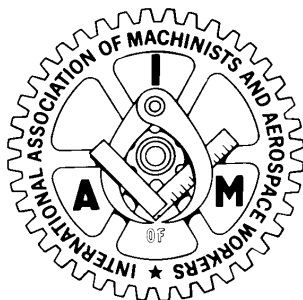


ATTEND YOUR LL905 UNION MEETING

Monday, December 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 Becky Carpenter Gary Cooper Kyle Dodd
Auditor	Jesse Wilson



The "905"

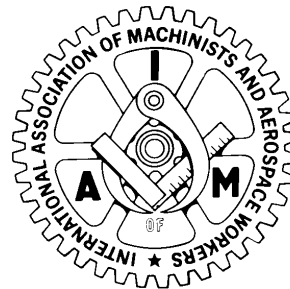
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IAM THE UNION NEWS

OCT -NOV 2016

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

Rally for Decent Work



The IAM was out at Queens Park on Saturday October 1, to pressure the Ontario government as part of the Rally for Decent Work. In addition to calling for labour rights, we are also advocating for a \$15 per hour minimum wage.

According to Queen's Park security, more than 3,000 attended the event.

IAM

Machinists Ratify Five-Year Deal with TBH Services

Members of IAM Local Lodge 2323 have ratified a new five-year collective agreement with TBH Services at Toronto Pearson Airport.

"At the bargaining table we advocated for better wages and a pension plan, and we were successful," explained IAM District Lodge 140 General Chairperson Tal Rayat. "These workers have never had a pension plan and now they will have the IAM multi-employer pension plan starting in 2018. That was a key ingredient in the ratification."

The agreement provides wage increases of 2 per cent in the first year, 2 per cent in the second year, 1.75 per cent in the third year, 4 per cent in the fourth year and 2.5 per cent in the fifth year.

The top rate for a Baggage Lead hand by the end of agreement will be \$18.64 per hour, top rate for Drivers will be \$16.82 and top rate for Passenger Service Agents will be \$15.39. The members are also eligible for bonuses should the employer's contract be renewed by the Greater Toronto Airport Authority (GTAA).

The 125 members consist of baggage handlers, drivers, lead hands and passenger service agents who handle all inter-terminal baggage and over-sized baggage at Toronto Pearson.

The IAM is the largest union at Pearson Airport representing more than ten thousand workers.

IAM

CELEBRATING YEARS OF SERVICE IN 905 DURING NOVEMBER

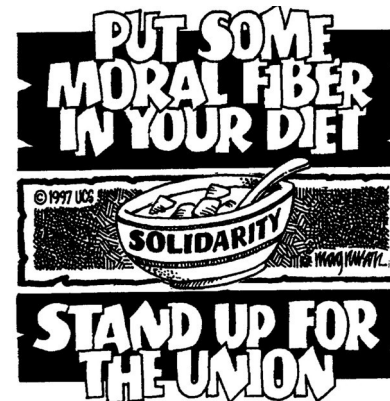
29 Years Sharon Delahaye-Holmes
24 Years Frank Zeiler
22 Years Terry Jobe
22 Years James Strickland
22 Years Simon Tong
22 Years Jesse Wilson
21 Years Yuejin Mah
18 Years Ian Knightbridge
18 Years Eric Pinto
17 Years Jim Pearson
17 Years Gordon Pearson
16 Years Todd DuMoulin
16 Years Neal Kent
16 Years Kevin Seaborne
12 Years Chad Gilmour
12 Years Mirko Zoric
11 Years Michael Bond
11 Years Gerard Koene
11 Years Donald Lockhart

5 Years Kelly Comstock
4 Years Mohamed Hanif
3 Years Douglas Collier
2 Years Graham Brooks
2 Years Paul Kilistoff



Get Well Soon

Derek Bond
Shelley Chapman
Randy Crawford
Paul Kilistoff
Pauline Reilly
Frank Serednicki
Douglas Teske
Michael White



