

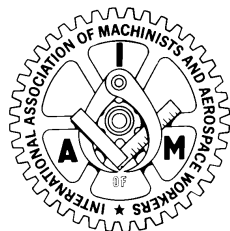


### ATTEND YOUR LL905 UNION MEETING

Monday, February 13th , 4:15 PM  
At the Ajax Legion Hall \* 111 Hunt St. Ajax, ON

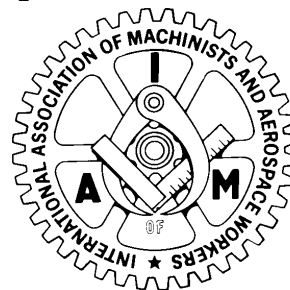
### LOCAL 905 EXECUTIVE COMMITTEE

President	Dave Thompson
Vice President	Shane Kingston
Recording Secretary	Jesse Wilson
Secretary-Treasurer	Kris Socha
Conductor-Sentinel	Rob Blair
Committeeman	Scott Masterton
Trustees	Daryl Rowe Leonard Yeung Rasheed Houssain
Chief Stewards	Shane Kingston Kent Danforth Ian Kimball Beryl Windrem (Acting)
Stewards	Mark Babcock Beckey Carpenter Gary Cooper Kyle Dodd
Auditors	Michael Zielinski Cameron Bailie
Health & Safety	Stephen Boone Beckey Carpenter Peter Kennedy Daryl Rowe Neal Kent



IAM THE UNION NEWS 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  
Tel:905 683-4677 Fax:905 683-4677

E-mail: [info@iamaw905.ca](mailto:info@iamaw905.ca) Editor: Leonard Yeung



## IAM THE UNION NEWS

JAN 2017

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

### Unions celebrate federal asbestos ban

The Canadian Labour Congress (CLC) is celebrating announcement that the federal government is banning the manufacture, import, export and use of asbestos.

Local Lodge 905's Political Action Committee along with IAM and CLC other unions lobbied parliament last year for a ban. Unions, survivors and health advocates, have been working hard for this ban for decades. We aim to strengthen occupational health and safety protections for workers and make workplaces and public spaces safer for everyone.

More than 2,000 Canadians die every year from diseases caused by asbestos exposure such as mesothelioma and lung cancer. Experts estimate that 150,000 Canadians are exposed to asbestos at work, particularly in industries like construction, automobile maintenance, shipbuilding, trade contractors and waste management.

Next phase is the need to work with First Nations to address high levels of friable asbestos in on-reserve housing.

"Today, I celebrate with them and thank them for giving the next generation of Canadians a better future, free from the pain and suffering caused by asbestos," CLC President Hussan Yussuff said.

**IAM/CLC**

## Thorncliffe & IAM First Agreement

Members of IAM Local Lodge 1295, employed by the Thorncliffe Retirement Home, have ratified their first collective agreement.

The three-year collective agreement provides wage increases of 2.5 per cent in each year for the majority of the memberships, others who have reached the top of the wage scale receive a lump sum payment of 1.75 per cent in each year. Other agreement highlights include:

All members will join the IAM Pension Plan in the second year of the agreement

All members will receive a uniform allowance

Improved vacation time

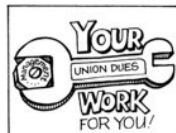
Improved Overtime hours

"The negotiations committee of Fakhri Khamseh, and Norma Bautista remained steadfast throughout the process ensuring that needed improvements would be reflected in this agreement," explained IAM District Lodge 78 Business Representative Jim Snider.

The 50 members consist of Personal Care Workers, Registered Practical Nurses, Servers, Housekeeping, Kitchen and Maintenance personnel and receptionists.

The IAM represents workers at Retirement homes in Nepean, North Bay, Orleans, Bowmanville, Toronto and Stratford.

**IAM**



## CELEBRATING YEARS OF SERVICE IN 905 DURING JANUARY

36 Years James Wilson  
 33 Years Bryan Heroux  
 32 Years Michael Gatenby  
 32 Years Daryl Rowe  
 31 Years David Mette  
 29 Years Ross Walmsley  
 26 Years Christopher Rhodes  
 21 Years Gary Nemisz  
 20 Years Shawn Ferguson  
 12 Years Robert Curtis  
 11 Years Glenn Gaffney  
 10 Years Ken Ngai  
 9 Years Martin Bessel  
 9 Years Vishnu Tiwary  
 9 Years Justin Vongpra-

chanh 5 Years Brian  
 Gouldburn 4 Years  
 Scott Moore 4  
 Years Andy Doucette  
 3 Years Peter Flick



### Get Well Soon

Derek Bond  
 Michael Bredin  
 Julia Campbell  
 Shelley Chapman  
 Randy Crawford  
 Paul Kilistoff  
 Bobby Rayner  
 Pauline Reilly  
 Douglas Teske  
 Michael White  
 Ken Willman



## Expires in 2020

Donald Trump on a field trip visiting a sausage factory.

