other agreement highlights include: Significant improvements in the employer contributions to the IAM Pension Plan; Increased life insurance, Increased safety boot allowance, Increased dental plan coverage and Improved contract language.

“This agreement was made possible through the efforts of Negotiations Committee member Kirit Bhakta,” said IAM

CELEBRATING YEARS OF SERVICE IN 905 DURING MARCH

- 35 Years John Grylicki
- 30 Years Ernest (Rick) Surman
- 27 Years Patrick Hau
- 24 Years Bobby Rayner
- 21 Years Mike Fung
- 21 Years David Hampson
- 21 Years John Hudson
- 21 Years Charles Millsom
- 21 Years Rodolfo Vizcarra
- 20 Years Allen Lien Chiu
- 19 Years Ken Cousineau
- 19 Years Barbara Joyce
- 18 Years Gerry Kyle
- 17 Years Doug Boyd
- 15 Years Bissoondial Ramoutar
- 15 Years Guangcai (Gary) You
- 12 Years Alan Symss
- 12 Years Chad Gilmour
- 11 Years Janice Mckenzie
- 9 Years Matthew Mitchell
- 9 Years Jason Shaw
- 8 Years Gord Pearson



Get Well Soon

- Shelley Chapman
- Lisa Cormack
- Randy Crawford
- Kevin Graham
- Pauline Reilly
- Douglas Teske
- Corey Trude
- Michael White
- Ken Willman



IAM Canada Statement on Attacks in Brussels

The International Association of Machinists and Aerospace Workers in Canada are deeply saddened and condemn the attacks in Brussels on 22 March, 2016.

Dave Ritchie, Canadian General Vice-President of the IAM, on behalf of the Canadian membership, said, "on behalf of the entire IAM family, we mourn the loss of those who were killed or injured and send our thoughts and prayers to the families and friends of all those who were affected.

At least 34 people were killed and dozens more injured after two blasts went off in the departure hall of Brussels Zaventem Airport as well as in the Maelbeek subway station in Brussels on Tuesday morning.

"That so many were killed and injured on a day where they were going to work, to see their families, or partake in the routine of daily life is all the more tragic. Innocent people should have the safety and security of knowing they can walk about freely," said Ritchie. "We hope those who are injured heal quickly and those who mourn cherish the memories of their loved ones," he said

"I ask all IAM members and all Canadians to join me in mourning and to continue the work for a better and peaceful world," Said Ritchie.

The IAM represents more than 40,000 Canadian workers in air transport and a wide range of manufacturing including aircraft, auto parts, buses, aerospace, electronics, light and heavy machinery, tools and appliances. We are the largest airport security screeners union in Canada. The IAM also represents a growing number of workers in the health care and hospitality sectors as well as office, technical and other white-collar workers.

IAM

District Lodge 78 Business Representative Kim Valliere. "He did a great job representing his fellow members."

The 10 members work out of the Revco warehouse in Scarborough. Revco ships, receives and warehouses power transmission components including roller chain and roller sprockets, jaw, R-flex and chain couplings, shaft collars, taper bushings, taper bored weld-in hubs, sheaves as well as industrial casters and wheels.

IAM

Nothing FREE about TRADE ABCs of TPP, TISA & TTIP

WikiLeaks has exposed many nasty things that governments would prefer we don't know about. Their newest short video shines the light on the trade deal talks where everything is in secret and nothing of substance is shared with the public. The elites are re-writing the entire global economy - check it out at <http://ow.ly/Xf1x6>

605 (overwhelmingly corporate) official "advisers" in the U.S. who have seen, and helped write, the TPP. In the USA, members of Congress get to see the text of the agreements only if they do not take any notes or discuss details publicly.

In Australia, MPs are only allowed to see the texts if they sign a confidentiality agreement that stop them from sharing info for 4 years (even if the agreements are enacted!).

The Council of Canadians says these deals will make it harder to combat climate change, and allow corporate lawsuits to overturn democratic decisions of countries everywhere.

Toronto & York Region Labour Council

David Suzuki joins with CLC to support a One Million Climate Jobs plan

On the eve of the March 3 First Ministers' meeting in Vancouver, the Canadian Labour Congress (CLC) is proposing a plan that will help Canada reduce its greenhouse gas emissions by one third by creating over one million sustainable climate jobs, allowing workers to transition away from fossil fuels.

The CLC – as part of the Green Economy Network (GEN) – helped develop the plan called “One Million Climate Jobs: A Challenge for Canada.”

“Climate change is a crisis we can’t ignore. Our plan can start the transition process now, so that affected workers and communities can look forward to the future instead of fearing it,” said CLC President Hassan Yussuff.

The GEN plan lays out a framework for job creation in various sectors that would help lift many Canadians out of unemployment or underemployment, while reducing Canada’s carbon emissions, and helping to move the country towards a low-to-zero carbon economy.

Renowned environmental activist, David Suzuki, supports the plan which includes strategic investments in housing retrofits, renewable energy and sustainable transportation systems.

“Workers know climate change is happening – in forestry, in fishing – they see it every day,” said Suzuki.

“This crisis is also an opportunity to transition to a more sustainable future,” Suzuki added.

At the COP21 climate change summit in Paris in December 2015, Prime Minister Trudeau promised that the government would produce a plan to steer the Canadian economy away from its reliance on fossil fuels to clean, renewable energy sources.

