

THE **IAM**
UNION



DECEMBER 2021/JANUARY 2022

Journal

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

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ORGANISING TO MOVE FORWARD

By Dave Chartrand, Canadian General Vice-President (Twitter: @IAMAWDavid)

When I took office in July 2021, we were already more than half-way through the pandemic. What life holds in the near future still remains to be seen, as the IAM navigates the unknown waters along with our membership.

The quality of life of Canadians has been eroded over the past two years.

The pandemic has exposed the shortcomings of our public services and social programs, and has deepened social inequalities.

While a minority of people have more wealth than they can spend, a growing number of people are struggling to live adequately.

Rising house and rent prices, skyrocketing food, clothing and gasoline prices are impoverishing us individually and collectively. According to Food Bank Canada, an increasing number of employed Canadians are turning to emergency food assistance.

While we are experiencing the first concrete effects of climate change, measures for corporate accountability, adaptation of our societies and transition to a green economy are insufficient or slow to be put in place.

Our economy and our environment have been weakened and the challenges to be met are colossal. However, solutions exist if we decide to unite and accept to work together.

In the face of adversity, our solidarity will always be our best asset. Whether as citizens, community members, families or unions, it is to our advantage to join forces and present a common front.

Uniting in a union remains one of the most effective tools for social advocacy. The union movement has

already demonstrated in the past that it can fight injustices and be an actor of change.

It was through hard work and struggle that Canadian workers won the end of child labour, acceptable work schedules, the right to health and safety in the workplace, the right to sick leave and maternity leave, and improved access to health care for all.

As our IAM sisters and brothers have done in the past, by getting involved within our union and by mobilizing, I remain convinced that we are capable of accomplishing great things.

Beyond political parties, unions are the place where workers can build power and effect positive change in their workplaces and in our societies.

Whether in our workplaces or in our communities, we have many decisive battles to fight. To ensure that our rights are respected and that we are able to demand better from our employers, we must show solidarity, courage and unity. To defend and promote a more equitable society for all, we must mobilize, support each other and get politically involved. ■



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DEATH BY A THOUSAND CUTS

TECHNOLOGY AND THE FUTURE OF WORK

By Ivana Saula, Research Director, IAM Canada (Twitter: @Ivana_Saula)



When thinking of artificial intelligence (AI), different images and meanings come to mind: self-driving cars, robots with human like intelligence, and you may have even thought of the most famous robot of them all, The Terminator!

But on a day-to-day basis, and in our workplaces, what does AI actually look like? To gain insight into the nature of technological change in workplaces where our members work, and into implications of those changes, the IAM Canada embarked on a national study. Above all, the goal of the report was to understand the kind of changes that are currently taking place, and which workplaces were highly susceptible. Change is inevitable, but history has shown us how disruptive technological change can be. For this reason, the IAM studied this issue and forged a strategy to protect jobs now and in the future.

WHY THIS REPORT MATTERS?

Many organizations and international bodies have dedicated attention to rapid advancements in technology and what that means for the future of work. Over the last thirty years, researchers have noticed that this era of technological change is eroding jobs at a faster rate than new jobs are created. The World Bank predicts that over the next twenty years, 57% of jobs will be affected by automation, and that as much as two-thirds of existing jobs in developing countries are susceptible to automation. In Canada alone, experts estimate that 1.6 million jobs are highly susceptible to automation, and this is in industries not typically considered vulnerable to automation and job losses. Canadian researchers found that with existing technology, 42% of the Canadian workforce is at a high risk of being affected by automation negatively, while in some sectors this percentage

is much higher. This means that not only will workers need new skills, but worse yet, some may be out of a job.

Few research studies examine the issue of automation from workers' perspectives, and it's even rarer for technological change to be understood as an element of certain social and political forces; rather, it's seen as an inevitability, not a product of decisions made by employers and governments. Our report offers a different perspective, we suggest that technological change is the result of economic and political forces, which opens possibilities for the labour movement to advocate for our interests, both politically and at the bargaining table.

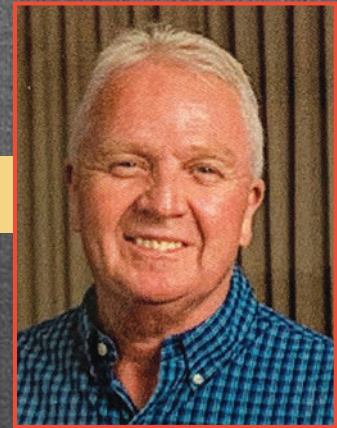
HOTSPOTS FOR TECHNOLOGICAL CHANGE

IAMAW's study looked at several industries, and air transportation emerged as one the most vulnerable industries to automation, and the pandemic has only sped up adoption of job cutting technologies. Contactless service, along with a need to manage high passenger capacities has both increased the pace of work, but also led to adoption of technologies that may reduce the number of workers needed. At the moment, lease agreements between airport authorities and airlines specific to equipment, and



MORE OF THE SAME

By Derek Ferguson, Grand Lodge Representative, Political Action



(Twitter: @IAMDerekF)

After a 36-day campaign (the shortest period allowed by law) - and the most expensive election in Canadian history - results show that the seat count for each party in the House of Commons has remained virtually unchanged.

