

# THE IAM UNION Journal

DECEMBER 2019

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

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## CANADA CLEANS UP

*Sam Jabbar poses with his  
"2019 Organizer of the Year Award"  
with Stan Pickthall, IAM Canadian  
General Vice-President*

STORY PAGE 15

# THE IAM BELIEVES IN POLITICAL ACTION

By Stan Pickthall, IAM Canadian GVP

*“With the stroke of a pen, those who have their hands on the levers of power can wipe out in a few days all the gains that you’ve made at the bargaining table and on the picket line.”*

Tommy Douglas,

1968 Canadian Labour Congress Convention

In October Canadians elected a new Liberal minority government. We will be watching very closely how this functions in a minority government situation. And with the Jagmeet Singh and the NDP holding the balance of power, we will certainly be holding this new government’s feet to the fire and demanding progressive policies for working families. I am especially proud of the work and energy our members and activists put into supporting and electing progressive legislators from across Canada. While the outcomes we saw in many of those ridings did not match our efforts, the Machinists made it clear that we are not going anywhere!

This past year saw a number of important campaigns in the Political arena, including the Canadian Labour Congress January lobbying day, where the IAM for the 4<sup>th</sup> consecutive year brought the largest delegation of activists of any CLC-affiliated Union. In April, we brought out a significant team of IAM lobbyists to demand action on behalf of Airport Screeners, where we are the largest Union in the country.

At the IAM 2019 Staff conference called by International President Martinez, Canada was recognized for our continuing work in organizing new members into our great Union. Canada won the award for the top territory in organizing, and our own GLR’s Ralph Martin and Scott Jackson were recognized as top Organizers in the IAM, for their work in bringing Spectrum Healthcare into District Lodge 78.

Our organizing work continues, and we continue to build our membership with new organizing wins



coming regularly. Our organizers are creative and innovative in their approach to organizing, whether it is in pursuing targets in traditional sectors, or in new sectors. We have expanded our focus to hospitality and healthcare members, and have also been actively organizing Labour Representatives who work for sister unions across Canada.



2019 also saw the IAM in Canada bargaining with some of our largest bargaining units, including Bombardier, Airbus, Air Canada and Finning Alberta. Other negotiations took place in hundreds of other bargaining units from Newfoundland to Victoria, BC. I send a shout-out to all the Reps and bargaining committees who took on this important work, representing thousands of our members.

As we look ahead to 2020, our organizing, our bargaining, and our representation of our members continue to be priorities for the IAM in Canada. Likewise, our Political Action work will continue to be a focus, as we push for legislation that works for our working members. 2020 is also the year for our Grand Lodge convention, and I look forward to meeting with many of you when we meet next September in San Diego. There is a great deal of work to be done, and Canadian Machinists are up for the challenge! ■

## THE IAM LEADERSHIP

INTERNATIONAL PRESIDENT **ROBERT MARTINEZ JR.**  
GENERAL SECRETARY-TREASURER **DORA CERVANTES**  
CANADA **STAN PICKTHALL**  
WESTERN **GARY ALLEN** TRANSPORTATION **SITO PANTOJA**  
AEROSPACE **MARK BLONDIN** EASTERN **JAMES CONIGLIARO**  
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MIDWEST **STEVE GALLOWAY** TCU **BOB SCARDELLETTI**

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# IAM CANADIAN NATIONAL WOMEN'S PROGRAM

20 years, hard work and the results are now showing

*By Heather Kelley, Grand Lodge Representative, Educator*



It's been 20 years since the IAM constituted the Women's Committee - and there have been some real gains made by our sisters in the

IAM. We joined the International Executive Board in the form of the first General Vice-President (Diane Babineaux, followed by Dora Cervantes), as well as our first female General Secretary-Treasurer (Sister Cervantes). We are actively engaged right across our Locals, Districts and Provincial Councils in many capacities. Women are making a difference in the IAM!

Throughout this time, we've actively engaged in organizing, political action, health and safety, education, communication, negotiations and representation of the members. The issues we faced in the past, and those we face today, are real and still exist. This is why we continue our work.

