

THE IAM UNION Journal

DECEMBER 2018

THE IAM JOURNAL IS A PUBLICATION OF IAMAW CANADA • REPRESENTING CANADIANS SINCE 1890

BROADENING THE SPECTRUM

NEW MEMBERS AT SPECTRUM

Stan Pickthall, Canadian General Vice-President meets with the new members of IAM local 1231 on the occasion of their charter signing

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THE IAM: THE OBVIOUS CHOICE!

BY STAN PICKTHALL, IAM CANADIAN GVP

When I think back on 2018, it brings a smile to my face, a smile of satisfaction and a smile of pride that the IAM is the obvious choice for workers looking for representation.

This year has been one of unprecedented growth for our membership. We grew our Union in Canada by more than ten percent and those new members came from every corner of this great country because they were seeking a voice, representation and a better life for themselves and their families and the IAM was the obvious choice.

We have become a major player in Ontario's Healthcare sector. We organized 2,400 new members at Spectrum Healthcare, comprising of Personal Support Workers and Registered Nurses. I would have to go back over more than 20 years for an organizing victory of this size and magnitude and it couldn't have come at a better time. In the current environment of contract flipping and growing precarious work, this was welcomed news. It shows if you can reach people, educate them on the benefits of belonging to a union and show them they can have a better life for themselves and their families, they will gladly take advantage of the opportunity.

The Spectrum organizing victory was due to the great work of GLR Ralph Martin, Organizer Scott Jackson and the officers and members of District Lodge 78. This coincided with our new IAM Organizing initiative. Our well-trained IAM representatives, Organizers and District and Local Lodge organizing committees have certainly endorsed this new organizing program. It has become something of a steamroller with its gathering momentum. Michel Richer with the full support of engaged officers and membership of Local Lodge 1751 brought 400 ramp and airport groomers at Swissport in Montreal, then Pierre Grenier and his team at District Lodge 11

brought in 75 new members at Tekalia Aerospace and now a breakthrough in the automotive sector with 120 members at Leberge Trucking. We had great work by Sam Jabbar and Tal Rayat who produced voluntary recognition for 280 wheelchair assistants at AAS at Toronto Pearson after a contract flip. We had more air transport success at ATS in Calgary, Edmonton and Carillion in Toronto. For these workers, the IAM was the obvious choice.

I think it speaks volumes when the business representatives of other labour organizations in Canada come to you for representation! This year, the bargaining reps of the CLC, IBEW in Sudbury, UFCW in Alberta and COPE in Toronto have become members of the IAM joining reps from Elementary Teachers Federation in Toronto and the Nova Scotia Government Employees Union.

We will continue with this momentum into 2019, spreading the word that there is an organization that can provide workers with better wages, benefits, dignity and a better way of life.

Go IAM and stay Rock Solid! ■



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STILL FLYING HIGH AFTER 20 YEARS



Halifax, N.S. The largest IAM district in Canada celebrated its 20th birthday in October and it was only fitting that the celebration take place in Halifax, where it all began in 1998.

At the time the airline industry was in a state of deregulation and the IAM Canada had two airline districts, DL 148 representing Air Canada and DL 721 representing Canadian Airlines International and several smaller air transport groups. The signs were there for all to see, things were about to change and if we didn't consolidate into one group, the future wouldn't be sunny for air transport in Canada. "There was a fashion in 148 and a fashion in 721 and let me tell you, these people didn't see eye to eye," explained retired Canadian General Vice-President Dave Ritchie. "We brought together 26 locals from air transport across the country, put aside our differences, drafted new set of bylaws and formed Transportation District Lodge 140, a brand new entity."

"If you want to ask, did I inherit a mess? No, we had two groups of members coming from 40 different companies, predominantly Air Canada

and Canadian with two different ways of doing things and putting it together was a challenge," recalls Grand Lodge Representative Ron Fontaine, the first President and Directing General Chairperson of District Lodge 140.

During its first 20 years, Transportation District Lodge 140 survived the merger of the two districts, the restructuring of Canadian Airlines International in 1999, then its subsequent purchase by Air Canada in 2001, the Air Canada bankruptcies of 2003 and 2008, the sale of Air Canada Technical Services to Aveos in 2008, the bankruptcy of AVEOS in 2012 and the defeat of three raids on its members Garda Canada.