The Trudeau Liberals called the snap election in the hopes their handling of the pandemic would entice voters to grant them a majority government.

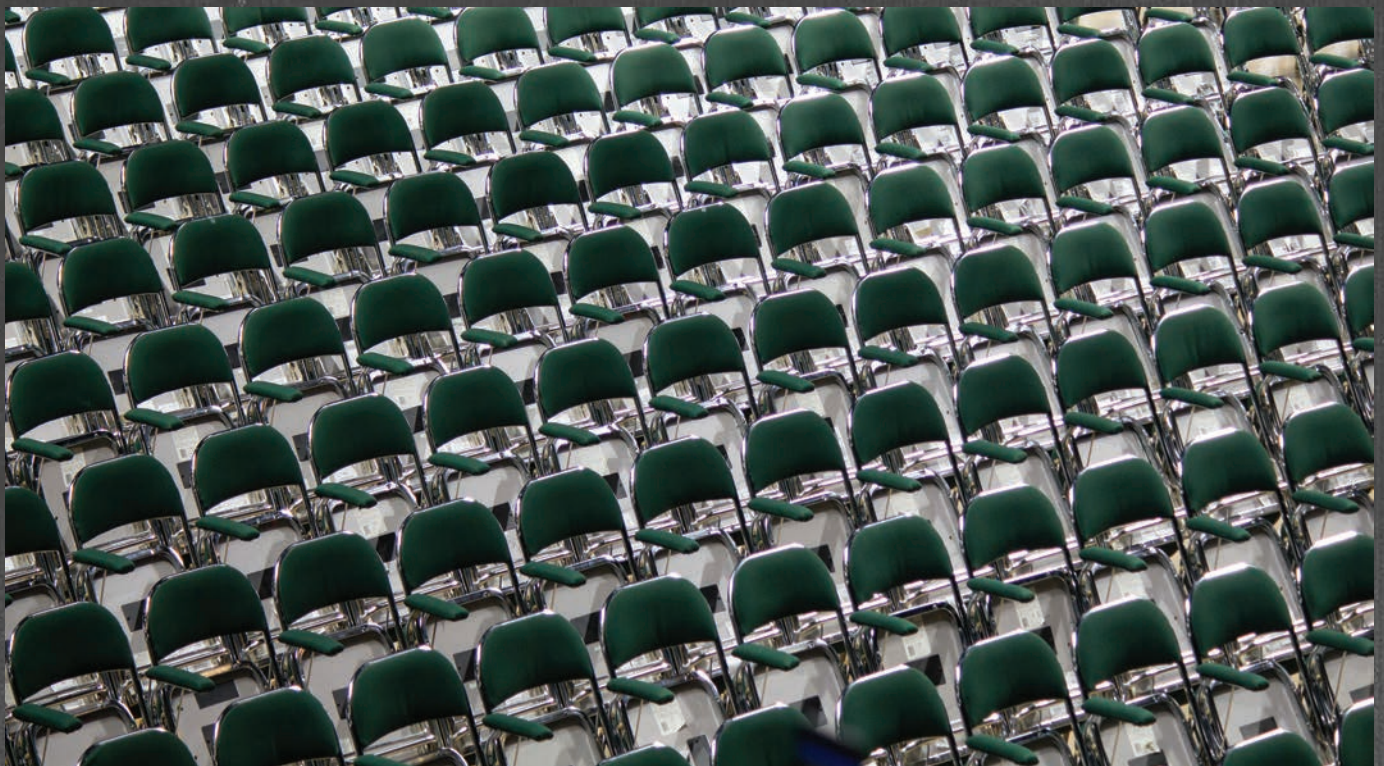
They got it wrong! Voters returned the Liberals to a second minority government which will have to rely on opposition parties, including the NDP, to pass legislation.

As in the previous minority government, the New Democratic Party can hold the balance of

power and push the Liberals on issues such as the economy, jobs, health care, poverty and social inequality, affordable housing, the environment, and other issues important to ordinary Canadians and their families

We need a government that actually works for working people. A government who will invest in the services people need, who will create good paying jobs, and help make life more affordable for ordinary Canadians, who will change bankruptcy laws so that workers and pensioners are first in line, not last.