CELEBRATING YEARS OF SERVICE IN 905 DURING OCTOBER

24 Years	Romulo Munarriz	3 Years	Jesse Taylor
23 Years	James Devries	2 Years	Bill Oxford
22 Years	Pauline Reilly	2 Years	Ravichandran Varrithamby
22 Years	Guy Belanger	2 Years	Simone Saverio
22 Years	Dabinder Beesla		
22 Years	Thani Nagalingam		
21 Years	Michael Mckelvey		
22 Years	Krzysztof Socha		
22 Years	John Janowski		
22 Years	Phong Vongprachanh		
21 Years	Randy Crawford		
19 Years	Dean Biernacki		
19 Years	Leonard Green		
19 Years	Choonde Mwanag'onze		
18 Years	Larry MacArthur		
16 Years	Loraine Cooney		
16 Years	Michael Blazek		
14 Years	Karen Johnson		
13 Years	Rodney Newell		
12 Years	Gary Cooper		
12 Years	Matthew Cevela		
12 Years	Timothy Heyman		
12 Years	Michael White		
11 Years	Darryl Colquhoun		
11 Years	Robert Johnston		
11 Years	Ian Kimball		
10 Years	Edgardo Alon		
10 Years	Julie Collingham		
10 Years	Allan MacDonald		
10 Years	Bill MacDonald		
10 Years	Sean Robinson		
5 Years	Edgar Landry		
4 Years	Marvin Doornbos		
3 Years	Fabian Smith		



Launch of new website to fight work-related cancer

A new website –**www.roadmaponcarcinogens.eu** up online with the support of the European Trade Union Confederation – will enable workers to find out more about cancer risks at work and the dangers of exposure to carcinogens.

Every year, more than 100,000 people die in Europe as a result of working with carcinogens. The new site: www.roadmaponcarcinogens.eu highlights the need to limit exposure to cancer-causing agents.

Backing the project are the ETUC, Business Europe, the European Commission, the European Agency for Safety and Health at Work and two EU presidencies (Netherlands and Austria), partners in the European campaign 'Roadmap on Carcinogens', launched in Amsterdam in May 2016.

"This Roadmap is of real importance to workers and their unions because it improves the practical knowledge about how to prevent work related cancer," said Esther Lynch, ETUC Confidential Secretary.

"Employers must identify and introduce preventative and protective measures to improve workplace health and safety. The first step must always be, where possible, to get rid of the hazard altogether. Sharing information on substituting chemicals for others that are less dangerous, or changing working practices so that workers are not exposed, will save lives.

The Roadmap is a voluntary initiative aimed at exchanging good safety practices among trade unions, labour inspectors, businesses, researchers, OSH professionals and other actors.

Cont.....Page 4...

The partners are inviting organisations and companies throughout Europe to join in, contributing information, resources and events focused on preventing exposure to car-

cinogens in EU workplaces.

LabourStart

Under the Sun

A man goes to library and asks for a book on Suicide.
Librarian looks at him and says: "hello.. who will return the book ?"

Grandfather to grandson: Go hide! Your teacher is coming as you skipped school today!

Grandson: You go hide.. I told her YOU PASSED AWAY!!

A woman went shopping. At cash counter she opened her purse to pay.

The cashier noticed a TV remote in her purse. He couldn't control his curiosity and asked "Do you always carry your TV remote with you?"

She replied " No, not always, but my husband refused to accompany me for shopping today.

The shopkeeper laughs and takes back all the items that lady had purchased.

Shocked at this act, she asks the shopkeeper what is he doing.

He said your husband has blocked your credit card.

Wife took out her husband's credit card from purse and uses it to clear all the bills. Unfortunately he didn't block his own card.

Internet



Machinists Ink New Deal with Compass Canada

Members of IAM Local Lodge 103 have ratified a new collective agreement with Compass Canada (Stratford) Ltd.

The three-year agreement provides wage increases of 2 per cent in the first year and 2.4 per cent in the second and third year respectively. Other agreement highlights include:

- Improved bereavement leave
- Improved Overtime language
- Increased safety footwear allowance

The 12 members perform industrial cleaning services for a large parts manufacturer in the festival city.

IAM

labour has also built a political party to have its perspective heard in the House of Commons. The broken relationship between labour leaders and the NDP needs to be fixed immediately. We can't wait for a leadership race to work out the internal problems with the NDP. Union members with a stomach for electoral politics need to get involved in their local riding associations, find the smartest, most connected and engaged candidates and propel them forward towards the next election.

9. Dump polling

Don't listen to the pollsters; polling did not capture the popular sentiment of the American election campaign and has made some major blunders in recent campaigns in the English-speaking world. The failure of the pollsters to predict a Trump victory reminds us that polls are not a proxy for actually talking with your members. Polling can be a useful tool to frame a message but polls are not useful to determine what the campaign should be. If you're engaged with your members, you don't need to tell you what is working and what isn't working. And most importantly, unions exist to change public opinion, not gauge public opinion and then work within those parameters.