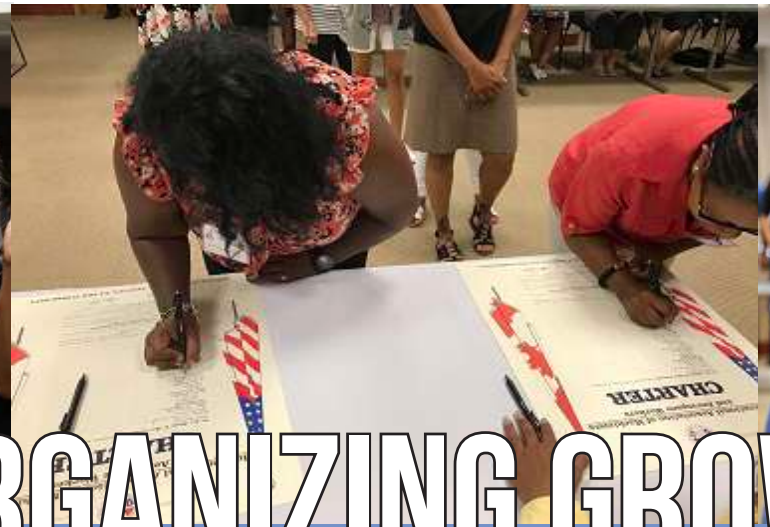
In this, its anniversary year, IAM Transportation District Lodge 140



IAM DISTRICT 140 CELEBRATING



has enjoyed unprecedented growth bringing 1116 new members into the IAM with successful campaigns in Vancouver, Edmonton, Calgary, Winnipeg, Toronto and Montreal. "This year is proof of what can be accomplished when we pool all of our resources to grow this union," said current DL 140 President and General Chairperson Fred Hospes. "I want to commend all of our organizers, our locals and their organizing committees for their tremendous work. I want to thank the staff at IAM Canadian office and IAM District Lodges 11, 78, 14, 181 and 250 for their continued support in making our organizing drives a success. The IAM is the largest union in the Canadian Air Transport Sector and it will continue to expand because of our joint efforts." ■



ORGANIZING GROWTH IN 2018 BEGAN WITH



Toronto, ON – The IAM in Canada increased its numbers in 2018 by 10 per cent and the largest contributor to that growth was a single campaign that was unorthodox to say the least. The name Spectrum Health Care brings a smile to the face of IAM Grand Lodge Representative Ralph Martin. “These people don’t work in a factory, they don’t load baggage on airplanes, they don’t build airplanes, they don’t fix them either,” explained Martin. “You will however find them in individual homes across the Greater Toronto Area (GTA) providing in home health care.”

When Spectrum Health Care announced it was merging its two divisions – Spectrum Health Care and Spectrum Patient Transfer – into one company, IAM Grand Lodge Representative Ralph Martin and IAM Grand Lodge Organizer Scott Jackson, acted quickly and quietly. “We already had a healthy relationship with Spectrum, representing their Patient Transfer ambulatory drivers, attendants,” explains Martin. “They’re what is known as a related employer and we already had a province-wide certification with part of the new company and that’s how we approached it.”

The new group, 2,000 Personal Support Workers (PSW) and 400 Registered Nurses (RN) will form



GROWTH IN CANADA AN WITH A BANG!

their own Local Lodge – Homecare Workers Local 1231 – as part of IAM District Lodge 78. They work in multiple locations across the Greater Toronto Area (GTA) from Pickering in the east to Peel Region in the west and York Region in the north. “This didn’t happen overnight,” explains Jackson. “Years ago we recognized we were losing members in our manufacturing base and we had to start looking outside of our ‘organizing box’ as it were. It began with Ontario Patient Transfer (OPT), and continued to grow with retirement and long term care facilities to become the fastest growing sector in District 78.”

