



ATTEND YOUR LL905 UNION MEETING

Monday, March 11th , 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	Gerry Kyle
Secretary-Treasurer	Aaron Moreau
Conductor-Sentinel	Alan Brown
Trustees	Dean O'Reilly Francis Willemsen Leigh Philip
Committeeperson	Jesse Howard
Chief Stewards	Shane Kingston Alphonso Pineda Kimberly McArthur John Violette
Stewards	Jesse Wilson Marty DaSilva Jose Bolam Julie Richardson Scott Masterton
Auditor	Kris Socha



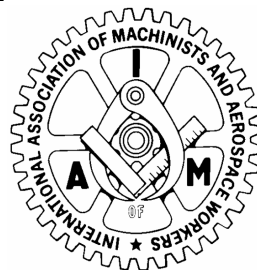
IAM Union News

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
905 683-4677

Fax 905 683-4677

Editors:
Cindy Smith

Kevin Gallant
info@iamaw905.ca



IAM THE UNION NEWS

Feb-2024

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

Hostile Work Environment

The title describes what happens when employees face persistent, unwelcome behaviours that create an uncomfortable atmosphere in the workplace.

Some examples include harassment, pay inequality, discrimination, or bullying. These examples are by far not the only way a Hostile Work Environment infects a workplace, nor is it caused exclusively by the employer. We must all foster a safe and respectful workplace. It is crucial for employers to implement clear policies and address issues promptly with both management and workers.

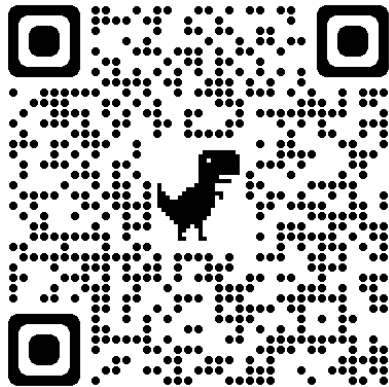
Be kind

Dave Thompson
L.L.905 President

New to the Newsletter—QR Codes

You can now scan QR codes for articles within our newsletter. These QR codes will take you directly to the news article.

Try it below and head to our Local 905 website!



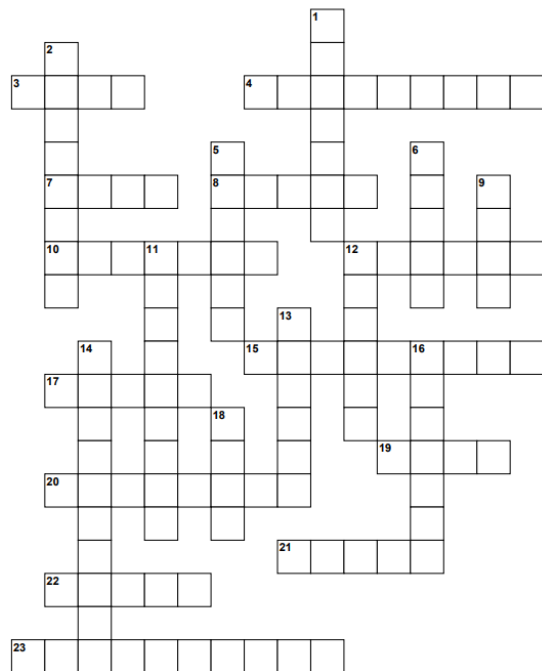
CELEBRATING YEARS OF SERVICE IN 905 DURING FEBRUARY

38 Years David Brown	2 Years Matthew McGurgin
29 Years Jaswinder Sidhu	1 Years Shahzad Rahim
28 Years Esteban Fernandez	1 Years Miki Hasanoski
19 Years Steven Woolsey	1 Years Lester Datuin
19 Years Ivan Kralj	1 Years Jenifer Hebor
17 Years Robert Gammage	1 Years Chantal St.Jean
9 Years Angela Jenkins	1 Years Brad Swann
7 Years Timothy Wolsey	1 Years Willian Hatton
7 Years James Reid	
7 Years Hong Tao Jiang	
6 Years Peter Stevenson	
5 Years Vishwanauth Lautan	
2 Years Vithusan Alagaiah	
2 Years Jessica Gilbey	
2 Years Mike Fitzsimmons	