The owner proudly explains the level of automation...

"You just need to push the pig inside. The machine does all the work... Lo, you have the sausage come out."

Trump: "I want to make America Great Again! Is it possible to push the sausage in, the pig comes out...?"

Factory owner: "Yes it is possible. Your father tried it years ago, and he succeeded..."

Trump is furious about the result of his child's DNA test.

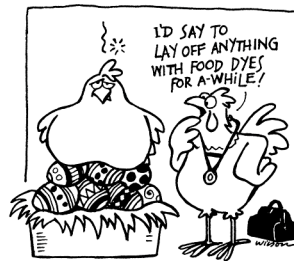
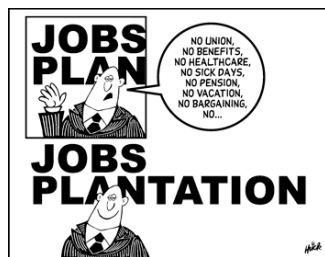
Trump arguing with his wife on the legitimacy of their child.

Trump: " Doctor told me the baby's DNA don't match mine!

Wife: "No dear!... Remember I keep telling you all that GMO food is bad for our kids, I think I ate too much GMO food from your suppliers."

Trump: " OH...! I knew that! I will outlaw Monsanto as a danger to Americans now that it is German owned.

### Internet



## IAM Ratifies New Agreement with Bearskin Airlines

Members of IAM Local Lodge 2413 have ratified a new collective agreement with Bearskin Airlines.

The 30 mechanics, parts personnel and general maintenance workers ratified the agreement by a margin of 85 per cent.

The new three-year agreement provides wage increases of 1 per cent in the first year and 1.5 per cent in the second and third year respectively. Wage scale increases are retroactive to September 1, 2016. Other agreement highlights include;

Increased shift premiums

Increased meal allowances

Increased sick day allowance

Increased vacation days

Increased clothing allowance

Introduction of new job classification – general maintenance person

Improved bereavement leave

Improved layoff notice language

With its hub in Thunder Bay, Bearskin provides flights to Winnipeg, Kenora, Red Lake, Sioux Lookout, Dryden, Fort Frances, Kapuskasing, Timmins, North Bay, Sudbury and Sault Ste. Marie.

The IAM is the largest union in the Canadian Air Transport Sector.

**IAM**

## **Bill C-27: A step backwards in Canadian retirement income security**

Content of Bill C-27, An Act to amend the Pension Benefit Standards Act (1985)

This Bill amends the current Pension Benefit Standards Act (PBSA) to allow for the establishment of target benefit (TB) pension plans in the federal sector. It also permits permit the purchase of life annuities for former members and survivors of currently established defined benefit (DB) pension plans as an acceptable method of satisfying the DB plan sponsor's benefit obligations to those selfsame former members and survivors.

The IAM is categorically opposed to this Bill.

Pension promises must be honoured. Canadian pension law exists to protect pensions

that have already been promised. Bill C-27 would tear up this traditional protection by permitting employers to pressure their workers and retirees into "surrendering" their pension rights. Canada is a country where a deal is a deal. Employers should not be allowed to walk away from the pension promises they've made to workers and retirees.

Before the election, Justin Trudeau clearly promised in writing "[Defined Benefit Plans] which have already been paid for by employees and pensioners, should not be retroactively changed into [Target Benefit Plans]." Bill C-27 would permit precisely this retroactive change. Trudeau has broken his promise to retirees and pension plan members.

That Bill represents a real threat to pension plans across the country and could set a dangerous national precedent. Bill C-27 would set an example across the country that other provinces would be invited to follow, giving private and public sector employers the green light to intensify attacks on DB plans in every jurisdiction.

## **Barbara Byers appointed to UN Women advisory group**

The Canadian Labour Congress (CLC) is congratulating Secretary-Treasurer Barbara Byers on her appointment to the UN Women Executive Director's Civil Society Advisory Group (CSAG) last month.

UN Women's mandate focuses on five key priorities: increasing women's leadership and participation, ending violence against women, engaging women in all aspects of peace and security processes, enhancing women's economic empowerment and making gender equality central to national development planning and budgeting.

"It is a tremendous honour to be asked to join this group and I hope to continue to build on the work that's already been done on these issues," said Byers. "I know so many skilled, competent and energetic trade union women, so I take great pride in being able to represent them," said Byers.

The CSAG brings together internationally renowned feminist leaders from women's rights organizations, male gender equality networks, youth and LGBTQ groups, trade unions and media, and will play an advisory role to the UN Women Executive Director for the 2017-2019 term.