“You can’t do something like this in a couple of months, this goes back more than a year,” says Martin. “We worked hard to establish a good working relationship with Spectrum since they bought OPT a few years back and that has worked in our favour. But it still presented a challenge because we’re not talking about a large group in one area, but several small groups over the breadth of Toronto and it’s a case of the left hand may not see the right hand for several months at a time so it took time for the word to get out. Workers talk to one another and in this case,

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CONTRACT FLIPPING — THE BANE OF UNION EXISTENCE AT FEDERAL AIRPORTS!

Toronto, ON – Since the mid 1990's, airport authorities at Canada's major airports, especially Toronto's Pearson International have practiced contract flipping in attempts to reduce costs and defeat unions representing workers.

The IAM had its biggest contract flipping set back in May 2015, when Air Canada walked away from long term agreements with aviation fuel providers in Montréal and Toronto. Consolidated Aviation Fueling was undercut by Swissport - a non-union supplier. The Montréal-Toronto fuel consortium was the oldest and most experienced in the country supplying Canada's major Airlines for more than fifty years. "We have members with as much as 47 years experience and now they're faced with a job that has no pension, no benefits and near minimum wage," said IAM Transportation District 140 General Chairperson Mike Corrado. "Why do 300 people have to lose their jobs just so an airline can squeeze another dollar into their pockets, it's another example of corporate greed."

When the federal government announced in 2017 it was entertaining changes to the Federal Labour Code, the IAM and the Canadian Labour Congress were quick to demand that contract flipping be included in the amendments to the code. "The race to the bottom is not where we want to be in this country," stated Employment Minister Patty Hajdu at the end of a round table consultation with representatives of

the IAM, CLC and other unions concerning changes to the federal Labour Code. "Other CLC affiliates quickly adopted the IAM position that contract flipping must be addressed in the new revision of the code," explained IAM Political Action Grand Lodge Representative Lou Pagrach. "We are demanding that the provisions for a 'sale of business' be applied and included in the Code to address contract flipping. However the wheels of government move slowly and any changes to the Code won't occur until the spring of 2019, an election year. So the IAM had to find an alternative to 'stop the bleeding' of contract flipping.



Pre-emptive Strike

Often unions only react to conflict flips but in 2018, the IAM became pro-active, meeting the issue head on before it became a problem. IAM Transportation District Lodge 140 organizers Sam Jabbar and Tal Rayat turned this solution to contract flipping into an art form. In April 2018, TGAS lost a portion of its work at Pearson International to a new service provider AAS

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Pearson Airport's Terminal One was the scene of important changes to Canada's Labour Code yesterday. Federal Labour Minister Patty Hajdu announced legislation improving Canada's labour standards as outlined in Part III of the Labour Code.

INTERNATIONAL TRANSPORT WORKERS FEDERATION (ITF) 2018 CONGRESS

By Carlos DaCosta – Canadian Airline Coordinator



FROM LEFT: GVP Stan Pickthall; Dan Janssen, LL2323; Mike Corrado DL140 GC, Carlos DaCosta, Canadian Airline Coordinator

Mike Corrado, DL140 General Chair makes a presentation on airport workers at the IMF in Singapore



Singapore -IAM Canada was a part of a vigorous delegation that participated in the 2018 ITF Congress. What follows is a summary of the main work programs that were approved by the delegates in attendance for the next 5 years.

The 2400 delegates in attendance at this ITF Congress voted to support a new strategy program and have set priorities for the Civil Aviation section of the ITF which covers workers in air transportation around the world.

These can be broken down as follows:

- **GROWING AND ACTIVATING MEMBERSHIP**
- Organize key airport hubs and share good organizing methods
- **INNOVATIVE CAMPAIGNING**
- Challenge unfair competition from non-union airlines through

union organizing and campaigning

- **GLOBAL AND REGIONAL POLICY**
- Promote good regulation of global aviation through a stronger voice at the International Civil Aviation Organization (ICAO) meetings
- **WOMEN TRANSPORT WORKERS**
- Strengthen and promote gender equality policies and support women's leadership and organize women workers at same time
- **YOUNG TRANSPORT WORKERS**
- Increase membership and build youth structures across all sectors around the world

All of this must be coordinated with other labour friendly

international groups so that we have a coordinated organizing strategy and campaign platform to address technological change and unemployment challenges.