Happy Anniversary

FEBRUARY



ACROSS

- 3 Tender and passionate affection
 4 Woodchuck
 7 Super _____
 8 Goodness, kindness
 10 Sixteenth President of the United States
 12 Extremely cold
 15 Greeting card sent as token of affection
 17 Slender pointed shaft shot from a bow
 19 Press with lips as sign of love
 20 Pertaining to or characteristic of winter
 21 Vast number of celestial bodies
 22 Having snowfall
 23 Commander-in-Chief of the Continental Army

DOWN

- 1 Plants capable of producing blossoms
 2 North American game played with a ball on rectangular field
 5 Producing an uncomfortably cool sensation
 6 Roman god of love
 9 System organized to send and deliver letters
 11 Small piece of brown candy often containing sweet filling or nuts
 12 One closely attached to another by affection and esteem
 13 Lacking color
 14 Elected chief executives of a nation
 16 Message about an event
 18 Greeting _____

Scan the QR
code to
download the
answers



Fight Against Bill 124

Doug Ford now has to pay up! Ontario public servants have won a pay raise of almost 10% amid fight against Bill 124

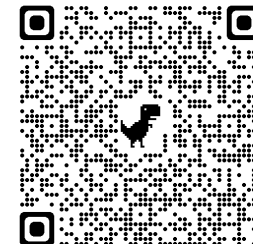
Over 30,000 public servants in Ontario have won a pay raise of nearly 10 per cent after having their wages frozen by the Ford government's Bill 124.

The pay hike comes following a weekend of negotiations between the Ontario Public Service Employees Union (OPSEU) and Arbitrator Gerry Lee.

As a result of mediation and arbitration, the union has won the largest increase it has seen since 2012, a 9.5 per cent pay increase over the next three years.

"These historic gains will help reverse the harmful impacts of the Ford government's unconstitutional wage restraint legislation that were felt by all OPS Unified members," the union said.

<https://nowtoronto.com/news/doug-ford-now-has-to-pay-up-ontario-public-servants-have-won-a-pay-raise-of-almost-10-amid-fight-against-bill-124/>



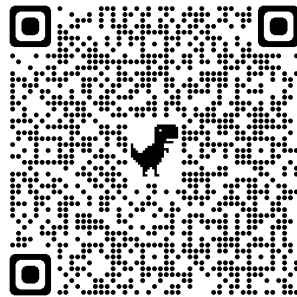
Trudeau's use of the Emergencies Act was ruled unconstitutional. What happens now?

The immediate political impact for Justin Trudeau and his government is far greater than the legal impact

OTTAWA – In a landmark ruling, a Federal Court judge ruled Tuesday that the Liberal government unconstitutionally and unjustifiably invoked the Emergencies Act in response to ongoing Freedom Convoy blockades in early 2022.

The Act, invoked for just over one week, was used to freeze some convoy participants' bank accounts, compel tow truck companies to co-operate with local police clearing out blockades and mark parts of downtown Ottawa as a no-go zone. It was also meant to prevent protesters who had blockaded the US-Canada border in Ontario and Alberta from returning.

<https://nationalpost.com/news/politics/a-judge-ruled-trudeaus-use-of-the-emergencies-act-unconstitutional-so-what-happens-next>



L.L.905 Retiree Club

Another big thanks to Rasheed for organizing the L.L.905 Retirees for a get together.

Below are some of our retired brothers enjoying each other's company over a beverage, compliments of Local 905.

Picture taken by Rasheed.

We retire from the company, but never the union.



