

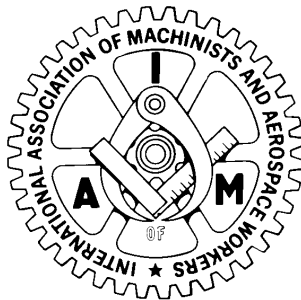
### ATTEND YOUR LL905 UNION MEETING

Monday, September 12th , 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 Beckey Carpenter Gary Cooper Kyle Dodd
Auditor	Jesse Wilson



The "905"

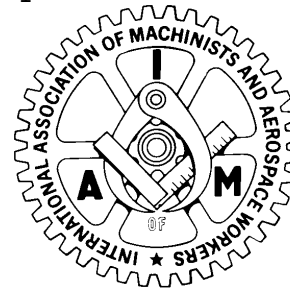
Published by the  
International Association of Machinists  
and Aerospace Workers  
Local Lodge 905  
P. O. Box 14567  
75 Bayly St. W.  
Ajax, On.  
L1S 7K7  
905 683-4677

Fax 905 683-4677

Editor  
Leonard Yeung

E-mail:

[info@iamaw905.ca](mailto:info@iamaw905.ca)



## IAM THE UNION NEWS

JULY 2016

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

### Happy Retirement to Brother Rick!

**Brother Rick is shown accepting a retirement cheque from Local Lodge 905 President Dave Thompson. Brother Ernest Rick Surman is retiring after 30 years of service at the Ajax plant. Happy Retirement Brother Rick!**



## Strike Avoided at Rolls Royce Canada

A strike by members of IAM Local Lodge 869 has been avoided at Rolls Royce Canada.

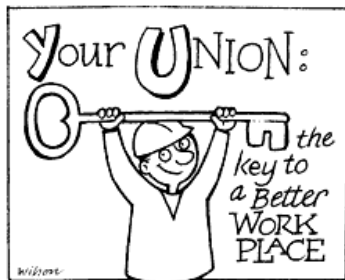
"The membership turned down the last company offer by a healthy margin and we were headed for a strike," explained IAM Grand Lodge Representative Gerald Tremblay. "I think the threat of a work disruption and the bargaining committee's determination not to give in went a long way to getting this agreement."

The four-year agreement provides wage increases of 2.75 per cent in each of the first three years and 3 per cent in the fourth year. Other agreement highlights include:

- Increased evening and night shift premiums
- Increased paid Christmas Holidays
- Increased annual vacations
- Increased union training fund
- Reduction of probation period for new hires

The 640 members are technicians who specialize in the maintenance, repair and overhaul of jet engines.

**IAM**



## CELEBRATING YEARS OF SERVICE IN 905 DURING JULY

29 Years	Brian MacDonald	4 Years	Tyler Stauffer
28 Years	Daniel Godin	4 Years	Frank Serednicki
26 Years	Ajaib Uppal	3 Years	Kyle Sankar
24 Years	Joseph Shannon	2 Years	Ihor Wlasenko
20 Years	Robert Marlowe	2 Years	Russell Genereux
19 Years	Steve Kilby	2 Years	Jay Nedziwe
18 Years	Irek Kujawinski	2 Years	Shaider Barcena



### Get Well Soon

Douglas Boyd

Shelley Chapman

Lisa Cormack

Randy Crawford

Glenn Gaffney

Paul Kilistoff

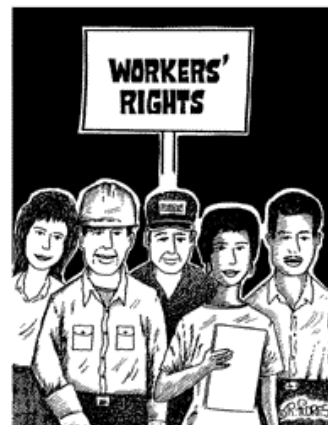
Pauline Reilly

Frank Serednicki

Douglas Teske

Corey Trude

Paul Turnbull



## **Rogers Centre Renaissance Hotel workers cry foul**

UNITE HERE Local 75 has filed charges with the Ontario Labour Relations Board (OLRB) against Larco Hospitality, operator of the Renaissance Toronto Downtown Hotel, located in the Rogers Centre.

Workers at the hotel are engaged in a union organizing drive, and the union claims Larco managers have repeatedly broken provincial labour law in an attempt to derail the drive.

