



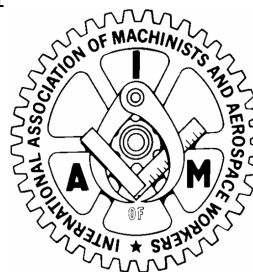
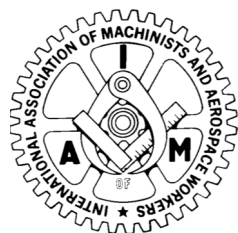
### ATTEND YOUR LL905 UNION MEETING

Tuesday, October 14th , 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 Jeffery Tainsh
Stewards	Beckey Carpenter Gary Cooper Kyle Dodd
Auditor	Michael Zielinski
Health & Safety	Stephen Boone Beckey Carpenter Daryl Rowe Neal Kent

IAM THE UNION NEWS Published by the International Association of Machinists and Aerospace Workers Local Lodge 905  
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## IAM THE UNION NEWS

SEPT 2017

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

### Happy Retirement to Brother Phil!

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



## Alliance Engineering Works ratify with Machinists

Alliance Engineering Works has a new collective agreement with the members of IAM Local Lodge 456.

The three-year agreement provides wage increases of 2.1 per cent in the first year and 2 per cent in the second and third year respectively. The second and third year of the agreement also has Cost of Living Allowance (COLA) protection of 2.5 per cent.

Other agreement highlights include:

New prescription safety eyewear of one set per year

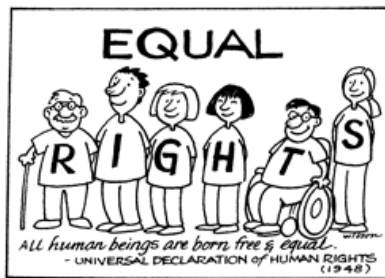
New safety footwear allowance of \$100 per year with a carry-over if not used

Spray painting and Galvanizing will receive an additional \$1.00 per hour premium for every hour worked on top of their hourly wage

The 14 members ratified the agreement by a margin of 83 per cent.

Alliance Engineering Works fabricates structural steel and miscellaneous metals, fabricates ornamental steel and it also erects structural steel for commercial and industrial structures.

**IAM**



## CELEBRATING YEARS OF SERVICE IN 905 DURING SEPTEMBER

36 Years Derek Bond  
32 Years Kevin Graham  
32 Years David Jackson  
32 Years David Jepma  
32 Years John McFarlane  
31 Years Robert Blair  
30 Years Robert Woodhead  
29 Years Mark Honsberger  
25 Years Rasheed Houssian  
25 Years Janusz Maslo  
25 Years Raymond Yu  
23 Years Janice Weyrich  
22 Years Philip Kerr  
22 Years Nandalal Ramlal  
21 Years Rocky Wentzell  
21 Years Beryl Windrem  
20 Years Lionel D'Coutho  
20 Years Steve Pennington  
20 Years Bruce J Wyatt  
19 Years Brian Corder  
18 Years Adam Curie

15 Years Tim Munro  
11 Years Shawn Crowe  
13 Years Scott Graham  
13 Years Richard Kimball  
13 Years Scott Masterton  
12 Years Kyle Dodd  
12 Years Jonce Doneski  
12 Years Eric Koenders  
12 Years Robert McEwen  
11 Years Lorne Locke  
11 Years Julia Campbell  
10 Years John Ferguson



### Get Well Soon

Derek Bond  
Shelley Chapman  
Randy Crawford  
Pauline Reilly  
Douglas Teske  
Michael White



### YEARS OF SERVICE IN 905 DURING AUGUST

18 Years Kevin Ferguson

## **SHORT CHANGE EMPLOYEES COMPANY FINED \$1.33 MILLION**

A North York recycling plant that employed low-wage temporary job agency workers for years has been ordered to pay \$1.33 million in fines and back pay to workers for violating the City of Toronto's fair wage policy.

The city investigation found Canada Fibers was using five different temp agencies to staff its facilities. Businesses with municipal contracts are responsible for ensuring all subcontractors — including temp agencies — abide by the city's fair wage guidelines.

The investigation highlights why proposed provincial legislation to make it illegal to pay temporary or part-time employees less for doing the same work as permanent counterparts is so important.

Canada Fibers Ltd. has two seven-year contracts to process blue bin recyclables for the city, worth a combined total of more than \$264 million.

