



ATTEND YOUR LOCAL 905 UNION MEETING

Monday, December 8th, 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 Chad Gilmour Peter Flick
Committeeperson	Jesse Howard
Chief Stewards	Shane Kingston Alphonso Pineda Kimberly McArthur Ian Kimball
Stewards	Jesse Wilson Marty DaSilva Jose Bolam Julia Richardson Scott Masterton Dean O'Reilly
Auditor	Kris Socha
Educator & Communicator	Kevin Gallant Jason Gemmell



IAM Union News

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IAM THE UNION NEWS

WWW.IAMAW905.CA NOV - 2025

**JUSTICE ON THE JOB,
SECURITY FOR THE FAMILY, AND
SERVICE TO THE COMMUNITY**

Health and Safety Awareness

As we enter the month of November, Local 905 would like to remind all members that health and safety remain our top priority on and off the job. Whether you're working on the shop floor, in maintenance, engineering, or administration, everyone plays a crucial role in maintaining a safe work environment.

Why Health and Safety Matter

Our industry faces unique challenges—heavy machinery, complex systems, and high-stakes operations require us to stay vigilant. By following safety protocols and reporting hazards, we protect ourselves, our coworkers, and the integrity of our work. Health and safety are not just regulations; they are the foundation of our collective success.

Seasonal Safety Tips

- **Stay Alert for Changing Weather:** November brings cooler temperatures and shorter days. Be mindful of slippery surfaces, reduced visibility, and cold-related risks.
- **Flu Season Preparedness:** Take steps to prevent illness. Wash hands regularly, consider getting your flu shot, and stay home if you're feeling unwell.
- **Equipment Checks:** Inspect tools and machinery before use. Report any issues immediately to prevent accidents.

Speak Up for Safety

Your voice matters! If you notice unsafe conditions or have suggestions for improvements, reach out to your safety committee or union representative. Together, we can ensure every member returns home safely at the end of each shift.

Let's make this November a month of heightened awareness, proactive action, and shared responsibility. Health and safety are a team effort—thank you for doing your part!

Stay safe, stay healthy,
Local 905

A VICTORY AT ABIPA CANADA INC.

(IAMAW.CA) OCT. 20, 2025

Local 1758 Members at Abipa Canada Inc. Approve New Collective Agreement

On September 5, 2025, Local 1758 members at Abipa Canada Inc. overwhelmingly approved a renewed collective agreement with an 87% acceptance rate. The three-and-a-half-year contract, following negotiations that began in February 2025, delivers a total wage increase of 17% (retroactive to January 2025), with over \$740,000 invested in wage progression.

Key improvements include:

- Enhanced overtime bank and vacation entitlements
- An additional statutory holiday
- Improved occasional leave and pension contributions
- Reduced employee group insurance contributions (down to 40% starting January 2026)
- New limits on subcontracting and temporary agency staff for greater job security
- Paid leave for union retirement preparation training

Negotiations, led by Stéphane Paré and the committee, faced challenges, including a rejected tentative agreement and a strike day. Mediation by the Ministry of Labor helped reach a satisfactory settlement. The agreement highlights the strength of union solidarity and is expected to significantly improve working conditions for Abipa Canada Inc. employees.



Scan the QR Code to read the full article.

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**HAVE A GAME OR PUZZLE YOU
WOULD LIKE TOO SEE IN THE
NEWSLETTER?
SEND YOUR SUGGESTIONS
OR REQUESTS TO,
IAM.KEVIN.GALLANT@GMAIL.COM**

NOV - 2025

**CONGRATULATIONS TO THOSE CELEBRATING
YEARS OF SERVICE IN LOCAL 905
DURING THE MONTH OF NOVEMBER**

31 Years Jesse Wilson	6 Years Jacqueline John
27 Years Eric Pinto	5 Years Adam Gillespie
27 Years Robert Marlowe	5 Years Connor James
26 Years Todd Dumoulin	4 Years Trideep Jaswal
25 Years Kevin Seaborn	4 Years Stephen Imeson
25 Years Neal Kent	4 Years Keith Burch
21 Years Chad Gilmour	4 Years Trevor Trumbley
20 Years Michael Bond	4 Years Taylor Whalen
20 Years Gerard Koene	3 Years Kevin Gallant
20 Years Donald Lockhart	3 Years Marty Da Silva
14 Years Kelly Comstock	2 Years Chris Godwin
12 Years Jesse Taylor	2 Years Cory St. Pierre
12 Years Douglas Collier	2 Years Gavin Kimball
8 Years Yan Lin Chen	2 Years Nathan Kimball
8 Years Zachary Gonzalez	2 Years Hemanth Muvva
8 Years Mihajlo Trunic	2 Years Aaron Long
8 Years Limin Fang	1 Year Asif Patel
8 Years Nicholas Gatenby	1 Year Shannon Wheadon
8 Years Skylar Syvret	



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WORKING TOGETHER FOR WORKERS' RIGHTS

(IAMAW.CA) OCT. 24, 2025

IAM Union representatives recently met with The Honourable John Zerucelli, Secretary of State for Labour, to address a pressing issue affecting airport employees: contract flipping.

