

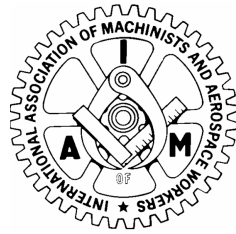
### ATTEND YOUR LL905 UNION MEETING

Monday, January 8th , 4:15 PM

At the Ajax Legion Hall \* 111 Hunt St. Ajax, ON

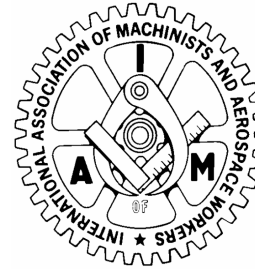
### LOCAL 905 EXECUTIVE COMMITTEE

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	Gary Cooper Kyle Dodd Patricia Mazzolini
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## IAM THE UNION NEWS

NOV-DEC 2017

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

### IAM ratify new agreement with Safran Electronics

Members of IAM Local Lodge 905 have ratified a collective agreement with Safran Electronics and Defense Canada in Peterborough, Ontario.

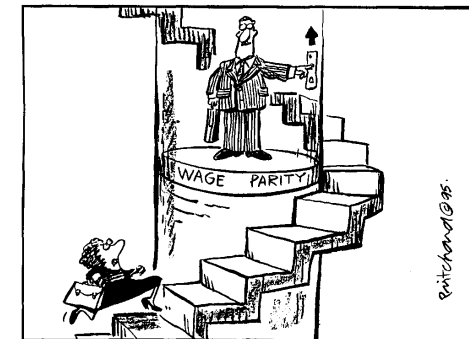
The three-year agreement provides wage increases of 1 per cent in the first year, 1.25 percent in the second year and 1.5 per cent in the third year.

Other agreement highlights include:

- Improved safety boot allowance
- Improved vision care benefits

The 17 members assemble electronic circuitry for gas turbine controls, aircraft braking controls, landing gear steering controls, de-icing controls and propeller pitch feed controls for the aviation industry.

#### IAM



### IAM ratify new deal with Maitland Motors

Members of IAM Local Lodge 2332 have ratified a new collective agreement with Maitland Motors.

The three-year agreement provides wage increases of 2 per cent annually retroactive to July 2017 and the first minimum wage increases as per Ontario legislation guaranteed with top ups of 2 per cent on anniversary dates. Other agreement highlights include:

- Pension increased to 13 per cent by July of 2019 (IAM Labour Management pension plan)
- Vacation improvements to 4 weeks after 10 years from 15 years and the addition of 5 weeks after 20 years of service
- Increase life insurance benefits
- Dental plan coverage increased from 70 to 85 per cent
- Vision care coverage doubled from \$100.00 to \$200.00
- Numerous contract language increases

The bargaining unit consists of Service Advisors, clerks and parts advisors. The IAM also represents 17 technicians, garage and stockroom personnel at Maitland Motors under a separate agreement.

The IAM represents members at Superior Dodge, Maitland Motors, Highland Ford and Prouse Motors and Superior Nissan in the steel city.

#### IAM

### CELEBRATING YEARS OF SERVICE IN 905 DURING NOVEMBER

- |                                 |                          |
|---------------------------------|--------------------------|
| 30 Years Sharon Delahaye-Holmes | 16 Years Neal Kent       |
| 24 Years Frank Zeiler           | 16 Years Kevin Seaborne  |
| 22 Years Terry Jobe             | 12 Years Chad Gilmour    |
| 22 Years James Strickland       | 12 Years Mirko Zoric     |
| 22 Years Simon Tong             | 11 Years Michael Bond    |
| 22 Years Jesse Wilson           | 11 Years Robert Johnston |
| 21 Years Yue-jin Mah            | 11 Years Ian Kimball     |
| 21 Years Murray Rehill          | 11 Years Gerard Koene    |
| 18 Years Ian Knightbridge       | 11 Years Donald Lockhart |
| 18 Years Eric Pinto             | 5 Years Kelly Comstock   |
| 17 Years Todd DuMoulin          | 5 Years Mohamed Hanif    |
| 17 Years Jim Pearson            | 4 Years Douglas Collier  |
| 17 Years Gordon Pearson         | 4 Years Jesse Taylor     |
| 16 Years John Rideout           | 2 Years Teresa Caldwell  |

### CELEBRATING YEARS OF SERVICE IN 905 DURING DECEMBER

- |                         |                            |
|-------------------------|----------------------------|
| 32 Years Michael Scott  | 10 Years Andrew Arias      |
| 20 Years Sue Butler     | 8 Years Done Vongprachanh  |
| 16 Years Anne Graham    | 7 Years Michael Trunks     |
| 13 Years Steve Tosolini | 6 Years Alexander Marshall |
| 12 Years Richard Sale   | 5 Years Garrett Nemisz     |
| 11 Years Kent Danforth  | 4 Years Angela Jenkins     |
| 11 Years Brian Wesson   |                            |

#### Get Well Soon

- Derek Bond
- Shelley Chapman
- Randy Crawford
- Michael McKelvey



- Pauline Reilly
- Douglas Teske
- Robert Todd
- Michael White

## YORK REGION INSISTS ON REMOVING HOLIDAYS FOR WORKERS



Dozens of angry workers filling the chambers of York Region Council, the majority of Councillors refused to allow a review of the flawed by-law that will strip holidays from 64,000 retail workers in the region.