Their contracts stipulated that all workers, including temp agency employees, were to be paid \$12.34 an hour with pay increases tied to inflation, according to Fair Wage Office manager Mark Piplica.

The city's Fair Wage Office launched a two-year investigation into Canada Fibers and found that some 1,600 workers were owed money for being paid below agreed-upon rates.

Piplica said the investigation was complex because Canada Fibers has multiple locations, but said the company co-operated fully and will now be using directly-hired employees to process city recycling.

**Toronto & York Region Labour Council**

## **IAM Strike at Lakehead Motors over**

Members of IAM Local Lodge 1120 are back on the job today ending a 16 day strike following the ratification of a new agreement late Thursday.

"We held a special general membership meeting Thursday night to vote on a tentative agreement and it was ratified by a margin of 84 per cent," said IAM Local Lodge 1120 Directing Business Representative Pete Topetto. "We had overwhelming support from the community during this strike and our members are satisfied with the agreement."

The multi-year agreement provides wage increases of 11.5 per cent over the life of the contract. Other agreement highlights include:

- \$250 tool allowance

- Straight time up to eight hours for travel for training purposes

The 27 members include mechanics, body men, painters, parts personnel, shippers and receivers and general helpers.

The IAM represents workers at seven auto dealerships in Thunder Bay. They are among more than 1,500 members at auto and truck dealerships on Vancouver Island, the lower mainland of British Columbia, Edmonton, Calgary, Fort Frances, Sault Ste. Marie, Markham, Toronto, New Brunswick, Newfoundland and Labrador.

**IAM**

## Machinists ratify with Dominion Motors

Members of IAM Local Lodge 1120 have ratified a new collective agreement with Dominion Motors, becoming the fourth dealership in the city to sign a new agreement with the IAM.

The three-year agreement provides Mechanics, Body men and Painters under Schedule A classification with wage increases of 2.5% in the first year, 2.5% in the second year and 3% in the third year. It also provides a \$ .25 per hour increase in their pension plan in the second year.

Parts Department employees and Shippers and Receivers under Schedule B Classification will receive a wage increase of 2% in each of the first, second and third years respectively. They will also receive a 5% increase in their pension plan in the second year.

General Helpers, Under coaters, Lubricators and Washmen under Schedule C Classification will receive a wage increase \$ .50 per hour in the first year as well as a 2 % increase in their pension plan in the second and third year respectively.

"The employer really stepped up to the plate to compensate their longest serving employee," explained IAM Directing Business Representative Pete Topetto. "Originally they weren't going to compensate Greg Barry, a Schedule C general helper. But they came back to us after the agreement was ratified and said they would offer him a wage increase of 2 % in each year as well as 2 % increase to his pension in the second and third year of the agreement."

Agreement Highlights include: New bereavement language. New Job classification of Wash Bay Attendant. Increased eye care benefits. Improved contract language.

**IAM**

"The health and safety of pre board screeners is a major concern expressed by delegates here this week," said IAM Canadian General Vice President Stan Pickthall. "The delegates feel an independent study on X ray leakage from screening machines and rules to stop the abuse of screeners by the travelling public are necessary."

USW National Director for Canada, Ken Neuman addressed another concern. "While pre-board screeners are deemed an essential service, there is no job security protection for these workers should the federal government change companies that provide this service," he explained. The collective agreement for the majority of these workers expire on March 31, 2018.

Although both the IAM and USW negotiate directly with the corporations providing the pre-board screening on behalf of the federal government and CATSA (Canadian Air Transport Security Agency), many of the issues need to be addressed by the federal government.

However it became clear that Transport Canada and CATSA were not aware of many of these issues. Representatives from CATSA and Transport Canada attended the conference and heard first-hand how these issues placed additional stress on the screeners. "Relationship building between CATSA and its partners like Transport Canada and the largest group – the workers, are essential," said Pickthall. "Having the major stakeholders here to make presentations to delegates, field their questions and give assurances they will take these concerns back to their superiors was a major step forward for this conference," said IAM Airline Coordinator and conference co-facilitator Carlos DaCosta. "We hope to have them back for the next conference."

**IAM**

## Machinists ink new deal with Mettler Toledo

Members of IAM Local Lodge 235 have ratified a new collective agreement with Mettler Toledo.

The three-year agreement provides a lump sum signing bonus as well as wage increases of 1.5% in the first year retroactive to December 3, 2016, 2.25% in the second year and 2% in the third year.