10. Immediately up our communications game

Union members often get a rough ride from mass media, though most mainstream journalists are also union members. National unions should be issuing comment on every single action taken by the Trudeau government, regardless of whether or not it's directly an issue that affects union members.

CALM

Equal Pay for Equal Work

(OPSEU) Ontario Public Service Employees Union's 7,500 LCBO workers has signed a breakthrough deal with the Liquor Control Board of Ontario and the province to make "equal pay for equal work" a reality for thousands of LCBO Customer Service Representatives (CSRs).

The agreement arose from a union complaint to the Human Rights Tribunal of Ontario by members of the Ontario Public Service Employees Union. In the complaint, OPSEU asserted that the LCBO's pay structure for CSRs in its stores and depots discriminated against workers in the female-dominated "casual" classification.

"This is an historic agreement by any measure," said Denise Davis, Chair of the Liquor Board Employees Division of OPSEU. "As a result of this deal, more than 4,000 casuals will be on a pay grid that takes them to the top rate earned by full-time permanent staff.

"More than seven years since we first raised the issue with the LCBO, we have achieved 'equal pay for equal work' for CSRs," she said. "It's an incredible feeling."

The length of the new pay grid and other details are still to be negotiated. Any matters on which the parties cannot agree will be settled at arbitration no later than February 2017.

"This agreement shows that working people, working together, can challenge the trend towards precarious work and win," said OPSEU President Warren (Smokey) Thomas. "I am intensely proud of our members and our union.

OPSEU

10 things Canada's labour movement can learn from Donald Trump's victory

1. Mobilizing within the membership

The most basic tenet of union organizing is often the one that gets forgotten the fastest. Unions need to be in a constant state of mobilizing our members, whether during or outside a period of bargaining. And critically, unions need to put money into membership mobilization and organizing through full-time organizers who aren't solely focused on organizing non-unionized workers.

2. Resist divisive contracts that will sow seeds of dissent

When bargaining contracts that give new workers less than what current workers have won, we create conditions that disenfranchise workers and that tell them that the labour movement isn't there for them. We need to open space on our bargaining committees for young workers, marginalized workers and workers who have been traditionally ignored, and resist any divide-and-conquer tactic advanced by business that sow the seeds of our own destruction.

3. Fighting racism and white supremacy

Unions must take racism seriously, both expressions of racism within the workplace, but also more broadly in Canadian society. Union members must find ways to show solidarity in the communities in which they work. Union members need to organize and promote events that support and help others, and most importantly, racialized union members need support and resources to access power and fight for changes within their unions and their workplaces.

4. Fighting patriarchy

Unions need to continue to be steadfast for their defense of women's rights, equal pay and fighting sexism in the workplace, but we need to go further. Unionized women need to practice how to lead: they need to be trained, they need to be supported and they need to be encouraged to run. When women lead the labour movement, we normalize women as

leadership in broader society. We also need unions to do the difficult work to fight for programs that will help women.

5. Big actions to fight for average people, including strikes
In the same way that we can only fight white supremacy and patriarchy through bold actions, we can only fight for all people through bold actions too. Union need to craft messages that aren't exclusive to union members. We need to remind Canadians how much money falls through Liberal cracks into Liberal pockets when infrastructure schemes are privatized.

6. Trade agreements

Opposition against trade agreements has been steady, but it will be disoriented by a voice of the extreme right calling for an end to trade agreements. Anti-TPP and NAFTA campaigns need to mobilize our members. Debates about NAFTA need to include what a post-NAFTA North American economy looks like, and what, if anything, must replace the pact if we are to strengthen manufacturing jobs in Canada. Now is the time to confuse and destabilize the Liberals by targeting every single Liberal MP in Canada and pressure them to oppose the TPP.

7. Stop playing with the Liberals

With so many deindustrialized states full of blue collar workers voting Trump, the message here is clear: the Democratic machine has fully lost its way among voters who have been hit hard by deindustrialization. In many cases, these are not the poorest voters, the ones who benefitted from

Cont...Page 8...

programs like Obamacare, but they're voters who are mostly white and mostly college educated. They must be convinced to reject extreme right-wing politics rather than embrace them. The only strength labour has to force the Liberals to take #Real/Change is through work stoppages, protests and mobilizations.

8. Fix the relationship between labour and the NDP

Labour's strength is in the workplace and in the streets, but