

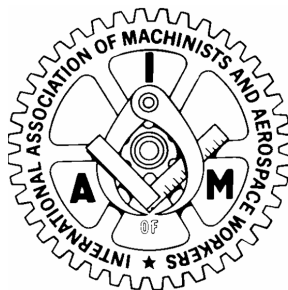


### ATTEND YOUR LL905 UNION MEETING

Monday, September 9th, 4:15 PM  
At the Ajax Legion Hall \* 111 Hunt St. Ajax, ON

### LOCAL 905 EXECUTIVE

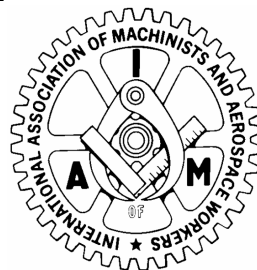
President	Dave Thompson
Vice President	Shane Kingston
Recording Secretary	Gerry Kyle
Secretary-Treasurer	Aaron Moreau
Conductor-Sentinel	Alan Brown
Trustees	Dean O'Reilly Francis Willemsen Leigh Philip
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Chief Stewards	Shane Kingston Alphonso Pineda Kimberly McArthur John Violette
Stewards	Jesse Wilson Marty DaSilva Jose Bolam Julie Richardson Scott Masterton Dean O'Reilly
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IAM Union News

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## IAM THE UNION NEWS

AUG - 2024

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

**FREE LABOUR DAY community event on  
Mon, Sept 2nd, 2024!**

Labour Day is a time to recognize and honour the invaluable contributions of workers across Durham Region. It's an opportunity for us to come together as a community, relax, and appreciate the fruits of our collective efforts. Join us at our annual free community event, where you can unwind, enjoy FREE food, participate in fun activities and enjoy live entertainment while socializing with colleagues, friends, and family members.

This Labour Day, we are celebrating the 100th anniversary of Oshawa by honouring the incredible contributions of the workers who have shaped our community over the past century!

Don't miss out on this special day of celebration! We hope to see you there!

To see our event page and RSVP please scan the QR Code

P.S. Bring your family, friends, and coworkers – let's make this our biggest Labour Day yet!

In Solidarity,

DRLC  
WE ARE A MEMBER OF  
Canadian Labour Congress  
Ontario Federation of Labour  
(905) 579-5188  
1001 Ritson Rd S  
Oshawa, ON L1H 4G5



## Aeronautics industry: end of the strike at Safran

**July 5, 2024, Confederation of National Trade Unions**

"We are very satisfied. We wanted a significant salary increase and we obtained 21% more, including 10% in the first year. For certain salary levels, the increase could reach 45% by August 2027," commented Michael Durand, President of the Safran-CSN Workers' Union.

Safran workers in Mirabel, who specialize in manufacturing landing gear for aircraft, accepted the new agreement in principle reached on July 3 by a 98% majority! This four-year agreement was recommended by the conciliator and accepted by the parties. It has just been validated by the workers who have been on strike since May 28.

"We are very satisfied. We wanted a significant salary increase and we obtained 21% more, including 10% in the first year. For certain salary levels, the increase could reach 45% by August 2027," commented Michael Durand, President of the Safran-CSN Workers' Union. The salary will be increased by 10% in the first year, 4% in the second and 3.5% in the last two.

The union highlights several other gains such as the improvement of phased retirement and an increase in the amount paid by the employer into the pension plan. The new collective agreement also provides for an improvement in group insurance and one more day of sick leave per year. Furthermore, job security will be increased by new guidelines for subcontracting. Flexibility in work schedules and an increase in paid leave are also being added.

"We see here another example of the combativeness of the CSN, which leaves all decision-making in the hands of its unions, but which supports them throughout the struggle," declares François Enault, 1st Vice-President of the CSN.

"The FIM aeronautics unions have the wind in their sails. Workers must be able to get their share of the growth, especially in such a competitive job market," adds Kevin Gagnon, President of the Fédération de l'industrie manufacturière-CSN.

"Mirabel has become a major player in the aeronautics industry and the entire community benefits," says Chantal Maillé, President of the Conseil central des Laurentides-CSN.

### About

The CSN is made up of nearly 1,600 unions and brings together some 330,000 workers united on a sectoral or professional basis in eight federations, as well as on a regional basis in 13 central councils, mainly in the territory of Quebec.

The Manufacturing Industry Federation (FIM-CSN) brings together more than 30,000 workers in 320 unions across Quebec.

Founded in 1969, the Conseil central des syndicats nationaux des Laurentides (CCSNL-CSN) brings together 85 unions and more than 19,300 members. The Laurentides central council is one of the 13 CSN central councils that cover Quebec.