Let's continue to apply pressure on government to recognize workers issues. ■



WINPISINGER CENTER CONTINUES TO INSPIRE IAM MEMBERS

Ty Richardson, IAM Aerospace Department (Twitter: @TyrichardsonPC)



Tiwaan Bradley pulled up to the William W. Winpisinger Education and Technology Center for the first time in early August, not completely aware of what was in store during the week-long Leadership 1 class.

The new Business Representative for IAM District 4 described the center's entrance of beige and brown buildings reminiscent of the dorms at his old college. Beyond that appearance, everything else was different.

What followed during the week is what Bradley described as high-energy, interactive classes taught by passionate class instructors. The social interactions with his fellow IAM sisters and brothers left him in amazement.

"It was really great. Going there really gets you refocused and energized," said Bradley, a former IAM Local I-064 shop steward at the IKEA in Westampton, N.J. "You leave there with so many more tools in your toolbox and you sharpened the ones you do use."



Tiwaan Bradley, Business Representative, District 4

The cornerstone of the IAM's 67-acre southern Maryland facility is geared toward educating to benefit the union's membership. For Bradley, that also meant a shot of solidarity as classmates shared problems and their solutions as new IAM leaders.

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IAM International President William W. Winpisinger speaking with members during the formal dedication ceremonies of the Placid Harbor Education Center in 1984.

“We are often in the realm of doing your job function and you feel as you are all alone,” he said, referring to issues like getting members to attend meetings. “I see there’s a lot support going on. So many people shared their stories and then you realize we have the same situations and how they overcame it.”

The class is already paying dividends for Bradley, who said he got a call from a classmate who sought guidance to solve an issue they were having in their local.

Strengthening the rank-and-file is among the key intentions set forth when former IAM International President William W. Winpisinger spearheaded the creation of the education center, which officially opened in Hollywood, MD in 1981.

The land, which touches the Patuxent River, was purchased in 1980 from the Retail Clerks International Association. The tract was formerly the Placid Harbor Yacht Club, which explains some of the present amenities such as a nine-hole golf course and a boating dock.

There’s also a bit of irony as the estate was once owned by conservative radio commentator Fulton Lewis Jr., a staunch critic of labour unions.

The IAM education center’s concept was inspired from Winpisinger’s visit to the worker education centers in Scandinavian countries.

In the early years of the IAM facility, initially called Placid Harbor, the curriculum was largely focused on sharpening organizing skills to help grow the union’s membership.

Prior to the establishment of the Placid Harbor facility, many of the union’s education classes were taught at the IAM headquarters or in other urban centers across Canada and the U.S.

During Winpisinger’s farewell address in June 1989, he referenced the importance of the center he started as ranking “as one of our proudest achievements. Information is power. [...] At Placid Harbor, thousands of us gather each year to learn the truth about ourselves, and our history, to share our experiences and to receive professional training in everything from collective bargaining to micro-computers,” Winpisinger said in the address. Our goal, he said, was to make the IAM “the best-educated, best-trained members and leaders in the world.”

Now, 40 years strong, the IAM facility keeps expanding its curriculum to stay in lock step with changes of the North American workplaces.

Key dates of the W3 Center

12 MAY, 1980	4 AUGUST, 1981	1981	MARCH 1984	1987
Executive Council approves purchase of Placid Harbor	First class held at Placid Harbor (Comprehensive Organising Program)	Don Wharton named first Director of Placid Harbor	First classes held in new dorms/classroom wings	Jerry Thompson named new Director of Placid Harbor
1994	1998	2001	2001	2007
Jim Leslie named new Director of Placid Harbor	Placid Harbor renamed William W. Winpisinger Center	IAM Workers’ Memorial completed	New addition added (dorms/classrooms)	Chris Wagoner named new Director of Placid Harbor



A group of IAM Directing Business Representatives attend an organizing class at the Placid Harbor in 1982.

More than 100,000 people have participated in classes at the IAM facility since it opened in 1981. That includes members such as business representatives, shop stewards, district officers, and even IAM International President Robert Martinez Jr., who credits the center for helping shape his skillset.

The facility, often referred to as W3, is also a rarity in the labour movement. Very few Canadian or U.S. labour unions have a dedicated, full-time education and training facility. The center employs dozens of workers, including instructors, maintenance crew, and kitchen staff. All are union members.