A National Women's Committee would help bring issues forward which affect IAM women across the country as well as coordinate our efforts in communications and training. One of the mandates of the IAM Women's department is mentoring and it is imperative that our sisters here in Canada have the ability to communicate with each other and to be able to assist each other with information and resources that may not be available locally. (National Women's Committee, March 2000)

Through a survey of our membership we were able to put together a list of demands that our Women's Committees have continued to fight for:

- Job security and protection through the elimination of outsourcing. Ensure that all persons have the right to employment which provides for dignity and respect within their communities
- Ensure equity, dignity and respect within the workplace and within their unions amongst all workers (this includes all equity-seeking groups) regarding job progression and promotion, training and/or apprenticeships, wages, benefits, vacations, hiring, opportunities, etc. Ensure equity, dignity and respect in our communities for the elderly and disabled
- Guaranteed adequate paid family leave. Provide quality universal childcare and elder care
- Guaranteed universal health care
- Provide for effective and enforceable labour legislation and contracts. e.g. human rights, employment standards, health & safety (not just for the workers but also their families and their unborn children)



Heather Kelley and Louise Michaud, LL869



- Access to, and equity in, public education at all levels from grade school to university
- Guaranteed workplace training and/or apprenticeships in every workplace which does not infringe on the workers' family time
- Protection from violence, mental and physical abuse in all aspects of our lives - at home, at school, at work and in our communities
- Ensure that all persons in positions of power or authority can be held accountable for their actions
- Ensure that all forms of public education include accurate information on diseases (i.e. HIV/ AIDS), labour history, and the history of all equity-seeking groups
- Organized labour must have an equal voice and vote within any and all organizations that have the ability to execute changes which may affect them
- Ensure all people are not without the essentials to life, that they are recognized as equals and that they are treated with fairness, dignity and respect; which must be enshrined through adequate and enforceable measures.



Delegates at the IAM Women's Conference April 2019, Las Vegas, NV

## FEDERAL ELECTION

One of our own, Local Lodge 2323 Brother Dan Janssen ran a strong campaign in Barrie-Springwater-Oro-Medonte. Although he will not be going to Ottawa this time around, Dan worked hard to raise the profile of the NDP in a historically Conservative riding.

The top 3 Issues Going into the October 21<sup>st</sup> election

According to an Abacus Data poll (35%), those surveyed said that the cost of living was their main concern, followed by Healthcare with (34%) and climate change (29%).

**COST OF LIVING** - Across the country, people are having a harder and harder time keeping up. They keep hearing about the economy doing well for the rich, but they're not seeing the benefits for their families.

**HEALTHCARE** - We need to protect our public healthcare system and reduce out of pocket healthcare costs. We do not need to give more tax cuts to corporations and the rich, each dollar invested in healthcare, education, and other public services including the proposed Universal Pharmacare program generates five times more than each dollar given to a corporation as a tax cut.

**CLIMATE CHANGE** - The climate has never been a Conservative priority; they deny a problem even exists. Andrew Scheer's Conservative climate plan may satisfy corporations and his party base – mainly by cancelling the carbon tax, but it fails to explain how the Conservatives would cut emissions.

The election results confirmed that Canadians were not comfortable living with four more years of a Liberal majority government.

Lets work together to make that difference!

## CLC / AEROSPACE STRATEGY LOBBY

Once again, the IAMAW sent the largest contingent to Ottawa as seventy-two Political Action Committee (PAC) members joined over 200 other union activists to lobby their elected representatives on parliament hill at the annual Canadian Labour Congress (CLC) Lobby Day.

## UNIVERSAL PHARMACARE PLAN

Canada is the only industrialized country with universal Medicare that does not have universal coverage for prescription medicines. The latest polls show 91 per cent of Canadians want a national Pharmacare program, it's time to make medication available to all Canadians who need it.

# POLITICAL YEAR I

*By Derek Ferguson, Special Repres*

## PENSION AND BANKRUPTCY REFORM

Change bankruptcy laws so that workers and pensioners are first in line, not last, when it comes to paying creditors. After a lifetime of hard work, nobody should have to struggle to make ends meet in retirement.

## THE EXPERT PANEL ON MODERNIZING FEDERAL LABOUR STANDARDS

### CONTRACT FLIPPING

The first and foremost issue for the IAMAW is contract flipping and we will continue to vehemently advocate for legislation that protects our member's jobs. In the past, we have submitted our recommendations that would protect our member's jobs and uphold collective agreements that were negotiated. Namely, we asked that section 47.3 of the *Canada Labour Code* be applied to any permanent Airport Authority third-party service contractor and Airport Authorities.

### HEALTH AND SAFETY: FATIGUE AS A FORM OF IMPAIRMENT

Fatigue has been recognized in other professions that deal with the public, yet, our members are no less responsible for the public's safety, and the issue has not received attention. The IAMAW is urging the government to address the rise of part-time work, and ensure sufficient staffing levels are maintained in workplaces where the public's safety may be at risk.

### REDEFINING THE DEFINITION OF DANGER

The IAM's position is that legislators should define danger as, "any hazard or condition that could reasonably be expected to cause injury or illness to a person [who is] exposed."