Other agreement highlights include:

- Increased meal allowance
- Increased pension contributions
- Increased eye care benefits
- Increased group insurance
- Increased shoe allowance

The 21 members include service technicians and warehouse personnel. Mettler Toledo is a leading global manufacturer of precision instruments and services for use in laboratories and manufacturing.

### IAM

## Health and Safety is a major concern for Screeners!

Health and Safety was the biggest concern voiced by Airport Pre-Board Screening officers at a two-day conference in the nation's capital. The two largest unions representing more than 6,000 Airport Pre-Board Screening officers in Canada met to discuss operational issues at airports across the country.

The International Association of Machinists – IAM and the United Steelworkers – USW, represent over 90 per cent of screening officers at major airports in Canada.

## Fiera Foods fined \$300,000 for worker death

Under the Occupational Health and Safety Act Fiera Foods was fined \$300,000, plus a 25-per-cent victim surcharge. This is the result of the guilty plea a year after a temp agency worker died at Fiera Foods.

The Crown withdrew charges against a supervisor at the factory, as well as charges related to two other unrelated incidents that occurred at Fiera Foods in October 2015 and June 2016, when workers suffered critical arm injuries.

The fine is double what the company paid in 2002 following the death of another 17-year-old temp worker. OFL confirmed this is the third worker death at this location.

"There's a lot of lessons to be learned out of Fiera Foods," Ontario Labour Minister Kevin Flynn said following Fiera Foods's guilty plea. "If companies think there's a shortcut, they're fooling themselves. There's a safe way to do the job, and there's a not-safe way to do the job."

The Workplace Safety and Insurance Board is investigating a temporary help agency, OLA Staffing on the agency's role in the worker's death. The police still maintain an open investigation file on the worker death.

### OFL/Editor



## **Bill148- Fair Workplaces, better Jobs Act, Changing Workplaces Review (CWR) and the worker**

I would like to thank LL 905 for allowing me to attend this seminar on Bill-148 that will affect all workers in Ontario.

Bill 148 is expected to be adopted in the second reading before final reading and becoming Ontario law in 2017. Bill 148 will amend both the Employment Standard Act (ESA 2000) and the Labour Relations Act (LRA/OLRB 1995).

In 2016 the Ontario Government asked for public submissions to the Changing Workplaces Review, including the ones by Brother Dave Ritchie (IAM Canadian GVP) and Scott Jackson IAM Organizer. Some of their submission arguments now form part of the Bill 148 second reading.

### **Changes to Labour Relations:**

Organizing workplace campaigns can obtain employee list. Card-based certification extended to temporary help agencies.

Just cause protection against employee discharge between certification and first contract.

Assign mediation/arbitration during first contract impasse with final decision within 45 days after.

Violation penalties to LRA increase to individual (\$5000) and organization (\$100,000).

### **Changes to Employment Standards:**

Extend the definition of employee to include temporary and contract employees.

Move minimum wage rates out of regulations and make them part of ESA so any retroactive regulations would require new legislation.

Full time, casual, temporary and seasonal and dependent

contractors entitled to the same pay rate.

Temporary agency must pay its employees same wage as its client's employees performing the same work.

Temporary agency to provide one week written notice or early termination pay.

Employer would violate the rules by reducing employee's pay to match the temporary agency's pay rate.

Employees protected from reprisal for disclosure of employer's compliance with equal pay rules.

3 weeks vacation after 5 years of service, 6% vacation pay.

Employer must indicate in writing holiday "in lieu" day in advance.

Employee scheduled for more than 3 hours cut short will be paid 3 hours.

Employees on call not called/work for less than 3 hours will be paid 3 hours per each 24 hour on-call period.

Employees have a right to refuse a shift if offered less than 96 hours notice.

Employee to have right to request schedule changes.

Employer would have to pay 3 hours' wages where it cancels a scheduled shift on less than 48 hours notice.

10 days of personal emergency leave (PEL), with first 2 days paid, doctor's note requirement prohibited.

50-employee employer threshold for PEL eliminated.

Bereavement leave 3 days per death, 10 days per year.

Family medical leave 27 weeks in a 52 weeks period.

Maternity leave 17 weeks, still-birth/miscarriage 12 weeks.

Parental leave 63 weeks, or 61 weeks with maternity leave.

Child death/disappearance leave 104 weeks unpaid, employer must be informed.

Domestic and Sexual Violent leave 10 weeks and 15 weeks unpaid.

### **Editor**