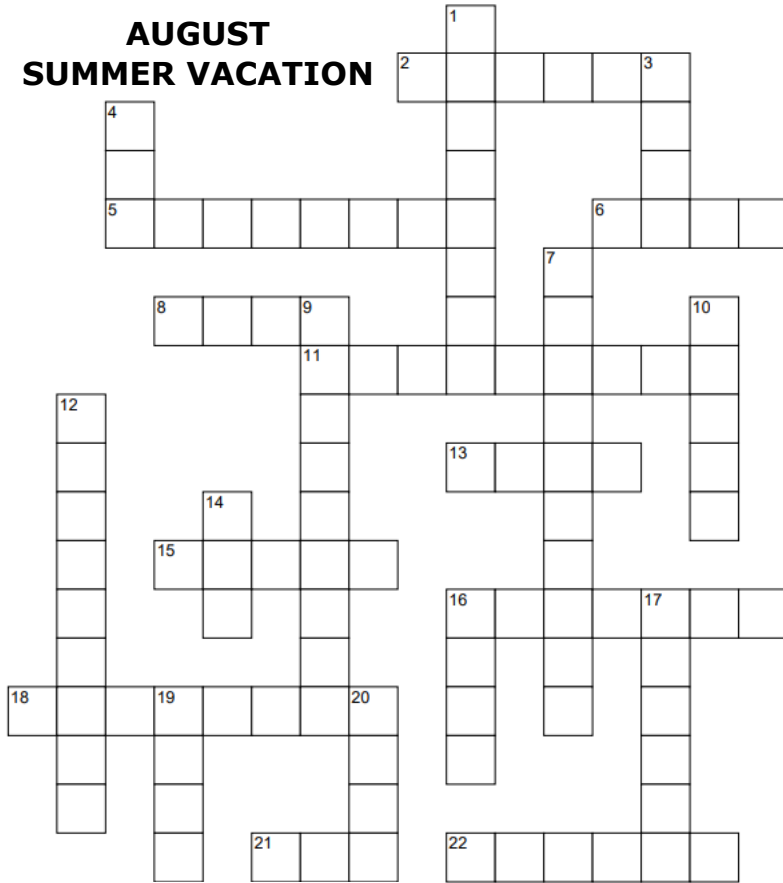
## CELEBRATING YEARS OF SERVICE IN LL905 DURING AUGUST

32 Years Brian Hiscock	13 Years Kevin Kilburn
32 Years Zaldy Valle	12 Years David Buchanan
32 Years Derrick Bradbury	12 Years Michal Zielinski
32 Years Paul Brooks	11 Years Mike Baumann
29 Years Kunasaga Veeramuthu	10 Years Mahendra Samaru
28 Years Thomas Doran	8 Years Kevin Engelsman
25 Years Kevin Ferguson	7 Years Justin Ciancone
24 Years Kem Dass	6 Years Matthew Allison
23 Years Doug Deshevy	2 Years Gennady Gershfield
23 Years Incheol Kim	2 Years Steve Munson
20 Years Patricia Mazzolinia	2 Years Zaid Siddiqui
19 Years Liu Zhongwen	2 Years Mark Debono
17 Years Stephen Boone	2 Years Prabakaran Balsaubramaniam
16 Years Michael McNaught	1 Year Connor Roy
16 Years Scott Brown	



**Happy Anniversary**

## AUGUST SUMMER VACATION



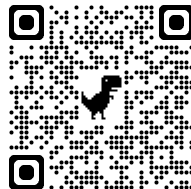
## ACROSS

- 2 Device for taking photographs  
5 Something kept as a reminder of a place  
6 Long paved surface for the passage of vehicles and people  
8 Temporary outdoor living area with tents as shelters  
11 Journey that involves risk or excitement  
13 Place where ships load and unload  
15 Aircraft  
16 Two wheel vehicle with pedals  
18 Travel document that shows citizenship  
21 Picture of a particular area of the earth  
22 Pass

## DOWN

- 1 Collection of clothes that is the property of one person  
3 Automobile  
4 Used to carry large number of people  
7 Two-wheeled motor vehicle with uncovered engine  
9 Person who is not driving  
10 Carries people and cars across a body of water  
12 Travel route or plan  
14 Move through the air by means of wings  
16 Open vehicle for traveling on water  
17 Travel for pleasure in a ship  
19 Large vessel built to carry people through deep water  
20 Journey, voyage, or excursion

Scan the QR Code for  
answers to the  
wordsearch above.



## Strike at Bombardier ends after members ratify new contract

July 10, 2024, UNIFOR

MISSISSAUGA—Unifor members at Bombardier ratified a new three-year collective agreement today bringing an end to an 18-day strike at the company's aircraft manufacturing facilities in Mississauga and Waterloo.