The meeting included IAM District 78 President Mike Edwards, Directing Business Representative Eric Johnston, and District 140 President & Directing General Chairperson Dave Flowers.

Contract flipping occurs when airport contracts with third-party providers are renewed. When a contractor loses a contract, workers' negotiated rights can be jeopardized. New employers aren't obligated to keep existing employees, and even if they do, workers may lose some of the benefits they had under the previous contract.

The IAM Union stressed the importance of protecting workers through successor rights and sufficient notice periods, allowing employees to navigate the uncertainty that comes with changing contractors.

This collaborative effort across districts demonstrates the power of working together to drive meaningful change for workers.

Scan the QR Code to read the full article.



IAM UNION AT THE 2025 CANADIAN AEROSPACE SUMMIT

(IAMAW.CA) NOV. 3, 2025

IAM Union at the 2025 Canadian Aerospace Summit

The IAM Union (formerly IAMAW) participated in the 2025 Canadian Aerospace Summit, hosted by the Aerospace Industries Association of Canada (AIAC). The event, themed "Challenges & Opportunities," gathered hundreds of aerospace companies, government officials, and innovators to discuss the future of aerospace and defense in Canada.

Key highlights included:

- Opening remarks by Mike Mueller, AIAC President & CEO, emphasizing the need to strengthen Canada's defense strategy.
- Insights from Pierre Pyun on industry challenges and growth potential.
- Focus on safety, certification, and sustainability by Philippe Jr Ngassam and Uwe Zachau.
- Minister Steven MacKinnon highlighted aerospace as a \$34 billion industry supporting over 225,000 jobs, and described the sector's transformation through AI, automation, and drone technology.
- Lieutenant-General Jamie Speiser-Blanchet discussed modern defence challenges, including cyber threats and the need for new strategies.

The IAM's participation ensured the voices of skilled workers were represented in shaping the industry's future.



Scan the QR Code to read the full article.

THE HISTORY OF THE OCCUPATIONAL HEALTH AND SAFETY ACT

(WOHIS.ORG)

Ontario Occupational Health & Safety Act

The Ontario Occupational Health & Safety Act (Document) was inspired by the British Factory Act and first introduced as the Factory Act of 1884. While it aimed to restrict child and women labor and set work hour limits, it was vague and unenforceable.

A major shift occurred in 1960 after a fatal accident, leading to the Industrial Safety Act of 1964, which defined "safety" and improved worker protection.

In the 1970s, worker activism and the Ham Commission (1974) led to the creation of Joint Health & Safety Committees (Document).

Key milestones:

1975: Ham Commission recommends joint committees.

1976: Bill 139 allows the Minister to order joint committees.

1978: Bill 70 establishes the Occupational Health & Safety Act, making joint committees mandatory.

1987: Bill 79 adds the Workplace Hazardous Materials Information System.

1990: Bill 208 broadens joint committee requirements and introduces certified members and the right to stop work.

The Act grants workers three fundamental rights:

Right to Know: Employers must inform workers about workplace hazards.

Right to Participate: Workers can join health and safety committees and contribute to safety decisions.

Right to Refuse: Workers can refuse unsafe work, with specific procedures outlined in the Act.

The Act sets minimum standards for workplace safety and recognizes workers' rights. For more information, contact the Windsor Occupational Health Information Service (Document).

Scan the QR Code to read the full article.



WHICH INDUSTRY IN EACH PROVINCE IS MOST THREATENED BY TARIFFS?

(CBC.CA) OCT. 28, 2025

Canada is facing mounting trade challenges as U.S. negotiations stall and tariffs increase across several key sectors:

Ontario's auto industry is under threat from new U.S. tariffs, leading to production shifts and job losses. Premier Doug Ford opposes dropping tariffs on Chinese electric vehicles, citing the need to protect local manufacturing.

British Columbia's lumber sector faces a 10% tariff hike, with Premier David Eby calling for federal support to treat forestry as a national emergency.

Alberta's oil and gas industry is affected by lower global demand and prices, though direct U.S. tariffs have been limited so far.

Saskatchewan and Manitoba's canola and pork producers are hit by steep Chinese tariffs, causing significant financial strain. Premiers Scott Moe and Wab Kinew urge Ottawa to reconsider its own tariffs on Chinese electric vehicles to help farmers.

Quebec's manufacturing and aluminum sectors are expected to see a 1.4% GDP drop by the end of 2026 due to U.S. tariffs.

Atlantic provinces like New Brunswick, Prince Edward Island, Nova Scotia, and Newfoundland and Labrador are experiencing negative impacts on their lumber and seafood industries from both U.S. and Chinese tariffs.

Canada's premiers remain divided on how to respond, but all agree urgent action is needed to protect jobs and local economies.



Scan the QR Code to read full article.

IAM UNION: BOEING HAS BACKED ITSELF INTO A CORNER

(GOIAM.ORG) OCT. 31, 2025

ST. LOUIS, Oct. 31, 2025 — IAM Union (International Association of Machinists and Aerospace Workers) District 837 sent the following message to the District 837 membership: "Since the strike began, Boeing has continued to back itself into a corner.