Powerful deputations were made by rank and file workers Deb Henry of Unifor 414 and Conrad McDonald of UFCW 175, talking about how important it is as parents to have statutory holidays they can count on.

Labour Council President John Cartwright made the formal request for York Region to delay the implementation of the by-law until proper public consultations are held, and this message was repeated by reps from UFCW and Unifor.

At the end of the debate, the request was denied by a majority of Mayors and Councillors present. Everyone who attended that day saw the indifference shown by many York politicians to their concerns, and vowed to keep fighting.

### TORONTO & YORK REGION LABOUR COUNCIL

**Have A Happy & Safe Holiday!**

**Local Lodge 905 Executive Committee**

## Pensions key ingredient in Superior ratification

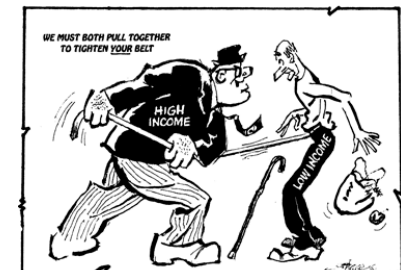
Significant pension increases were a key ingredient in the ratification of a new collective agreement by members of IAM Local Lodge 2332 employed by Superior Chrysler Dodge.

The three-year collective agreement provides wage increases of 2 per cent retroactive to August of 2017 and first minimum wage increases as per Ontario legislation guaranteed with top-ups of 2 per cent on the anniversary dates. Other agreement highlights include:

- Pension increased to 13 per cent by August of 2019 (IAM Labour Management pension plan)
- Long Term Disability (LTD) increased to \$2500.00 from \$2000.00
- Increased Life Insurance benefits
- Vacation leave increased to six weeks after 30 years of service
- Dental coverage increased to \$2000.00 from \$1500.00
- Numerous changes to contract language

The bargaining unit consists of technicians, parts personnel and general labourers. The IAM represents workers at five auto dealerships in the steel city.

### IAM



## Amazon workers in Germany, Italy stage Black Friday strike

Workers at a half dozen Amazon distribution centres in Germany and one in Italy walked off the job, in a protest timed to coincide with "Black Friday" to demand better wages from the American online giant.

In Germany, Ver.di union spokesman Thomas Voss said some 2,500 workers were on strike at Amazon facilities in Bad Hersfeld, Leipzig, Rheinberg, Werne, Graben and Koblenz. In a warehouse near Piacenza, in northern Italy, some workers walked off the job to demand "dignified salaries."

The German union has been leading a push since 2013 for higher pay for some 12,000 workers in Germany, arguing Amazon employees receive lower wages than others in retail and mail-order jobs. Amazon says its distribution warehouses in Germany are logistics centres and employees earn relatively high wages for that industry.

The Italian action, a one-day strike, was hailed by one of the nation's umbrella union leaders, the UIL's Carmelo Barbagallo, as having "enormous symbolic value because it's clear that progress, innovation and modernity can't come at the expense and the interests of workers."

The chief of the CISL umbrella labour syndicate, Annamaria Furlan, called on Amazon to work with unions for "proper industrial relations, employment stability and dignified salaries."

The Italian strike at the facility near Piacenza was called for permanent workers. The unions advised workers who are on short-term, work-on-demand contracts to stay on the job, so they wouldn't risk losing future gigs.

Amazon says it has created 2,000 full-time jobs in Italy,

## Spreading the word about fairness and precarious work

When the Barrie and District Labour Council was invited to an event where Ontario's Labour Minister Kevin Flynn would be making announcements regarding how Ontario Bill 148 – The Fair Workplaces/Better Jobs Act 2017 – would improve the lives of working families in Barrie, the council asked Dan Janssen to speak about the \$15 and Fairness Campaign. The government passed the Bill into law on November 22nd but not without a concerted push from the \$15 and Fairness campaign.

Janssen, Vice President of IAM Local Lodge 2323 employed at Toronto's Pearson Airport, has worked hard as a community organizer with the \$15 and Fairness campaign for almost three years. "It gave me a tremendous amount of satisfaction knowing our hard work has paid off and that political action can produce results if you push hard enough," he explained. "The most important part of this campaign was that it brought together various communities, student groups, and thousands of workers to bring fairness and decent work to Ontario. These changes to Ontario's labour laws and the increase in the minimum wage represents a historic step forward for workers in the province and right here in Barrie."