"Our union's top priority in these negotiations was to secure an agreement that reflects our members' skills, hard work and dedication which have made Bombardier's Global jet program so successful," said Unifor National President Lana Payne. "After a highly effective strike I am proud to say that our members ratified a landmark agreement that delivers a substantial economic package at a time when aerospace workers need it most."

At ratification meetings held today, Unifor Local 112 and 673 members ratified a new agreement that provides workers with general wage increases of 12.5% over the life of the agreement, increased pension contributions and better job security.

"What changed the outcome of these negotiations and brought a fair deal within reach, was the unwavering support from our members on the picket lines," said Unifor Local 112 President John Turner. "The historic gains we have made in this agreement would never have happened without strike action that showed the company our members would not back down until a fair deal was reached."

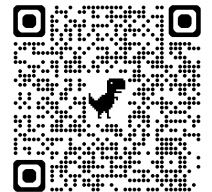
Unifor Local 112 represents approximately 1,200 production and Skilled Trades members at Bombardier. Together with 250 office, professional and technical workers represented by Local 673, workers at Bombardier's Pearson and Waterloo facilities build the company's Global series of jets. The newly ratified agreement also includes work commitments and job ownership for union members over the entire Global fleet, including the forthcoming 8000 series ultra long-range business jet and any derivatives thereof.

"It was essential that we secured work ownership over the entire Global jet program to protect our members' jobs today and for the next generation of Bombardier aerospace workers," said Unifor Local 673 President Maryellen McIlmoyle. "Bombardier members are dedicated and hard-working beyond measure."

We ratified an agreement that delivers higher wages, better pensions and a stronger economic future for all Bombardier workers."

Unifor is Canada's largest union in the private sector, representing 320,000 workers in every major area of the economy. The union advocates for all working people and their rights, fights for equality and social justice in Canada and abroad and strives to create progressive change for a better future.

David Molenhuis  
National Communications Representative



## LCBO— Union membership ratifies tentative agreement

### July 19, 2024, LCBO Negotiations

LCBO is pleased that the renewal collective agreement has been ratified by employees. This will end the strike of our 10,000 unionized team members. Full ratification by government will follow.

We again thank the negotiating teams for LCBO and OPSEU, as well as the mediator, for their work in reaching an agreement that is fair for our unionized employees and helps the LCBO operate efficiently and effectively for Ontarians in a changing marketplace.

As we welcome back our valued employees, we are focused on returning to our normal operations in support of our retail and wholesale customers and of Ontario's beverage alcohol industry. Our in-store team members will be ready to serve customers on Tuesday.

This was the first strike in LCBO's history. We thank our customers for their understanding and patience as we make the necessary adjustments to return to the service levels expected from us.



## Retirees Meetup For July

Thanks Rasheed for arranging the retiree meet up. The picture below is from July 26th at the Ajax Royal Canadian Legion Branch 322.

If you would like to attend any of the meetups, Contact Rasheed via email

[rasheed.houssain@safrangroup.com](mailto:rasheed.houssain@safrangroup.com)



# T-Shirt Tuesday

IAMAW LL905 recently had new T-Shirts made to celebrate 65 years of solidarity.

Tuesday is T-Shirt Tuesday so wear your shirts to show your solidarity.

If you haven't yet received your new union T-Shirt contact a union steward and get one!

## Cargo chaos looms as strikes threaten Canada's ports and rail networks

July 8, 2024, The Loadstar

Strike action has threatened to erupt at both Canada's ports and rail networks, leaving the Canada Industrial Relations Board (CIRB) with its hands full.

In its ongoing dispute against the British Columbia Maritime Employers Association (BCMEA), the International Longshore and Warehouse Union (ILWU) issued a formal 72-hour notice of intended strike action against DP World Canada, set to commence today at 4.30pm.

Yesterday, however, the CIRB instructed the union to rescind the notice, ruling a strike would be unlawful.

It said: "The union failed to bargain in good faith when it conducted a strike vote among the employees of only one member of the BCMEA, and issued a strike notice based on that strike vote."

The BCMEA added: "In targeting DP World, ILWU Local 514 is unfairly isolating a single terminal operator to create uncertainty and chaos, while many industry-wide issues remain unresolved in our shared collective bargaining process."

The union has also been negotiating with the BCMEA on an industry-wide basis for over a year, asking for wage increases and other benefits.

On 15 June, a vote between 584 longshore foremen on the BCMEA's final offer, which included a 19.2% wage increase, was rejected by some 99%. The union claimed that, subject to a 'cooling off period' and strike ballots, it was in a legal position to call a strike.

The MEA explained that due to the intermodal functions at the port of Montreal, a work stoppage involving both rail companies would "create a level of congestion that would make it impossible to move any goods to or from the vessels that are loaded and unloaded at the port".