Finally, every project and mandate that has been approved by the delegation at the 2018 Congress, is in line to further enhance worker protection regardless of which country you live in. Globalization is a big threat to all workers and together as an international group of unionists we must stand together and work as a team to curb corporate and government advances that are detrimental to all workers regardless of which sector you work in.

The IAM can proudly say that they have stepped up to the plate and continue to support the ITF, and continue to attend their meetings in order to achieve global solidarity! ■

IT'S BEEN A GOOD YEAR!

Toronto, ON – Anytime you can expand your membership by more than ten per cent in one year you know someone has been doing something right. In 2018, at the time of this printing, the IAM in Canada has organized in excess of 3,600 new members. This is the result of many factors, a new organizing model, acting upon new leads like never before, entering into new sectors, thinking outside the organizing box and a tremendous amount of work by everyone concerned.

“It’s a total team effort,” says IAM Canadian General Vice President Stan Pickthall. “Our organizers, the district and local lodge organizing committees have embraced this new initiative and the results show that. The tremendous victory at Spectrum has spawned a new Health Care Organizing sector. It was a very special day when Local Lodge 1231 was awarded its charter, it capped off a great effort”

Pickthall was also quick to point out the success the IAM has had attracting Business Representatives from other unions into the IAM family. “They may be Business Representatives from other unions but they require the same representation as any other union member and I’m proud that they have turned to us for that representation.”

“We continue to add automotive dealerships across the country, we’re increasing our footprint in aerospace and we continue to expand in Air Transport with new groups in Québec, Ontario, Manitoba and Alberta. We’re on a roll and we’re leading our union, Canada has set the benchmark and I’m extremely proud of that fact.” ■



Top:
Sam Jabbar and
Lou Pagrach



Left:
Stan Theofilaktidis,
Dave Freeman,
Carlos DaCosta,
Fred Hospes

CONTRACT FLIPPING

CONTINUED FROM PAGE 6

Canada Inc. “We told the new employer that the IAM wanted to make sure the new company would grow,” explained Jabbar. “I told them if they grow so do we and everybody will win. Not only did the IAM receive voluntary recognition certification but 150 of our former members at TGAS transferred over with full benefits and their seniority intact. AAS has also hired 100 additional workers and these members will receive full benefits and paid lunch while on probation. This employer gets it and we’re starting a working relationship on the right note.”

Less than a month later, the IAM turned another contract flip at Pearson International into gold. This flip involved Smarte Carte, the firm responsible for passenger baggage carts at the airport, who lost to a new service provider, Carillion. However, instead of possibly losing their jobs or having reduced wages and benefits with the new employer, the Smarte Carte workers, members of the IAM, not only retained their jobs but their wages, benefits, seniority as well as their union, thanks to the IAM. “It took six weeks of extremely hard negotiating with the employer, the GTAA and several face to face meetings with our members,” explained Jabbar. “IAM Transportation District General Chairperson Tal Rayat and I made it very clear to the employer and the GTAA that we were not going anywhere and they would not be able to start their operations without our members. We also made it known our members would not start their jobs without the IAM as their union representatives.”

“We have raised the bar with this agreement,” explained Rayat. “To achieve voluntary certification is a tremendous victory for us. We have provided a smooth transition for our members to their new employer while increasing our density at the airport with 35 new additional members.”

“We have shown once again why we are the largest union at Pearson and we continue to grow,” said a satisfied Jabbar. “We have turned another lemon into lemonade once again!” ■

ORGANIZING GROWTH - SPECTRUM

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they're in the same company and that's a bonus. They all want the same thing: a decent wage and pension plan, a flexible workplace as well as respect and dignity at work. The feedback from the meetings was very positive, especially the aspect of having a pension."

"I would have to go back more than 20 years for an organizing victory of this size and magnitude and it couldn't come at a better time," expressed a very pleased IAM Canadian General Vice President Stan Pickthall. "In the current environment of contract flipping and growing precarious work this is welcomed news. It shows that if you can reach people, educate them on the benefits of belonging to a union and show them they can have a better life for themselves and their families, they will gladly take advantage of the opportunity."

Over a six day period with these new members, the IAM conducted 38 meetings to educate them about the value of belonging to a union. "The one question I kept hearing from new members throughout these meetings," said Martin, "was what took you so long to ask us."