"It is important that the voices of women workers be heard, and it is important for unions to be part of this conversation. This group is made up of various representatives from civil society under the common goal of promoting gender equality and strengthening the international women's movement," said Byers.

**IAM/CLC**

## Labour's Views on Renegotiating NAFTA

The election of Donald Trump on November 8, 2016 has serious ramifications for Canadian trade policy given his promise to tear up NAFTA. Canadian and Mexican officials have responded to this uncertainty by indicating that both governments would be willing to engage a Trump administration in renegotiating NAFTA.

For Canada, topics of interest that are likely to be on the table include softwood lumber, temporary movement of professionals, country of origin labelling, and environmental and safety standards.

We are asking affiliates to consider the implications of NAFTA renegotiations for your members, and to let us know what you think the risks and opportunities are for labour.

For example, we could push to eliminate the undemocratic investor-state dispute mechanism in NAFTA, or work to include enforcement mechanisms in the labour and environment side agreements.

Or, international unions may have cross-border agreements in place that would be negatively affected by a Trump presidency's priorities. We would appreciate receiving your replies no later than January 23, 2017.

We are also planning to gather union researchers and civil society allies for a discussion on labour's progressive vision for international trade and investment on January 24, 2017. Please let us know if you are able to send a representative from your organization to this meeting.

**CLC/IAM**

## IAM's Position on Target Benefit Pension Plans

1) The IAM is not opposed to TB Pension Plans and in fact our organization was instrumental in the negotiation and establishment of what was the first federally registered Multi-employer TB Pension Plan in Canada.

2) The IAM is not opposed to the introduction and utilization of TB pension plans in the federal sector as long as they are openly and freely negotiated between the parties.

3) The IAM is totally opposed to any legislative changes which will seek to facilitate the closure of existing DB pension plans by allowing their transition to TB pension plans.

4) The members and Retirees of the IAM will not hesitate to become politically involved over the issue of Bill C-27 and our membership has already started to lobby local MPs on this pressing issue.

Enhancing the security of existing federal defined benefit pension plans for their members, former members and survivors should be the main focus for the Liberal government and not taking away already-earned benefits from them. Canadian pension laws are meant to protect pensions that have already been promised, but this Bill would allow employers to rid themselves of the legal obligation to deliver promised and already-earned benefits to plan members and retirees. With this piece of legislation, changing from a DB to a TB plan shifts virtually all risks from employers to active and retired members and the IAM will fight for the withdrawal of this Bill.

**IAM**

## 2017 Employment Tax and Benefits

### PENSIONS

#### 1. OLD AGE SECURITY BENEFIT

- \$578.53 (regardless of marital status)
- Adjusted quarterly
- OAS/GIS can be deferred up to 5 years (to age 70), with an increase of 0.60% for each month of deferral

#### 2. CANADA PENSION PLAN (2017)

Maximum Monthly Retirement Benefit at age 65: \$1,114.17

(Reduction of 0.60% per month for retirement at 60-64 YO/  
increase of 0.70% per month for retirement at 65-70 YO)

Maximum Monthly Disability Benefit: \$1,313.66

Maximum Monthly Survivor Benefit:

CPP

Under 65: \$604.32

65 & Over: \$668.50

Maximum Monthly Orphan/Dependent Child Benefits

CPP: \$241.02

PREMIUMS: Contribution Rate (Employer/Employee):

CPP: (4.95%/4.95%)

Yearly Maximum Pensionable Earnings: \$55,300

Yearly Basic Exemption: \$3,500

Maximum CPP Premium (employer or employee): \$2,564.10

#### 3. GUARANTEED INCOME SUPPLEMENT

Maximum Monthly (January 2017)

Single: \$864.09

Couple: \$1,098.70

Adjusted Quarterly

Maximum Monthly Spouse's Allowance: \$1,309.67 (If you are a surviving spouse or common-law partner)

#### 4. REGISTERED RETIREMENT SAVINGS PLANS

Contribution Limits: 18% of income (to a maximum of \$26,010), less pension adjustments for benefits from Registered Pension Plans. Based on 2016 earnings and pension benefits

### UNEMPLOYMENT INSURANCE

Maximum Insurable Earnings: \$51,300

Contribution Rate (Employer/Employee):

EI: \$2.282 per \$100/\$1.63 per \$100

Annual Maximum Premiums (Employer/Employee)::

EI: \$1,170.67/\$836.19

Maximum Weekly Benefit: \$543

### HEALTH PREMIUMS (monthly)

Ontario: Tax of 1.95% of payroll/Premium up to \$900/year

**Aurélie Sarrabezolles/IAM Research Director**