IAM LOCAL LODGE 905

Mental health in the workplace

Psychological injuries (for example post-traumatic stress disorder) may be work-related, and discriminatory treatment based on mental health disabilities and addictions may occur in the workplace. There are laws in Ontario that cover three different areas that are discussed below:

- freedom from discrimination and duty to accommodate
- workplace safety insurance
- occupational health and safety

Workplace rights and responsibilities

Freedom from discrimination and the duty to accommodate

The Ontario Human Rights Code states that every person has a right to equal treatment in employment without discrimination or harassment based on disability, among other grounds. Disability includes mental health disabilities and addictions.

For example, an employer cannot fire a worker, or deny them a job or promotion, because of a mental health issue or other disability. The employer has a duty to accommodate the worker's disability-related needs, unless doing so would cause undue hardship, based on significant costs or health and safety factors.

Scan the QR Code to read more:



The Union Wage Premium Remains Strong Across Canada

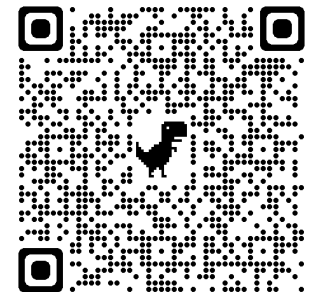
A new report also finds that unionization's advantages are greatest among workers who otherwise face disadvantages in the labour market.

As Stevens and Poirier report, in 2022 unionized workers earned hourly wages 11 per cent higher than their non-union counterparts. In Saskatchewan, the union advantage was even greater, at 18 per cent. The average union member earned \$34.12 per hour in Saskatchewan, \$5.18 per hour more than the average non-union worker. In Canada as a whole, the average hourly union wage advantage was slightly smaller but still significant: \$34.69 vs. \$31.14 per hour, or a difference of \$3.55.

Unions Protect The Most Vulnerable Workers

The report also finds that the advantages of unionization are greatest among workers who otherwise face disadvantages in the labour market. For example, young workers between the ages of 15 to 24 who are union members earned 26 per cent more across Canada and 30 per cent more in Saskatchewan, on average, than their non-union counterparts did in 2022.

<https://www.readthemapple.com/the-union-wage-premium-remains-strong-across-canada/?ref=friday-round-up-newsletter>



Take the quiz: canadianlabour.ca/2024-quiz

2023 was a big year for workers and their unions. We secured investments in the public services we all rely on. We made progress on programs and initiatives that will benefit all of us.

Now it's time to ramp up for the year ahead.

We need your voice on our campaigns for sustainable jobs, universal public pharmacare, workers' rights, and quality public care.

January is the perfect time to set a new year's resolution! Which worker resolution are you most excited about for 2024?

- Keep workers in good, sustainable jobs and secure new sustainable jobs
- Make sure our loved ones can get the care they need
- Lock in better protections for workers, like banning scab labour
- Win universal, public pharmacare so everyone in Canada can afford medications

Take the Quiz here :



CUPE school support staff vote in favour of four-year contract

The deal is sealed.

CUPE school support staff have ratified a four-year contract reached with the Doug Ford government, with 73 per cent voting in favour.

"It's been a long road to get here," said Laura Walton, president of CUPE's Ontario School Boards Council of Unions, who released the results at Queen's Park on Monday morning.

"We stood our ground. We stared down this government ... we shook this province with our protests," she said. "We showed Ontarians that you can stand up to a bully for what is just and right, and we ended up with a deal that more than doubled the wage increase that the government tried to force upon us."

Of the 55,000 members, 41,559 voted and 30,330 approved the deal.

The deal with CUPE was reached Nov. 20 — a day before workers were set to go on strike. It provides a \$1 an hour raise each year, with the average worker gaining 15.2 per cent over four years — and with the lowest paid workers receiving almost 17 per cent during that time.

Read more about it here : https://www.thestar.com/politics/provincial/it-s-a-deal-cupe-school-support-staff-vote-in-favour-of-four-year-contract/article_aebcc044-1dea-5287-afe9-ed54579b15f9.html