“Because education is highly valued in the IAM, that has helped our capacity to adapt to the changes that occurred in the environment and that has allowed us to persist and to sustain ourselves where other labour organizations have struggled because education is often seen as an extra,” said Winpisinger Center Director Chris Wagoner. “Education is the cultural DNA of the IAM and I think the Winpisinger Center is a reflection of the value that is places in education by the membership.”

The property also houses the IAM Workers Memorial, which is dedicated to the remembrance of those who lost their lives while on the job. The bricks surrounding the memorial bear the names of fallen members along with bricks donated from lodges and proud members of the IAM.

ADAPTING TO CHANGES

The center’s rural landscape has changed a lot since its early days of a few organizing classes held in the basement of the two-story colonial-style mansion.

Construction of classrooms and administrative facilities started in 1982. The IAM has also added onto the center since then, including the construction of dormitories, multi-media enabled classrooms, and computer labs. The hallways are donned with displays of several Machinists-made products ranging from food containers, Miller Lite beer cans and replicas of Boeing Co. airplanes.

The curriculum has also been expanded through the years with classes such as arbitration, pension fundamentals and negotiation preparation for bargaining committees. The lessons have also been expanded to Spanish-speaking and French-Canadian classes.

The center is also gearing up for more classes in coming months intended to grow leadership from the IAM’s female members.

“It is a recognition that the workplace and workforce demographics is changing and as an organization we have to change with it,” Wagoner said. “It’s changing to how we teach and how to mentor women leaders. It’s the same for Spanish leaders and we can mentor and help them develop.”

The classes have also been retooled for more interactive, real-world simulations.

“There’s a lot of simulation-based education, including one-on-one organizing like contacting someone at their door, and even arbitration where they are presenting a case of where you are in negotiations,” Wagoner said. “We’ve learned that as adults there is a lot of learning that comes from doing.”

The installation of Martinez at the helm of the union in 2016 also ushered in some changes to organizing classes at the W3, especially with a focus on strategic organizing tools.

Martinez, a former Southern Territory Education Representative, said he takes education very seriously in the growth of the IAM. “Knowledge is power. Our union is stronger today because of the cutting-edge lessons at the center – from collective bargaining to organizing,” he said. “It’s all-important education to help strengthen and expand our great union.”

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GVP Dave Chartrand (Front, second from left) attended the French Leadership course at the W3 center in 1997. He also taught the various levels of the French Leadership programs. All leaders in the IAM have attended many courses towards their ultimate place in the IAM leadership ranks.

TEACHING DURING THE COVID-19 PANDEMIC

Winpisinger Center faced an unprecedented challenge in 2020 due to the COVID-19 pandemic that forced its year-long closure.

Bradley was part of the first class of resumed in-person lessons. Prior to the reopening, the center was operating classes online with Zoom calls and other virtual tools.

The virtual classrooms were a bit of an adjustment, Wagoner said, and at times missing the true Winpisinger experience.

Many of the lessons learned by members don't come from the front of the room, but from the course participants, Wagoner said. "It's very difficult to match that with online learning because those opportunities

for serendipitous learning by where I'm just talking to somebody and it that is not going to happen online," he said. "It's not like the nature of the forced interactions here that occurs."

The center reopened in August with several COVID-19 protocols such as room capacity limits, constant sanitizing by facility staff, a COVID-19 vaccine requirement and mask mandates.

The center has been touted with even shaping the IAM's top leaders like Martinez and IAM General Secretary-Treasurer Dora Cervantes. Both Cervantes and Martinez have been taking classes at the Winpisinger Center for years, including the leadership training.

As for Bradley, he's already excited for the more classes on his schedule in the coming months.

"I have plans to keep coming back and take as many classes as I can," he said. ■



"I've taken many courses at the W3 Center," says Dave Chartrand, IAM Canadian General Vice-President. "I know the crucial role the Centre played in my union life, as well as in my life outside of work."

We're going to get back on schedule with in-person training so Canadians can continue to get trained - and get active!"

Adapted from the online article by Ty Richardson on www.GoIAM.org



By Keith Aiken, Canadian Air Transportation Co-ordinator • (Twitter: @KeithAikenIAM)

The Canadian Air Transportation Industry has been in a holding pattern for much of 2021. The COVID-19 pandemic had a devastating impact on the Canadian Air Transportation industry and this year was no exception.

The Canadian government started vaccinating Canadians in December 2020 and, although there were shipment delays, as of August 9 2021, seventy-one percent (71%) of Canadians have had at least one vaccination and fifty-nine (59%) have had two.

As vaccination rates continue to rise, there is a renewed sense of optimism. In July 2021, the Canadian government announced that Canada would accept US visitors that are fully vaccinated and mandated that any traveller entering Canada must provide a negative

COVID-19 test that was done within 72 hours of departure. Arriving visitors would also be subject to randomized COVID-19 tests on arrival.