### PAY EQUITY

Our union has worked relentlessly for pay equity making sure it is achieved in workplaces where our members work. We, therefore, propose the government keep its promise to narrow the pay gap between men and women to 91.7 cents, from 87 cents to the dollar.

# R IN REVIEW 2019

*Representative, Political Action*

## CANADIAN POLITICAL ACTION SYMPOSIUM

APRIL 2019

Canadian PAC members went to the W3 in April to create a communication plan for increasing membership engagement in their own local or workplace.

Members came together to:

- Assess the strength of their local/ workplace
- Begin to build from where they are at this time
- Build the power they need to succeed; and
- Build the power the labour movement needs to create a better province.



## AEROSPACE STRATEGY

The IAMAW recognizes the importance of the aerospace industry to the Canadian economy, and sees it as a promising industry of the future; one that will provide highly skilled and well-paid jobs, drive innovation forward in all sectors and that can place Canada as a strong global competitor. The IAMAW calls for a coordinated effort between provincial and federal governments, employers and labour.



## PROVINCIAL ELECTIONS

There are currently 7 right-wing Conservative governments across Canada whose destructive policies include cutting social services, and wages and can only be described as direct attacks on working people.

These cuts/attacks on public services across the country are not random; these cuts are part of well-orchestrated right wing agenda similar to the Trump style leadership model in the United States. ■

## THE C.A.T.S.A. LOBBY

MAY 2019

Across Canada, screening officers are subject to an unfair dispute resolution process that is arbitrary and infringes the most basic of principles in labour relations - the right to appeal and the right of unionized workers to Union representation.

## OUR DEMANDS

The Government introduce or support amendments to the Canadian Air Transportation Security Act (CATSA) that ensures a fair, timely, and transparent Dispute Resolution Process.

Our members deserve a dispute mechanism that is fair, timely and transparent at the local airport where they work.





# IAM PENSION PLANS AMONG THE BEST IN CANADA

Whether planning for retirement or just entering the workforce, retirement security is not an issue taken lightly. At time when fewer employers offer pension plans, when markets are unstable and under a downward pressure and the Canada Pension Plan is in jeopardy, retiring in dignity proves to be an unattainable goal for a growing number of Canadian workers. Many Canadian seniors live in poverty, a large number of those being women.

So, what are the options to better prepare for retirement?

Most people will save on their own, putting aside money as frequently as they can. For unionized workers the other option is to save through a group pension plan. But, what yields better savings and in turn, a more secure retirement, saving on one's own or through a group plan?

Research shows that those who save on their own save less over time, as they save less frequently, in smaller amounts, and end up paying more in RRSP fees. The average RRSP savings for someone nearing retirement in the next five years is a mere \$ 54,000. That is hardly enough to live comfortably.

In a survey examining 50 union pension plans in Canada, published in *Pension and Benefits Monitor*, our pension plans placed in the top 10. Our plans came in 7<sup>th</sup> overall, due to their stability and security, which ensures that our members can retire in dignity and maintain a comfortable lifestyle.

There are three factors that make it advantageous to save for retirement through a group pension plan. The fees and costs of maintaining a plan, annual fees, and rate of return. On all three fronts, IAM pension plans offered better rates and better savings.

*By Ivana Saula – IAM Canadian Research Director*

The fees and costs related to maintaining our plans are less than regular RRSPs, .67% versus 2.5%. Fees and costs are important as they impact your investment. Consider that annual fees of 2.9% results in 45% of your investment going towards paying fees to your financial planner, and the remaining 55% of your investment is paid as pension.



The rate of return is another factor that sets our plans from the rest, because the rate of return is greater and more consistent; it has been 6.6% over a decade and more importantly, payouts to retirees are not dependent on fluctuating interest rates. This means that the amount paid out to IAM retirees is guaranteed, and does not fluctuate based on interest rates.

The IAM has trustees who are legally obligated to act in the best interests of retirees, along with fund managers. Due to the size of our plans, we can achieve economies of scale and better control costs associated with maintaining funds that individual savers cannot.