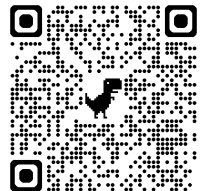
Indeed, Mike Chisholm, president and CEO of A&A Customs Brokers and Global Logistics, told The Loadstar that just one week of strike action could cause "six weeks of turmoil".

He added: "There's a huge backlog of goods that need to be shipped, and the shipyards fill up when we can't access the rail, so it's a big mess."

A final CIRB decision on whether the Canadian rail service can be deemed essential is still pending. If the decision renders it not essential, a rail strike will take place across Canada's network at 72 hours' notice.

Mr Chisholm advised: "It's important for businesses to stay apprised of the negotiations right now and have clear channels of communication in place with their customers and partners about the impact of any changes the strike may cause to their operations and pricing.

"The best thing to prepare is to have a plan in place for both short and long-term scenarios. This may include stockpiling some items in the near term to ensure essential inventory isn't impacted. It is also a good time to be sourcing alternative trade routes and predictive pricing, in the event of a longer strike."



## Ban on Use of Replacement Workers in Strikes or Lockouts

**August 5, 2024, Littler**

On June 20, 2024, Bill C-58, An Act to amend the Canada Labour Code and the Canada Industrial Relations Board Regulations, 2012 (Bill C-58) received Royal Assent. Bill C-58, which will go into effect on June 20, 2025, prohibits an employer from using the services of replacement workers to perform all or part of the duties of an employee in the bargaining unit on strike or locked out in federally regulated workplaces, subject to exceptions. Once effective, the new law will influence how an employer in a federally regulated workplace conducts itself during strikes and lockouts.

### Repeal of Existing Prohibition

Bill C-58 repeals the existing provision in the Canada Labour Act (CLC) that contains a limited prohibition of the use of replacement workers in a legal strike or lockout in federally regulated workplaces. The repealed provision provided that the use of the services of replacement workers by an employer is prohibited when they are used "for the demonstrated purpose of undermining a trade union's representational capacity rather than the pursuit of legitimate bargaining objectives."

### Replacement Worker Prohibition

The new replacement worker prohibition in Bill 58 does not require the "demonstrated purpose" currently referred to in the CLC, or any demonstrated purpose; it prohibits the use by an employer of the services of any of the following replacement workers "to perform all or part of the duties of an employee who is in the bargaining unit on strike or locked out":

- A. any employee or manager employed in a confidential capacity in matters related to industrial relations, who was hired after the day on which notice to bargain is given;
- B. any contractor, other than a dependent contractor, or any employee of another employer;
- C. any employee whose normal workplace is a workplace other than that at which the strike or lockout is taking place or who was transferred to the workplace at which the strike or lockout is taking place after the day on which notice to bargain collectively is given;
- D. any volunteer, student or member of the public.



## Steelworkers at Cambridge Brass on strike for fair treatment

**July 30, 2024, United Steel Workers**

**CAMBRIDGE, Ont.** – Workers at Cambridge Brass are standing strong on the picket line to win wage and pension improvements and the right to bid on shifts once a year.

Over 100 members of United Steelworkers union (USW) Local 4045 started their strike against Cambridge Brass on July 19, in an effort to win respect for seniority rights, improved pensions and fair wages.

"The only way to get improvements is if we stick together. It's not just about the money; we want respect as well. These workers deserve something in return for all the sacrifices made during COVID, keeping this company going," said Jim Clegg, USW Local 4045 President.

Many of the workers have spent their entire working lives at Cambridge Brass, making fittings for outdoor waterworks. Some workers have 20, 30 and over 40 years of seniority. One worker has been there for 51 years.

The company runs on three shifts: days, afternoons and nights. Workers used to be able to choose their shifts, with those with more seniority choosing first. The company put an end to that and has refused to allow workers an annual chance to bid for shifts based on seniority.

"Since the pandemic hit in 2020, Steelworkers have been bargaining for better," said Myles Sullivan, USW District 6 Director. "While inflation may be slowing, the cost of living is still very high. When a contract is up, that's the time to make improvements. Cambridge Brass needs to show respect for these workers with a fair contract that reflects their contribution to the company's success."

Workers are on the picket line 24 hours a day at 140 Orion Place, Cambridge, Ont., N1T 1R9.

### About the United Steelworkers union:

The USW represents 225,000 members in nearly every economic sector across Canada and is the largest private-sector union in North America, with 850,000 members in Canada, the United States and the Caribbean.

Each year, thousands of workers choose to join the USW because of the union's strong track record in creating healthier, safer and more respectful workplaces and negotiating better working conditions and fairer compensation – including good wages, benefits and pensions.