The company keeps saying it will not change the "economic parameters" of its offer. That's not strength and that's not bargaining — that's stubbornness. And it's a strategy that's failing fast.

To put this in perspective, we estimate that the difference in added costs between the union's latest proposal — which Boeing summarily rejected without even offering a counter — is approximately **\$8 million more over four years** when compared to the first four years of the company's latest five-year offer.

Every day this strike continues, Boeing moves further away from meeting its obligations to our military and our allies, to its investors, and to taxpayers — **all over \$8 million spread across four years**. At the same time, this company has handed out **\$100 million in golden parachutes** to failed CEOs, reported **\$23 billion in third-quarter revenue**, and sits on a **\$76 billion defense backlog**.

It's clear that the company is simply doing this to try to break you — and to break your union. It's not going to work. And it shouldn't be acceptable to anyone who counts on Boeing that they're putting ego over military production and national security.

Boeing can't spin or stall its way out of this. The only path forward is to sit down and negotiate with the skilled, experienced workforce that actually builds these aircraft and keeps our national defense strong.

Your IAM District 837 Bargaining Committee remains ready to reach a fair and realistic agreement — one that respects your value, restores dignity on the shop floor, and gets our members back to doing the work that only you can do.

Stay strong. Stay united. Boeing chose this fight — and only bargaining in good faith will end it."

Scan the QR Code to read the full article.



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NEW CUPE POLL SHOWS MAJORITY OF ONTARIANS WANT LABOUR MINISTER TO RESIGN OR BE FIRED OVER SKILLS DEVELOPMENT FUND

(DURHAMRADIONEWS.COM) NOV. 3, 2025

The Canadian Union of Public Employees (CUPE) is releasing the findings of a new Abacus Data poll asking Ontarians about Labour Minister David Piccini's connections to the province's Skills Development Fund.

Ontario's auditor general released what the union calls a scathing report about the misuse of the funds. It found Piccini, who is also the Peterborough-Northumberland South MPP, was very involved in selecting which projects receives money from the massive fund, but didn't document reasons why they were selected. The report concluded the selection process was not transparent, fair or accountable.

The new CUPE poll revealed 52 per cent of respondents think Piccini should quit or be fired. Forty-three per cent of past Ontario PC voters agreed its time for him to leave Premier Doug Ford's cabinet while only 19 per cent believed Piccini should stay on.

"Calls for accountability are only growing louder," said CUPE Ontario President Fred Hahn. "Minister Piccini has used the Skills Development Fund – \$2.5-billion of the public's money – as a slush fund to benefit insider friends of the Ford Conservatives. It's the latest corruption involving lobbyists from the Ford government and clearly the people of Ontario want the person in charge to be held responsible."

"The question is, does Doug Ford respect the people of this province enough to demand basic ministerial accountability from David Piccini, or has the premier learned nothing from the Greenbelt lobbyists' scandal?" asked Hahn.

The poll also revealed 46 per cent of those surveyed believe this latest controversy is an indication of a bigger problem with the Ford government and how it awards contracts and grants. Twenty-three per cent felt the scandal is mainly about Piccini.

"The 'circular economy' of donations to the Ontario PC Party is sadly familiar," remarked Hahn. "Parts of this latest funds-for-friends debacle are eerily reminiscent of the Chrétien Liberals' sponsorship scandal, and that led to arrests by the RCMP, a federal election and a national public inquiry."



Scan the QR Code on the left to read the full article.
Scan the QR Code on the right to read the Auditor General's report.



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STRIPPING WORKERS' BASIC RIGHTS IS AN ATTACK ON FREEDOM

(UNIFOR.ORG) OCT. 29, 2025

EDMONTON—The provincial government's back-to-work legislation is a sweeping attack on the basic rights and freedoms of workers in Alberta and a gross over-reach of government powers, says Unifor.

"Instead of working together to protect the Canadian economy and Canadian jobs, the Alberta government is choosing to fight workers," said Unifor National President Lana Payne.

The use of the Notwithstanding Clause robs Alberta teachers of their constitutionally protected right to strike. Alberta Bill 2 imposes a collective agreement, prohibits the union's right to a legal challenge, and limits debate in the legislature, among other overreaching measures.

The government's attack on the rights and freedoms of working Albertans comes during a time of unprecedented economic turmoil caused by U.S. President Donald Trump's unpredictable use of tariffs against Canadian workers.

"Albertan workers are already under attack from Donald Trump. The last thing we need is a double-barreled attack from our own government in Edmonton," said Unifor Western Regional Director Gavin McGarrigle.

"The teachers' strike was about fixing the chronic problems with public education. After Bill 2, absolutely nothing has changed, except Alberta workers have fewer rights and freedoms today than they did last week."

Unifor represents nearly 4,000 education sector staff in Alberta working as education assistants, therapeutic assistants, librarians, secretaries, custodians, cafeteria workers, and bus drivers.

"The anger at the UCP government goes well-beyond teachers and parents. Unifor members on the front lines of public education delivery are fed up with being short-changed by this government," said McGarrigle.

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.

Scan the QR Code to read the full article.