We also have a dedicated pension fund office that manages all matters related to pensions, who can be contacted at:

## **IAM Labour-Management Pension Plan**

703-331 Cooper Street,  
Ottawa, ON, Canada K2P 0G5

Telephone: +1.888.354.5444

E-mail: [admin@iamlmpf.ca](mailto:admin@iamlmpf.ca)

[WWW.IAMLMPF.CA](http://WWW.IAMLMPF.CA)

[www.iammepp.ca](http://www.iammepp.ca)

## **But don't take it from us, read what our members have to say:**

*"The IAM Labour-Management Pension Plan will allow me to take early retirement. My financial planner has said our IAM Plan is one of the very best plans out there today. Now I can retire with dignity knowing that the money will be there each month for me. I don't have to be relying only on the Canada Pension Plan."*

*— Mike Beard*

# PROTECTING GAINS AND SECURING JOBS

## FIRST CONTRACT FOR AIRBUS CANADA WORKERS IN MIRABEL

By David Chartrand – IAM Quebec Coordinator



On June 15, 2019, at the Terrebonne Multifunctional Soccer Centre, members of IAM Local 712, working at Airbus Canada, accepted a new employment contract. Indeed, the members voted 76.16% in favor of the offer presented to them.

With this contract, the workers have chosen to establish industrial peace for the next five years. This puts Airbus in a good position to close sales of the A-220. In fact, the following week, at the Paris Air Show, Airbus secured commitments for 95 A-220s, of which at least 75 will be assembled in Mirabel, bringing the order backlog to 217 firm orders.

The new contract also paves the way for opportunities to increase the Airbus' footprint in Quebec and create new jobs. Indeed, the next collective agreement includes a clause on pre-fal (Final Assembly Line) activities

that could increase the number of workers assigned to these operations from 150 to 300 when the program reaches full production.

This first contract with Airbus Canada is a good foundation on which we can build to ensure that members maintain and improve their working conditions. Despite an increase in the amounts paid by members to maintain their group insurance coverage, they still retained their assets. Over the five years of the duration of the collective agreement, the wage increases

will be 2% for the first three years and 2.5% for the following two years.

Currently, there are approximately 1,200 IAM members employed by Airbus Canada, but as mentioned above all indicates that this number will increase over the next few years. Finally, indications are that this first contract with Airbus Canada provides a solid foundation on which we can build to ensure we maintain and improve our members' working conditions. ■





# HARD WORK AND A PLAN — ORGANIZING

by Ron Fontaine, Canadian Territory Organizing Leader



As many of you know, the Machinists Union had a tremendous year of organizing in 2018. In Canada we organized 3,786 of the 13,551 new members who joined the IAM family that year. Our Canadian territory organized the highest number of new members of any territory within the IAM, and for that I want to thank you.

As of August 1, 2019 though final numbers are not yet available, in 2019, Canada has organized almost a thousand new IAM members!

Canadian members are the best advertising tool that we have when talking to workers across the country. They tell the story of what their union does for them, and how their working life is better as a result of being a member of the Machinists.

Three years ago, President Martinez decided to overhaul the organizing program. He directed the Organizing Department to talk about what was working and what was not. He asked us to be honest and frank about what needed to be done to change our organizing program.

General Vice-President Stan Pickthall then directed us to concentrate on developing strategies regarding two core industries to begin with. We decided to target and focus on Automotive and Heavy-Duty Mechanics and Aerospace/Air Transportation industries.

He also directed each District or Local Lodge to develop strategies that fit within their specific strengths.

The new program appears to have worked in 2018, and Canadian organizers continue to adapt the program.

We held the first Canadian Organizing Summit in May of 2019. Over 60 activists met to discuss our organizing strategies for the future. What was working, what was not working, and what needed to be updated or changed. We discussed a National Plan and asked those in attendance for their input regarding our organizing strategies. We wanted to hear from those who actually do the work.

We discussed and had presentations on what our strategic targets should be. We talked about non-traditional sectors and industries that the Machinists had not been

involved in. In 2018, automotive and heavy-duty mechanics and aerospace/air transport were our initial focus. Although they remain our core industries, we have now branched out into the healthcare and hospitality industries.

Discussions took place regarding neutrality and voluntary recognition agreements. In many instances, particularly where contract flipping takes place (airports/healthcare) these agreements are the best way to protect our current members and their benefits.

Earlier this year, we developed a report on a National Aerospace Strategy titled Grounded Potential on the current state and future of the industry. This report will go a long way in showing those that are not unionized, that the IAM knows what is needed and how best to protect Canada's interests in aerospace.

As I said earlier, things will always change, and the IAM continues to adapt and use new strategies in organizing. The one thing that does not change however is our commitment to provide our members with the best service and representation we can.

That is our goal, and our promise. ■



**Bob Martinez Jr.**  
*International President*



**Stan Pickthall,**  
*IAM Canadian GVP*





# HUMAN RIGHTS & THE IAM – THE ROLE YOU PLAY

*By Heather Kelley, Grand Lodge Representative, Educator*



Everyone in the world is entitled to the same fundamental human rights. These rights include the right to live free from torture, the right to live free from slavery, the right to own property, and the right to equality and dignity, and to live free from all forms of discrimination.