"Our Executive Housekeeper told us she would be instructed to write us up every day if the union comes in," said Arlene Ginete, who works in the Housekeeping department at the hotel. "She said if we got to three write ups, we could be terminated. If I lose my job I can't support my family anymore. But I'm not going to bow down to intimidation – we're tired of the lack of respect at the hotel."

Many of the 185 workers at the property are immigrants, women and people of colour. Last week, a community delegation, led by Labour Council President John Cartwright, and Peter Tabuns, MPP for Toronto - Danforth, visited Larco management at the hotel, calling on the company to obey provincial labour law and allow for a fair union vote free of intimidation and harassment.

The union has filed a union certification application with the OLRB last week and the union vote itself will likely take place during July 2016.

**Toronto & York Region Labour Council**

## **Machinists ratify new agreement with Siemens Canada Ltd.**

Members of IAM Local Lodge 869 have ratified a new collective agreement with Siemens Canada Limited.

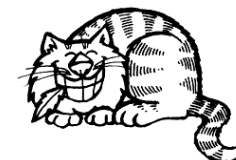
The four-year agreement provides wage increases of 2.25 per cent in each of the first three years and 3 per cent in the fourth year. Other agreement highlights include:

- Increased vacation as follows: three weeks for up to four years of service, four weeks for five to nine years of service, five weeks for ten to fourteen years of service and six weeks for 15 years or more of service
- Return of the Lead Hand premium at 7.5 per cent of the wages
- Redefinition of the pay scales with automatic wage progression
- Employees contribution of the pension plan reduced by .5 per cent
- More shift start time with 30 minutes of flexibility
- Enhancement surrounding the time bank

This is the first negotiated settlement between Local Lodge 869 and Siemens Canada since Siemens acquired the power and gas turbine division from Rolls Royce Canada in 2014.

The 88 members manufacture gas turbines for the power generating industry.

**IAM**



## Oregon Aircraft Painters Vote IAM Yes

Overcoming last minute anti-union tactics by Commercial Aircraft Painting Services (CAPS), workers at the Boeing subcontractor voted for IAM representation .

The 165 new members work in large hangars at Portland International Airport where they paint new Boeing aircraft, mainly 777s and 747s, before final delivery to customers.

Workers reached out to the IAM for representation due to many of the company's policies regarding work schedules, advancement and benefits. The work involves hazardous chemicals, and turnover rate is very high. Additionally, wages average about half those of IAM Boeing employees doing similar work in Everett, WA.

The IAM began the organizing campaign in March and a request for a National Labor Relations Board (NLRB) election was issued in June. CAPS followed that request by launching an anti-union campaign and hired several highly paid out-of-state consultants, including Spanish and Vietnamese speakers to conduct one-on-one meetings.

"We just stuck to our message during this campaign," said IAM District W24 Business Rep/Organizer Will Lukens. "The workers wanted some dignity and better treatment from the company. They were tired of the false promises."

"I am proud of this group of workers who have endured intimidation and union busting tactics by this employer," said IAM Western Territory General Vice President Gary Allen. "Now we can get down to the business of securing them a good IAM contract."

IAM District W24 is assisting the workers in electing local leaders and preparing for contract negotiations.

**iMail**

Southern Territory General Vice President Mark Blondin. "This contract was a big step forward on both fronts."

**iMail**

## Norwegian Air UK Denied Foreign Air Carrier Exemption

In a decision that the Machinists Union hopes could be precursor to deny Norwegian Air International's (NAI) request for a foreign air carrier permit, the U.S. Department of Transportation (DOT) has denied Norwegian Air UK's (NAUK)—NAI's UK sister airline—application for a foreign air carrier exemption.

"The Machinists Union applauds decision by the DOT to deny Norwegian Air UK (NAUK) a foreign air carrier permit exemption," said General Vice President Sito Pantoja. "We urge the DOT to also finally reject NAI's application, so it cannot game the system and hurt U.S. airline workers."

The IAM and its AFL-CIO sister unions submitted formal comments to the DOT in January opposing NAUK's application for an exemption, arguing that the carrier's business model would violate certain provisions of the U.S.-EU Air Transport Agreement (ATA).

Norwegian Air International's business model exploits the "flags of convenience" model used in the maritime industry. The "flags of convenience" model allows an airline, for example, based in Norway to create a subsidiary on paper only in another country to take advantage of lax labor, safety and tax regulations and circumvent such laws in its home country.

**IAM**

## Machinists at Lockheed Ratify New Contract

Members of District Lodge 776 voted by a 75 percent margin to ratify a new agreement with Lockheed Martin. The contract covers about 2,900 workers in Fort Worth, TX, Edwards AFB, CA and Pax River NAS, MD. The five-year, eight-month agreement delivered a \$4,000 ratification bonus, \$4,800 in cost-of-living supplements and a 16 percent wage increase over the life of the deal.