"I'm really proud to have been part of this amazing team that built up a movement centered around decent work and fairness in the workplace," he told the audience. "While we recognize this historic victory our work is far from over. Our movement will have to continue to push to close exemptions and loopholes in the Employment Standards Act to ensure that all workers are fully protected by these minimum standards." We would expect nothing less from a 'Fighting Machinist'.

**IAM**

## Machinists look on with pride as Sir John Franklin is launched

Members of IAM Local Lodge 692 proudly watched the launch of the first ship built under Canada's new national shipbuilding strategy – the Sir John Franklin.

The 64.3 meter vessel, designed and built at the Seaspan Shipyards in North Vancouver, is the first of three to be built for the Canadian Coastguard under the national strategy.

"Our members are extremely proud of their contribution to this ship, the first of three research ships to be built here, construction on the other two is currently underway," explained IAM District 250 Directing Business Representative Walter Gerlach. The members include mechanics responsible for fitting the machinery in the ships, machine shop personnel and heavy duty maintenance mechanics.

The 3,200 ton Franklin, is named after the 19th century British Royal Navy officer who perished with a crew of 128 in search of the Northwest Passage. It will be used by the Canadian Coast Guard to research the health of fish stocks and their ocean environment. In addition to the Franklin and her two sister ships, Seaspan will construct over the next 10 -15 years, up to 14 additional non-combatant ships including a 4,500 ton offshore oceanographic science research vessel, two 20,000 ton joint support ships for the Royal Canadian Navy, one 23,000 ton polar ice breaker and ten offshore medium endurance patrol vessels. The multi-billion federal strategy covers a 30-year period.

### IAM

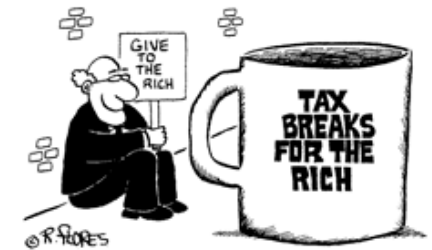


where unemployment remains stubbornly high.

Amazon's head of personnel at the Piacenza-area centre, Salvatore Iorio, told Italy's Sky TG24 TV that despite the strike, the facility was keeping "our commitment to serve our clients."

Asked about union complaints that workers there did repetitive physical tasks to the point of experiencing health problems, Iorio said the company "balances" positions at work areas to avoid any such problems.

### LabourStart



## ANOTHER \$15 VICTORY

USW Local 1998 represents 3500 members in its Casual Unit at the University of Toronto. On November 13th, the Unit ratified its new three year contract.

Key contract gains include an immediate increase to \$15 minimum wage. This will affect about 40% of the membership.

The union has equal pay for equal work provisions, so casuals who do the same work as continuing employees will receive the same Across the Board Increases as the permanent unit: 2.5% / 2% / 2% over three years.

Congratulations - every \$15 benchmark counts!

**Toronto & York Region Labour Council**

## Corus has no plans for wage fairness

When Corus announced it was buying Shaw Media for \$2.65 billion in 2016, employees were proud to be part of building the company into a media empire. They worked hard to help merge 45 specialty TV channels and more than a dozen conventional channels.

Corus guild members prepared for the work it would take to create a new collective agreement for TV operations employees coming from Shaw, who were already in the union, and workers at Corus who joined the union after a vote of the full group last February.

A bargaining committee of both new and longer-term union members developed serious proposals for an agreement that would support a fair and productive workplace.

But Corus didn't waste any time before punishing employees for voting in favour of the union. The very day after the vote, the company reduced benefits and pension entitlements for the workers coming into the union. Despite the fact that a Corus employee new to the union is already earning an average of \$10,500 less per year than a unionized co-worker who came over from Shaw.

Worse, after months of negotiations, Corus recently told employees that it has "no plans" to eliminate that \$10,500 average disparity in wages.

It is unbelievable that this multi-billion-dollar company is incapable of wiping out the wage gap over the next few years. Wage fairness remains a top priority for the bargaining unit members of our. Instead, Corus is insisting on a short-term agreement – that would expire in six short months – with a reduction to pension benefits and a small across-the-board salary increase that doesn't close the wage gap.

### The Canadian Media Guild



## Machinists ratify with Hudson Bay Mining

Members of IAM Local Lodge 1848 have ratified a new collective agreement with Hudson Bay Mining.

The three-year agreement provides wage increases of 2.5 per cent in each year plus a one-time \$1,000.00 signing bonus. The agreement also provides an increase of 1.2 per cent to pension contributions.

"We negotiated an additional \$1.00 bridging increase to the pension contributions to help give members extra money until age 65," explained IAM Grand Lodge Representative Tony Didoshak.

Other agreement highlights include:

Paid time for union business increased from two days a month to four

Paid lunch increased from \$10.00 to \$15.00

Paid rest time of 8 hours between shifts

Improved language for call in pay

The 160 members perform skilled trades at mining and smelting operations in Flin Flon and Snow Lake.

### IAM