Human rights describe how we instinctively expect to be treated as persons and those rights entitle us to a life of equality, dignity, respect, and a life free from discrimination. You do not have to earn your human rights. You are born with them. They are the same for every person. Nobody can give them to you. But they can be taken away.

Training is essential for all of our IAM Representatives to ensure WE are the solution to human rights issues faced by our members. The training we provide helps to reinforce our commitment to Human Rights for IAM members.

**Responsibility of IAM Local and District Representatives:**

- Establish and maintain a work environment free of discrimination and harassment and eliminating such, should it occur within their respective locations.
- Treat complaints seriously by investigating and taking appropriate action immediately.
- Promote anti-harassment and discrimination policies within the workplace and incorporate into collective bargaining agreements.
- Make reasonable accommodation where deemed appropriate.
- Communicate and reinforce union policy and procedure on discrimination and harassment to existing and new employees and/or members and ensure that at least two representatives or officers are properly trained to investigate and handle complaints. (See the IAM Human Rights manual for more)
- Promote the development in areas of protection for gender expression and identity recognition.
- Generational and cultural shifts can cause workplace conflicts – unions need to take a lead in reducing this conflict

- What was once acceptable may now be inappropriate and we need to stay in touch with the realities of today. i.e. Indigenous members reflect the original peoples in Canada and LGBTQ2I members reflect sexual orientation/identity/expression

Member-to-member conflict must be addressed quickly and fairly. Union solidarity should be strengthened through conflict resolution that reinforces equity in our workplace and in our representation of our members.

Workers with disabilities, both physical and mental, require policies, guidelines and accommodation to provide access to workplaces:

<https://bit.ly/2D6D9gh>

**Occupational Health and Safety** – Every province has its own legislation governing occupational health and safety. It focuses on identifying hazards, mitigating risks and protecting workers from harm. Canadian Centre for Occupational Health and Safety provides more information. Provides for protection from Workplace Violence or Domestic Violence.



If you are interested in Human Rights Training contact the Canadian Office ([hkelley@iamaw.org](mailto:hkelley@iamaw.org)) and we can work together to ensure that we have actions behind our words of Solidarity. ■

*Source: With files from the Canadian Human Rights Commission*

# CONTRACT NOTES 2019

Getting new contracts is a lot of hard work, but we witnessed many of them this year because our IAM organisers have been busy signing up new members into the union. With 12 new contracts, this represents many steps forward in providing representation to those workers who never had a union. We have also had great success with workers who are staff at other unions who wanted to join the IAM for better working conditions.

Managing the contracts we already have is also critical as we must maintain the standards we've set governing the work lives of our members. This year, there were 34 contracts ratified by

the membership. Some of the negotiations were difficult but most went smoothly. IAM Business Representatives, General Chairpersons and Grand Lodge Representatives all stepped up to the plate and hit home runs!

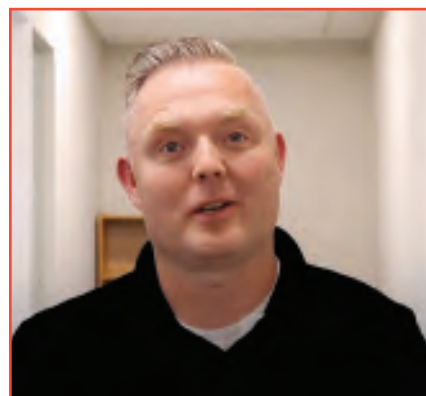
Although it is rare for IAM Locals in Canada to go on strike - contracts are well-negotiated and recognised as such by members, three local lodges went on strike this year. All of them were settled fairly quickly.

Altogether, in 2019, we welcomed **3,786** new members, many of whom are active and involved. Welcome to all those new members! ■

## FAREWELLS AND NEW BEGINNINGS



*In August, the IAM bid farewell to Carlos Dacosta and Bill Trbovich as they retired. Carlos was the IAM Canada Air Transportation Co-ordinator and Bill was our Communications Director and Journal Editor. We wish them both well and a long and healthy retirement. Well-earned brothers! ■*



*Keith Aiken is the new IAM Canada Air Transportation Co-ordinator.*



*Sam Jabbar was appointed Special Representative, Organising.*



# IAM ACTIVITIES IN QUEBEC

By David Chartrand  
IAM Quebec Coordinator



Several important events have kept the IAMAW busy in Quebec over the past year. I will summarize a few of them.