"The improvements achieved in this agreement would simply not be possible in the absence of a determined membership, a mature collective bargaining agreement and strong local leadership," said IAM International President Bob Martinez. "I applaud the work of District 776 President Paul Black and the district's Bargaining Committee, as well as the guidance provided by Aerospace Coordinator Terry Smith and Southern Territory GVP Mark Blondin."

"Our membership surveys told us that their most important issues were wages, health care choices and cost containment and retirement security," said Aerospace Coordinator Terry Smith. "Our Committee believes we delivered on those issues."

Current workers keep three choices of health care, with the same cot share as the previous contract. In retirement, the workers covered by the pension plan will see an increase of 11 percent from \$90 to \$100 per month per year of service. The contract also improves the 401(k) plan benefits for those workers not covered by the defined benefit plan.

"Being able to have a comfortable retirement is a huge issue in America, and a major objective for the IAM. We want to keep and improve our defined-benefit pensions where we can, and improve the 401(k) plans where we don't," said

## Canada Post labour dispute

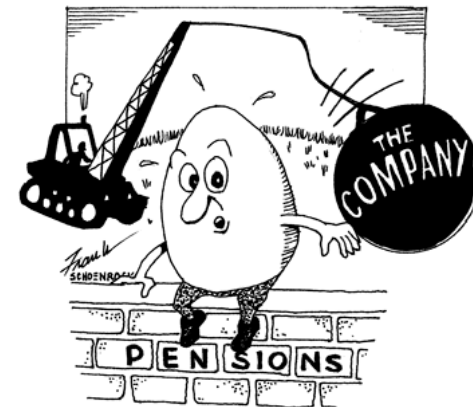
At issue with Canadian Union of Postal Workers 50,000 membership are two major sticky points.

First, is the pay disparity between urban and rural mail carriers. About 70 per cent of the rural and suburban carriers are female. On average they are making 30 per cent less than their male urban carriers doing the same job. This is against the law of pay equity for federal regulated industries. There are 8,000 rural and suburban mail carriers.

Second, Canada Post insists defined benefit pension plans are outdated but in fact 75 per cent of all Canadian employees who have company pension plans belong to a defined benefit plan.

Introduction of a defined contribution pension plan is just another tactic for Canada Post to drive a wedge between existing and new hired employees.

### LabourStart



## Call for a Strong Anti-Racism Directorate

The Government of Ontario has committed to creating an Anti-Racism Directorate (ARD). It is now engaging in a series of community dialogues with the public to provide feedback on the ARD's mandate, and identify priority areas of the directorate's work, to apply an anti-racism perspective to all government policies, practices, programs and services.

Colour of Poverty( COP) - Colour of Change has long been calling for the Ontario Government to establish the Anti-Racism Directorate in order to both address the growing racial inequities in the province and to bring about needed racial justice in Ontario, particularly in such areas as employment, poverty and income security, housing, education, health, child welfare, policing and the justice system and the quality of life for racialized communities – both First Peoples and peoples of colour – more generally.

COP is calling on all of our community partners to attend the public community meetings – hosted by Michael Coteau, Minister of Anti-Racism – to be held over the next several months to help ensure the ARD that is being set up is truly effective in addressing racism, is accountable to racialized communities and most importantly is sustainable in the longer term.

Locations for Ontario ARD Hearings:  
Toronto July 14,  
Scarborough September 13,  
Mississauga September 27  
Windsor, London, Sudbury,  
Thunder Bay and Ottawa.

**Colour of Poverty**



## AFP: Demand fair terms for

In times like these we rely upon journalists -- including photographers -- to keep us informed about fast-breaking events like the terrorist attack in Nice or the coup attempt in Turkey. We know that journalists often risk their lives to bring us these stories.

According to the International Federation of Journalists, French-owned multinational media group Agence France Presse (AFP) is imposing rights-grabbing new contracts on freelance photographers working in a number of countries outside of France, where photographers benefit from being covered by a collective agreement.

The company aims to take away photographers' copyright in return for no additional payment. The contract requires photographers to sign a global, irrevocable, perpetual licence to allow the company to use their photos and videos on any medium, in any language, in any form including in any future products.

Despite a demand from the unions the company have failed to withdraw the contracts.

### International Federation of Journalists



"But if we trim the fat won't we both be out of jobs?"