In August, IAM Local Lodge 1231 received its charter. Thirty-three members were sent to the IAM William Winpisinger Education Center in Hollywood, Maryland for executive officer and steward training. "The response was incredible," said Pickthall. "Their enthusiasm was something to see, they didn't want to take breaks, they wanted to learn as much as they could and they were very proud to take their oath of office."

The Spectrum organizing victory coincides with a new IAM organizing initiative. "This victory for Spectrum workers is the best example yet that the IAM's new strategic growth plan is working," said IAM International President Bob Martinez. "Across our union, we are thinking of new ways to bring dignity and justice on the job to working families who deserve representation at work. Our power at the negotiating table is growing by the day—and that's good news for IAM members of today and tomorrow." ■

NEW RESEARCH DIRECTOR HITS THE GROUND RUNNING

Toronto, ON – Since Ivana Saula started her new job as the new IAM Canadian Research Director, on September 1, 2018, she hasn't had much time to catch her breath. It began with back to back assignments – the PAC symposium and the IAM 2018 Aerospace Conference. These were followed by the DL 140 Convention in Halifax, an orientation course at the Winpisinger Center and the annual IAM Pension meetings in Las Vegas. In between she has spearheaded the writing of the new IAM Canada Aerospace Policy. "I'm still absorbing things but I'm impressed with how militant and strong this union is," she explained after her first weeks on the job. "These members live and breathe it, more than any other union I've encountered."

"It was a good introduction for her and I think she handled it very well," said IAM Canadian General Vice President Stan Pickthall.

Ivana Saula brings extensive research and education development experience to her new role. She comes to us from the Professional Institute of the Public Service of Canada where she started the education program for both stewards and members. She cut her union teeth with the Manitoba Nurses Union, where she led a project that was the basis of a successful lobbying campaign leading to legislative amendments and inclusion of the nursing profession under presumptive legislation for Post-Traumatic Stress Disorder. This project marked a major milestone in both legislative and policy contexts nationally and internationally. Ivana also has experience in studies examining labour markets, having research experience on a province wide study of precarious work and poverty. ■



Ivana Saula, IAM Canadian Research Director

CONTRACT NOTES 2018

Once again it was a busy year for our Business Representatives across the country and we're pleased to say that every agreement was achieved without the need of a strike. At the time of writing, the IAM has negotiated and ratified 26 collective agreements this year including 6 first agreements, which are a direct result of our impressive organizing efforts. The agreements are listed below. ■

Local Lodge	Employer	Members	Date
2413	Sky Cafe	63	January 30, 2018
714	Wasaya Airways	3	March 20, 2018
714	Wasaya Airways (ramp)	20	March 20, 2018
1295	Days Inn	16	April 4, 2018
1295	Anago Resources	55	April 9, 2018
2413	AAS	250	April 17, 2018
2418	Lounsbury (Bathurst)	17	April 19, 2018
103	Dana Corporation	126	April 23, 2018
2922	Berry Global	160	April 23, 2018
2413	Garda Access Control	93	May 17, 2018
2707	Kromet Industries	170	May 18, 2018
2413	Carillion	145	May 23, 2018
54	Novelis	244	June 6, 2018
456	Wheaton Chevrolet	42	June 29, 2018
2332	Highland Ford	26	July 11, 2018
2332	Prouse Motors	30	September 18, 2018
2332	Maitland Lewis	17	September 21, 2018
2921	Garda Canada	2,300	September 27, 2018
712	UTAS	23	October 3, 2018
1231	Spectrum Health	2,000	October 10, 2018
103	Cedarcroft	56	October 26, 2018
714	Swissport Winnipeg	18	November 5, 2018
2418	Lounsbury Mirimichi	18	November 6, 2018
1681	ATS Edmonton	150	November 9, 2018
1922	Ecojustice	7	November 9 2018
103	Cambridge Shelter	42	November 15, 2018

QUEEN'S PARK HAS BECOME A KAKISTOCRACY

Toronto, ON – He has been in office less than six months and already Premier Doug Ford has turned the province Ontario on its ear and managed to create a political fur ball for his federal counterparts. Queens Park has become a 'Kakistocracy', a term from 1644, which loosely translated means 'ruled by the worst, a government run by the least qualified.'