First, in preparation for the October 2019 federal election campaign, we distributed newsletters in our various bargaining units in the shape of a “Did you know that?” Topics included tax havens, airport contract flipping, and the need for an aerospace policy, universal drug insurance, improved corporate bankruptcy laws and disparity clauses.

From May 16 to 18, the 22nd triennial congress of the Quebec Council of Machinists took place in Victoriaville under the theme “We All Stand Tall”.

IAM International President Bob Martinez and Canadian General Vice-President Stan Pickthall delivered remarks that were greatly appreciated by convention delegates. The conference was also an opportunity for the Machinists to offer their support to a local community organization. Quebec Machinists donated \$12,100 to the organization Handicap-action Autonomy Bois-Francs, which helps people living with functional limitations and disabilities.

We also renewed collective agreements for Bombardier, Airbus Canada (*story on p. 7*), Tekalia Aeronautik and Gaudreau units. I want to applaud the tremendous work done by the negotiating committees and business representatives during these negotiations.

The first Airbus Global Forum (AGF) was held in Paris Le Bourget on the 20<sup>th</sup> and 21<sup>st</sup> of June.

In line with the commitments made by Airbus Group management, the employee representatives from different global geographic areas were invited to participate in this event. The 16 employee representatives from 13 countries met and exchanged views to prepare for meetings with management.

The positive and constructive exchanges between the employer and the worker representatives provided the opportunity to identify common objectives and convergences, through the Airbus Group worldwide.

Following the AGF, three IAM representatives, Eric Rancourt, Guillaume Valois and myself, met with representatives of Force Ouvriere (FO), the union representing the majority of members within the Airbus group in France. We continue to develop this important relationship between our unions for our membership.

As we all know, Air Canada has made an offer to purchase Air Transat. This could have an impact on members in Quebec and the rest of Canada. IAM District 140 and its representatives are closely following developments in this case.

On June 25th, news came of Bombardier’s CRJ sale to Mitsubishi Corp. Mitsubishi

intends to stop production of CRJs once the order backlog has been filled. For the union team at IAM Local 712 and all of our members who contributed to the success of this program, this is the end of an era. In the coming months, the main concern of IAM officials will be to work to limit the damage to affected members by first attempting to relocate them within Bombardier or to Airbus Canada by using the reciprocal agreement that we have put in place in 2018.

In the meantime, we also plan to have a meeting with Mitsubishi to see if they intend to become more involved in Quebec’s aerospace ecosystem. In this regard, a brief discussion has already taken place with Quebec’s Minister of economy, Pierre Fitzgibbon. The expertise we have developed in the regional aircraft sector through the CRJ program is an asset to the entire Canadian aerospace sector. The loss of this asset is a risk to our industry, which is why we must put pressure on our elected representatives and all stakeholders to try to preserve it.



# THE FIGHTING MACHINISTS CONTINUE TO FIGHT FOR YOUR RIGHTS



**Keith Aiken, Canadian Air  
Transportation Coordinator**

It has been a tremendous year in transportation for the IAM. Our representatives and their teams have been hard at work and have done an excellent job organizing, at the bargaining table and in political action. These teams have fought hard to improve standards in transportation, and it is being noticed. The IAM is the Union of choice in transportation with ongoing organizing campaigns across the country.

Some of the key relationships the IAM has formed have also helped contribute to our successes over the year:

- The International Trade Workers Federation (ITF)
- Canadian Labour Congress (CLC)
- International Civil Aviation Organization (ICAO)

This year alone, our teams have brought in more than 5,000 new members and our representatives are busy negotiating new first agreements. One such first agreement, for Sunwing Airlines, consisted of pay increases of a total of 18.5% over five years. The bargaining team did a fantastic job attaining industry leading wages.

In May 2019, a large delegation of our Airport Screening Officers descended on Parliament Hill in Ottawa to lobby for changes to the Canadian Air Transport Security Authority (CATSA) legislation. IAM members from Local Lodge 2921 and Local Lodge 16 lobbied for changes to the dispute resolution process as contained in the legislation. Under the legislation, CATSA could arbitrarily de-endorse our

screening officers without our members having the ability to appeal.

In early June, due to the IAM's lobbying efforts, NDP MP Scott Duvall from Hamilton Mountain brought this issue to the floor in the House of Commons on behalf of our members and all screeners across the country. That day, the Liberal Government came under fire for this unfair dispute resolution process and the message was sent that things need to change.