“We presented our plan at the summit and we hope the First Ministers and the Prime Minister will be inspired by it. We

Machinists Ratify with Lockheed Martin Canada

Members of IAM Local Lodge 2309 have ratified a two-year wage re-opener agreement and secured the first year of the next contract with Lockheed Martin Canada. “The wage re-opener involves the fourth and fifth years of the current five-year agreement while securing a wage increase in the first year of the next collective agreement,” explained IAM Transportation District 140 President and Directing General Chairperson Fred Hospes.

The first year of the wage re-opener provides a wage increase of 3 per cent effective January 18, 2016 and a wage increase in the second year of 3 per cent effective January 16, 2017. The agreement also includes two lump payments totaling \$2,500.00 and a 3 per cent wage increase effective January 15, 2018.

“I can’t say enough about the efforts of our bargaining team,” said Hospes. “They were tenacious in their determination to achieve a good deal for our members and it paid off.”

Lockheed Martin Commercial Engine Solutions began engine maintenance, repair and overhaul (MRO) operations in Montreal in 2013 after purchasing the former Aveos engine shop. The Montréal facility provides full MRO services and back shop repairs for CFM56-2 and -5 and CF 34 engines as well as other commercial and military aircraft engines.

IAM

**STAMP
OUT
Racism**

reports, deeming them not to be health and safety reports under the Act. Consequently, employers would not be required to share them with the joint health and safety committee.

Related issues left unaddressed

Also absent from Bill 132 is any proposal to amend the Act to require a harassment prevention program (similar to one required for violence)—a significant flaw in the existing legislation. Further, unlike other Canadian jurisdictions which have enacted working alone regulations, none have been proposed for Ontario, leaving unaddressed one of the most significant risk factors for workplace violence and harassment.

If passed, the changes would come into effect July 1, 2016.

Bill 132 follows on the heels of preliminary work by the government-appointed Select Committee on Sexual Violence and Harassment. This spring the Committee held public consultations on issues related to violence and harassment.

An interim report issued this summer found that sexual violence is an unacceptable yet common reality in Ontario workplaces. The report further identifies those who work at night, in isolation or with unstable persons, as being at increased risk for violence and harassment. The proposed bill comes ahead of the Committee's final report due December 10, 2015.

WHSC

look forward to the government developing an ambitious roadmap to a sustainable economy," said Yussuff.

IAM

International Day for Elimination of Racial Discrimination

March 21 is celebrated around the world as the International Day for the Elimination of Racial Discrimination. A day that marks the anniversary of the tragic events of Sharpeville, South Africa, when police opened fire and killed 69 people at a peaceful demonstration against the apartheid "pass laws" in 1960.

This year, Toronto & York Region Labour Council in partnership with other regional labour councils across Ontario has come together for the first time to issue a joint public statement, with the support of the Ontario Federation of Labour and the Ontario Region of the Canadian Labour Congress.

We feel that labour councils and their affiliated union locals have a strong and important role to play in our fight for good jobs and sustainable communities that are supported by strong public services and universally accessible social programs.

We recognize that racism, Islamophobia, anti-Semitism and all forms of prejudice, hate and discrimination – whether individual, cultural or systemic – divide our communities and prevent our collective prosperity.

Toronto & York Region Labour Council

Ontario proposes expanded protection against workplace harassment



Proposed changes to Ontario health and safety law would define sexual harassment and add greater employer duties to investigate workplace harassment in all its forms.

Bill 132, Sexual Violence and Harassment Action Plan Act, proposes amendments to six pieces of legislation to set in place a plan for addressing sexual harassment in workplaces and post-secondary institutions in particular. The government bill, introduced by Hon Tracy MacCharles, Minister Responsible for Women's Issues, carried at first reading.

Workplace sexual harassment—One of many forms of harassment

According to the Ministry of Labour existing language in the Occupational Health and Safety Act (the Act) is intended to cover all forms of harassment, defining workplace harassment as "engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome." As such the existing definition was drafted to cover all 15 prohibited grounds for harassment as set out under Ontario's Human

Rights Code, among them sex, religion and disability. In addition the Ministry says this language prohibits psychological and personal harassment.

So although Bill 132 specifies and defines sexual harassment, all other prohibited grounds would not receive the same attention.

Still, workers across all sectors are at risk of workplace sexual harassment. Recent surveys have found almost 30 per cent of Canadians surveyed report being sexually harassed at work, while three-quarters of them report sexual harassment happened more than once. Women were four times as likely to experience harassment. The majority of those surveyed never reported the unwanted behaviour to their employer.

Expanded employer duties—For all forms of harassment

Regardless, Bill 132 would expand employers' existing duties to report and investigate all forms of harassment, including:

- setting up procedures and measures for workers to report incidents to someone other than their supervisor or employer, if those persons are the alleged harasser
- establishing how information obtained during harassment investigations may be disclosed
- ensuring investigations are appropriate to the circumstances
- communicating, in writing, the results of a harassment investigation to the worker and alleged harasser (if they're an employee)
- reviewing, at least annually, the harassment program.

Ministry of Labour health and safety inspectors would also have new powers to order harassment investigations, at the expense of the employer, by an impartial, qualified person.

The Bill though, restricts access to harassment investigation