On 15 November, 2018, Ford cut French services in Ontario seemingly oblivious of the impact the decision has on the fortunes of the federal Conservatives in the 2019 federal election.



Doug Ford

During his fiscal update, Ford announced his government would cancel a French language university project for in Toronto and would be eliminating the position of a French language services commissioner. The government said the move was a cost-cutting measure, though it did not reveal how much money it expected to save as a result.

It created a firestorm of outrage in Québec with columns and editorials in every major Québec newspaper. Critics within the federal party are comparing it to former Prime Minister Stephen Harper's decision to cut services to veterans.

Couple this with the following:

- dismantling Bill 148 which provided workers with a minimum of three weeks' vacation who have worked more than five years, a minimum wage of \$15 an hour, termed by many as the most progressive labour legislation in the past thirty years
- cutting Toronto city council in half
- cutting refugee settlement and training
- reversing sex education to 1998 standards
- eliminating the carbon tax
- eliminating cap and trade
- cancelled Ontario's basic income pilot program
- eliminate three independent officers who report to the legislature, the Environment commissioner, French Language Services

commissioner and the Provincial Children's Advocate

- Elimination of free prescription medication for people under 25 with private coverage

Those are all of the things that Doug Ford and his government have taken away. What his government has given Ontario taxpayers are a series of scandals. Development and Trade Minister Jim Wilson resigned amid accusations of sexual assault. One of the Premier's aides, Andrew Kimber quit for allegedly sending sexually inappropriate text messages. Mr. Ford's Corrections minister was demoted after revelations that he and his law firm were embroiled in several lawsuits. Two election promises that haven't been delivered are the 'Buck-A-Beer' and the ten cent per liter reduction at the gas pumps. ■

FRANCOIS LEGAULT'S CAQ SWEEP TO POWER AS ANGLOPHONES STAY HOME!

Québec City, QC – Coalition Avenir Québec – CAQ – won a majority government on October 1st as incumbent Liberals and Partis Québécois faced historic losses in the provincial election.



François Legault

"The election results were disappointing to say the least," said IAM Québec coordinator David Chartrand. "This was the party who was farthest from our values but democracy has spoken." The CAQ stormed to a majority thanks to strong support from the predominantly francophone regions of Québec winning most of the seats in the suburbs of Montréal, in Québec City as well as central and western Québec.

François Legault and the CAQ won 74 seats in part because many of the Anglophones who voted Liberal in the past did not cast a vote in 2018.

For the Partis Québécois, it fell short of its objective of retaining official party status in the National Assembly. It needed 20 per cent of the vote or 12 seats but attained neither. It finished with just nine seats and 17.1 per cent of the vote. That vote share allowed it to stay just ahead of Québec Solidaire but the left-wing sovereigntist had one seat more with 10. ■

DID YOU KNOW?

The First recorded strike in Canada by workers at the Royal Shipyard in Quebec 1741

Trade Unions are legalized in Canada with the passing of the Trades Unions Act of 1872

Founding convention of Alberta Federation of Labour was July 13, 1912

New Brunswick Federation of Labour is founded September 16, 1913

Federal government enforces sedition legislation on unions – 1919

Winnipeg General Strike begins May 15, 1919

IAM Local Lodge 692 is founded July 22, 1919

Canada's first general strike begins in Vancouver August 2, 1919

Agnes McPhail elected as first female MP in 1921

IAM members join Stratford General Strike, army called out with tanks 1933

Unemployment Insurance Act passed in 1940

IAM organizes Champion Road Graders in Goderich, Ontario 1944

Canadian Labour Congress formed in 1956

Saskatchewan launches first Medicare plan in North America in 1962, Canadian Medicare begins 1968

Old Age Security comes into effect January 1, 1952, Canada Pension Plan takes effect 1966