The many testimonials the IAM has heard from Screening Officers obliged us to move quickly to make sure our voices are heard by Members of Parliament before the next election. "We know our voice must be heard in order that Screening Offices get the fair and timely dispute resolution process they need and deserve," explained IAM Canadian General Vice President Stan Pickthall. "It's what most Canadians have, it's time Screeners did too."

This battle started before this fall's Federal Election and will continue on under the new government. We will not stop until we have justice for the Airport Screeners!

2019 has shaped up to be a great year and our hopes are even higher for 2020. Our representatives and teams will make sure of that. ■





# AI - OUTSOURCING OUR THINKING

“Every new piece of technology they implement is a little piece of us they take away.”

This powerful statement indicates the slow erosion of a job, the alienation of labour, and the loss of a personal touch that throughout history has been the result of technological change. The statement also illustrates the sense of connection and dedication workers have for their jobs, and how automation incrementally removes the worker from their work. Jobs are made obsolete, and new ones are created; this is the ebb and flow of technological change, which the labour movement has witnessed and been part of over the last 260 years.

It is anticipated that advancements in artificial intelligence, a field of computer science with the ultimate goal of replicating human intelligence, will propel the next industrial revolution. Our collective imaginations are mesmerized by daily reports of ground-breaking advancements in robotics, and what's certain is that like other industrial revolutions, this new wave of technological change will revolutionize our societies, social orders, politics, and all facets of life. What once was science fiction, is now reality.

With an overabundance of information on new developments and effects on the workforce, it's hard to assess the true state of things and the extent to which change has already occurred. This lack of understanding makes it difficult to assess the time frame in which workers will be impacted and the extent of the impact.

While technological change is not new, the form in which it's taking place is. Advancements in technology have typically alleviated strains of physical labour, however, artificial intelligence goes beyond this; as one scholar put it, for the first time in human history, we are outsourcing our thinking. Moreover, the pace of change is significantly faster than ever before and with each step, the world of work is changing. The IAM is taking proactive steps to understand and address emerging changes and threats.

In order to understand the changing landscape of work, the IAM launched a research study on

By Ivana Saula – IAM Canadian Research Director

technological change in the spring of 2019 with a member survey, followed by a survey for servicing reps. The second phase of the project began in late fall of 2019 with several focus group meetings across Canada, which has generated great interest and engagement.



The study is not over, but it is clear that there is evidence of automation. The effect of automation is not just job losses, rather it is a marked increase in workload, the pace of work, new tools, processes and materials, fewer interactions with co-workers and deskilling. Research also shows that there is heightened surveillance across all workplaces and industries, as new technologies provide ample opportunities for employers to track workers. It is very likely that we have also entered into a new phase of time motion studies.

We are also able to pinpoint the “hotspots”, industries in which technological change is occurring at a galloping speed, which is a call for us to act quickly and defend members at the bargaining table and beyond.

The most concerning finding is that technology is so normalized that we simply don't notice changes. As one IAM member stated, “it's a new normal, change creeps in slowly, gradually, and we don't even realize how automated our workplaces are.”

Focus groups continue to be scheduled and they have been the source of the most valuable and insightful information we have. The report on technological change is slated to be completed in early 2020 and will be followed by a lobbying campaign that involves starting a social dialogue on the changing world of work. As new technological change language has been developed for collective bargaining, we encourage all of our members to become familiarized, and stay tuned for the release of the report.

Most importantly, we ask our members to be aware of changes in their workplaces and their jobs, because job losses are not the only indicator of technological change, and by the time job losses occur, it is too late. ■

# CIRT — CRITICAL CARING FOR IAM MEMBERS



The IAMAW is providing Critical Incident Response Training (CIRT) classes at the Winpisinger Center (W3). The participants will take the knowledge they learn and apply it to each territory of the IAMAW to make sure we are ready to handle traumatic events that may arise in our workplaces and our communities.

The members of the class may be active Employee Assistance Program (EAP) representatives selected from across Canada by the General Vice-President (GVP). The main goal of the course is to train participants on how to best help individuals or groups cope with the effects of a traumatic event or critical incident.

“The IAM is committed to our CIRT team’s continued training and education so they are able to properly respond to tragic events. We will continue providing our CIRT team and EAP professionals the best resources to ensure our members’ well-being,” said Heather Kelley, Grand Lodge Representative.

In addition to reviewing their roles and responsibilities during a crisis and performing mock exercises, the class is also fortunate to have had the co-founder of the International Critical Incident Stress Foundation (ICISF), Dr. Jeffrey T. Mitchell, lecture them and share his expertise by video.

Dr. Mitchell is a Clinical Professor of Emergency Health Services at the University of Maryland, Baltimore County. He has also written over 275 articles and 19 books in the fields of stress and crisis intervention.