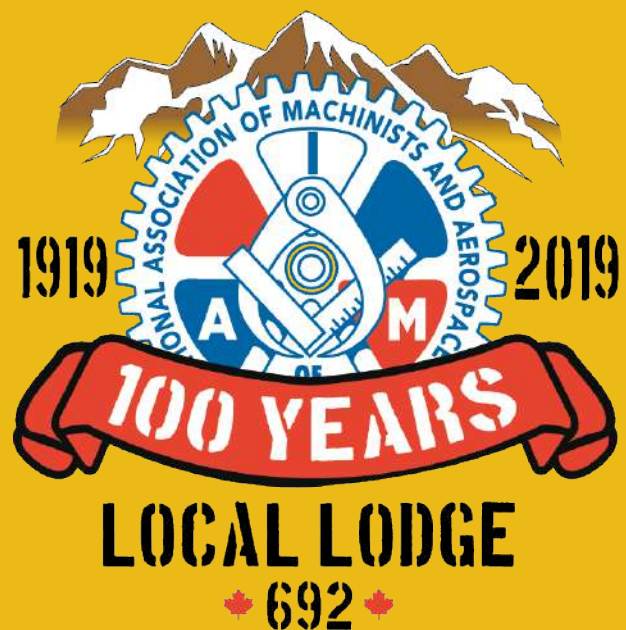
Bill C-45, prescribing corporate penalties for workplace deaths and injuries is passed 2004

The first IAM Canada Political Action Symposium September 2, 2014

IAM Local Lodge 1231 receives its charter August 2018

LOCAL LODGE 692, 100 YEARS AND COUNTING!

Vancouver, BC – On July 22, 1919, IAM Local Lodge 692 was formed in Vancouver B.C. Fifty applicants were named on the charter and it was signed by International President William H. Johnston and General Secretary Treasurer E.C. Davidson. In 2019, Local Lodge 692 celebrates its 100th birthday with a series of celebrations to be held in Kamloops on June 10th, Prince George July 13th, Vancouver July 27th, and in Fernie on August 10th. There are ongoing discussions and planning regarding activities within the celebrations, so stay tuned. ■



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SERVICE TO THE COMMUNITY

Of the many ways IAM members give back to their community, none stand out more than our charity golf tournaments.

The **Dave Ritchie Invitational Guide Dogs Tournament** is in its 22nd year and in 2018 it raised more than \$50,000 for our Union's charity. The tournament is held to raise money and awareness for the IAM's Charity Guide Dogs of America and this year



we had five special guests; Zack Gittlin from Guide Dogs and recipients of the Guide Dog program, Chris Soldan with his dog Blake and Tony Atilas with his dog Giselle. "I think it's important that our tournament participants see where the money they raise is put to use," explained former IAM Canadian General Vice President Dave Ritchie. "Through the money we raise, these dogs are trained and paired with people who are visually impaired. The improvement in their lives because of these dogs is what this tournament is all about."

Only in its third year, the **IAM Northwest District 250 Golf Tournament for Guide Dogs** continues to grow as more than 140 golfers swung for success.



"We surpassed last year's total this year raising in excess of \$55,000.00 for Guide Dogs," explained IAM Northwest District Lodge 250 Business Representative Al Cyr.

In Québec, more than 200 participants ignored the chilly temperatures to warm the hearts of the less fortunate, raising funds at the Maman Dion Foundation annual charity golf tournament.

"The IAM stands on two major principles – Justice on the Job and Service to the Community," said IAM Canadian General Vice President Stan Pickthall. "This gathering is an illustration of the commitment and passion of our IAM members in supporting families and children who don't enjoy the opportunity and privilege that is afforded to those of us who are here today. The golf tournament raised in excess of \$47,000.00 for the Foundation this year.

The Maman Dion Foundation provides children from disadvantaged backgrounds in Montréal and all regions of Québec with basic school materials, clothes and glasses following an examination by an optometrist. The Foundation encourages academic growth, self-esteem and desire to succeed. ■





PART OF THE AD CAMPAIGN FROM IAM LOCAL LODGE 712 AND IAM DISTRICT 11

THIS BELEAGUERED BIRD FINALLY HAS WINGS!

Montréal, QC – To say that the Bombardier C-series commercial airliner had teething troubles during its young life would be a tremendous understatement. It began life in March 2004 as a feasibility study, a five abreast seating, 20 per cent lower fuel burn, 25 per cent reduced maintenance costs and built with 70 per cent advanced materials. The narrow-body, twin-engine medium-range jet airliner was the biggest aircraft project in Canada since the AVRO Arrow in the 1950's.