The CIRT class was developed by the Transportation Department in response to the horrific Pulse nightclub shooting in Orlando in 2016, which directly affected some of its members.

The CIRT team has responded to numerous incidents over the past year, including the aftermath of a deadly hurricane season and the recent fatal incident aboard a Southwest Airlines plane forced to make an emergency landing in Philadelphia.

Team members were recruited with GVP approval and attended CIRT training to become part of the IAM EAP Department’s CIRT network. CIRT training was held Aug 25-29, 2019 and Nov 11-15, 2019.

Training consisted of 3 separate parts (Parts 1, 2 and 3) and must be taken consecutively.

**ICISF** – recognized certification and successful completion of all training. “International Critical Incident Stress Foundation.”

CIRT Team members must possess ICISF-Recognized training and certification to be deployed and participate in the CIRT operation.

## **CIRT members will have a:**

Preparedness plan, recruitment policy, training, readiness forms and lists, database, helpline, activation and deployment plan and process.



***By Heather Kelley,  
Grand Lodge  
Representative,  
Educator***



# CANADA CLEANS UP AT IAM STAFF CONFERENCE

San Diego, CA – Canada surprised everyone, except Canadians, at the recent IAM International Staff Conference last week in San Diego, CA by taking top honours for organising. All IAM territories did extremely well, but Canada rose to the top.

This trophy was created to recognise the work being done in all IAM territories towards making the IAM stronger with new members. It's about creating power!

The International President's Excellence in Organising Award, awarded for the first time this year, recognises the work done by staff and members in invigorating the IAM membership. "While the union's slogan 'Organising is Priority One' was created many years ago, the hard work of organisers is finally showing big dividends," said Ron Fontaine, Canadian Territorial Organising Leader.

Among the Canadians recognised for their work in growing the membership were Ron Fontaine; Ralph Martin, GLR; Sam Jabbar, Organiser for IAM DL 140 Central Region; Kim Valliere, DBR DL78; and Scott Jackson, GLR assigned to Organising. International President Bob Martinez, General Secretary-Treasurer Dora Cervantes and Canadian General Vice-President Stan Pickthall presented the awards to the winners.

Along with a specially created individual award, a plaque will list all future winners and will be hung at the William W. Winpisinger Education and Technology Center in Maryland. Names will be added on an on-going basis to recognise the work being in IAM locals, districts and territories across North America.

Stan Pickthall, who has been at the Canadian helm to oversee the dramatic rise in new members, said of the efforts in Canada, "Canada has a great many dedicated organisers who inject their energy and creativity into our campaigns, so it's really no surprise that Canadians led the field when it comes to adding new members. Our numbers were great this year, but we are looking to repeat in 2020 and keep the title," he said with a smile. ■



*From right to left: Kim Valliere, Scott Jackson, Ron Fontaine, Ralph Martin, Sam Jabbar, Stan Pickthall (holding the plaque will list all future winners and will be hung at the William W. Winpisinger Education and Technology Center in Maryland)*



*From left to right: Bob Martinez, IAM International President; Ron Fontaine, Canadian Territorial Organising Leader; Stan Pickthall, Canadian General Vice-President; Dora Cervantes, General Secretary-Treasurer; Vincent Addeo, IAM Director of Organising.*



*The main award, "IAM Top Territory Organizing Distinction" sits proudly at the Canadian office, just in front of the first charter issued for a local in Canada - LL103 in Stratford.*



*Sam Jabbar and Stan Pickthall pose with the Organizer of the Year trophy*

# WHAT'S IN IT FOR YOU?

When you join the IAM, you also have added benefits. Through our “affinity” programs with various service providers, you have access to many more perks than most members of other unions.

Visit our website to get more details and to sign up for some of these amazing deals. It pays to join the IAM!

## GoodLife FITNESS

The IAM is investing in your health and wellness. Register for your GoodLife Fitness Corporate Membership today at: <https://corporate.goodlifefitness.com> • 1-800-287-4631

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- State-of-the-art cardio equipment
- Free weights & weight machines
- Group Fitness classes
- Trained staff to assist you in achieving your goals



## PARK'N FLY

Please visit [www.parknfly.ca](http://www.parknfly.ca) and enter your corporate discount code (IAM CODE IS 569243) in the appropriate field to quantify the savings the IAM will enjoy. Park'N Fly is Canada's only national airport parking provider, now operating in 7 markets: Vancouver, Edmonton, Winnipeg, Toronto, Ottawa, Montreal, and Halifax.



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