There has been criticism for the amount of government investment, both federal and provincial, there have been numerous production delays, new engine fires while testing, intense anti-marketing by its competition, and punitive tariffs imposed by the U.S. government on behalf of chief competitor Boeing.

It struggled to achieve sales and then came the purchase of 50.01 per cent of the C-Series program by Airbus in October 2017 and everything changed. Orders began to come in, the IAM wisely negotiated a reciprocal agreement with Airbus that allows IAM members at Bombardier to transfer to Airbus if there are layoffs at Bombardier. Airbus announced it would build another C-Series facility in Mobile, Alabama to service the U.S. market while the aircraft for the Canadian and world markets would be built in Montréal. In July 2018, Airbus changed the name of the C-series to the A220-100/300. The response by the market has been positive, operational costs savings have been better than advertised and the aircraft has a 97 per cent service reliability record. As of October 31, 2018, 407 aircraft have been ordered and 47 have been delivered so far. Jobs are secure, the future looks bright and this bird definitely has wings! ■

THIS IS ONE OF THE BENEFITS OF PAYING UNION DUES!

Vancouver, BC – Union leaders are often asked by members and critics alike, what are the benefits of union dues? You need look no further than a British Columbia arbitrator's award given this summer. Arbitrator Julie Nichols ordered Finning Canada pay 10 IAM members in excess of \$130,000.00 plus interest in severance following a layoff dating back to March 2016.

"These workers were entitled to enhanced severance under the terms of the collective agreement agreed to by the company," explained IAM District Lodge 250 Business Representative Paul Pelletreau. "When the company declined to follow the terms of the agreement we filed a grievance and it subsequently went to arbitration and has taken this long to get our members the money they deserved. We proved our case and I'm very pleased with the outcome."

The grievance relates to the March 2016 layoffs of 13 electricians employed at Finning's Power Systems Branch facility in Richmond, BC (Richmond PSB). Of those laid off in March 2016, certain employees were recalled or transferred, but 10 employees remained on layoff. Two of those employees voluntarily terminated their employment during the recall period and eight remained on layoff until their rights expired. The ten individuals were paid severance under Article 27.01.

The arbitrator determined that employees who were laid off in March 2016 and not recalled are entitled to enhanced severance under Article 27.02 with interest as claimed. She also ruled that the two employees who voluntarily terminated their employment during the recall period be entitled to enhanced severance as well. The hearing took five days. Remember this the next time someone asks about their union dues! ■



PERSISTENT LOBBYING PAYS DIVIDENDS!

Ottawa, ON – The Concise Oxford Dictionary describes persistent as to continue firmly or obstinately despite obstacles, enduring, constantly repeating or nagging. That about sums up the IAM's lobbying efforts on Parliament Hill on the issues of airport privatization and contract flipping.

Contract flipping has been a thorn in the side of the IAM since the mid- 90's, in particular at Toronto's Pearson Airport. However over the past several years efforts by the IAM to bring awareness of this issue to federal politicians has been gaining ground. Numerous lobbying efforts in conjunction with the Canadian Labour Congress have found Liberal government willing to listen. The IAM was invited to a round table consultation with Federal Employment Minister Patty Hajdu to discuss changes to the Federal Labour Code. Other unions quickly adopted the IAM position that contract flipping must be addressed in any new revisions to the code. This wouldn't have occurred without persistent lobbying. We're going to continue to apply pressure to ensure these changes are made in the spring of 2019.

Earlier in the year, the Liberal government floated the idea of privatizing 18 of Canada's major airports to raise money for infrastructure projects. The IAM immediately began to lobbying politicians in opposition to the idea. We are the largest union at three of Canada's largest airports and airport privatization would be detrimental to our members. In February we lobbied members of the government and the opposition parties on Parliament Hill demanding a halt to the idea. In mid-summer we presented NDP leader Jagmeet Singh with a petition signed by over six thousand IAM members opposing the scheme. The petition was presented in Parliament. Within a few days, the government announced it would not proceed any further with the idea.

Persistence does pay off! ■



CANADIAN MINISTER OF LABOUR, PATTY HAJDU

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