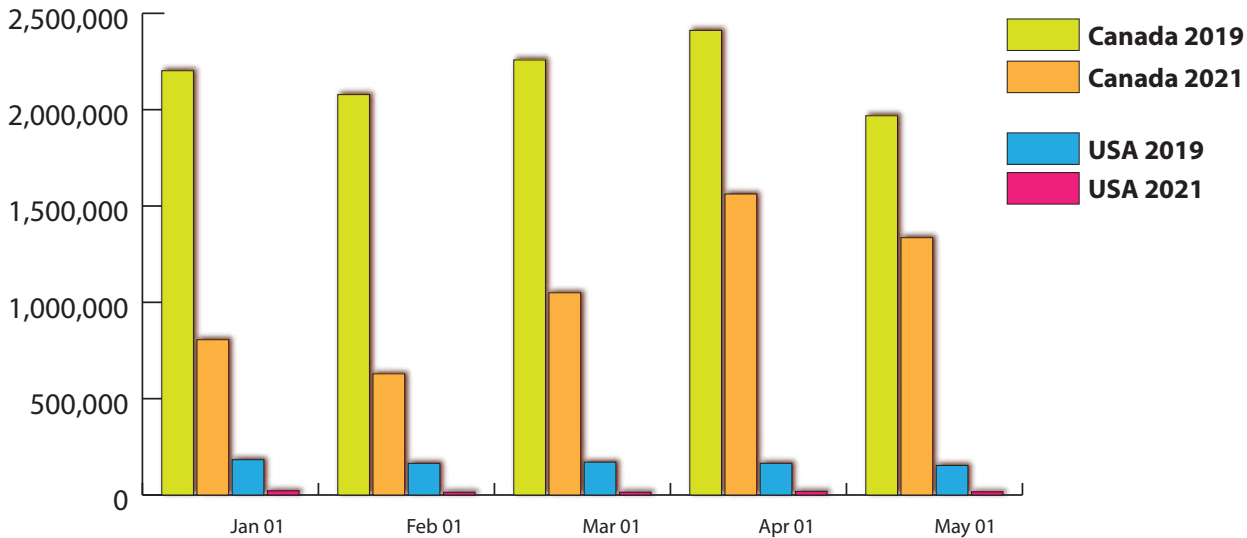
How governments charted recovery efforts impacted the speed in which the industry bounced back. As an example, the United States government helped with direct aid to airlines to keep workers on payroll so it was easier for the industry to react to demand. The difference in travel between the two countries has been staggering. The chart shows the difference between 2019 and 2021.

As you can see, travel in the US started rebounding in March 2021 and has quickly continued to recover. On the

other hand, the industry in Canada has been delayed in recovery due to travel restrictions, lock downs and delayed border re-openings.



As the industry continues to recover, IAM Canada will be there to ensure that our members rights are protected, that the workplaces where you are working or returning to work are safe and that our members have a voice in charting a renewed flight plan out of this pandemic. ■



*US information from <https://bit.ly/3l7nGNf> • *Canadian information <https://bit.ly/3o7Ga8a>

TRANSITIONS

JIM PATTERSON (1965–2021)



On 15 November, 2021, Brother Jim Patterson, Business Representative and Organiser for IAM District 14 passed away tragically after an incident with the all-terrain vehicle (ATV) he was in.

“His family and his job were of great importance to him,” said Kevin

Clark, Directing Business Representative of DL14 in Edmonton. “It is a tragic loss to our IAM Family and we will have to process this loss.” LL99 President, Wade Zenchysen was similarly thunderstruck. “I’m in complete disbelief. Jim was such a presence in our local, in our union and in our lives. It’s a huge loss,” he said.

CARL SIBLEY (1941-2021)

On October 18th, 2021, a beloved husband, father, grandpa, friend to many, and advocate for “the underdog” passed away peacefully at his home, surrounded by family. Carl is lovingly remembered by his wife Leena, their children and grandchildren.



Carl started working for GKN Sinter Metals in December 1964 and was elected the Directing Business Representative (DBR) of District

184 in October 1997. He spent the last ten years of his working career as a full-time IAM representative and retired in October 2006.

“Carl was a strong leader, a clever negotiator, and definitely the man you wanted going in to fight for what was right,” said Ken Atterbury, longtime active IAM member of IAM Local 1975.

Craig Mansell, who followed Sibley as DBR of District 184, credits Sibley with a great deal. “Carl took me under his wing and I will forever be grateful.”

MATT PYNE APPOINTED EDUCATION REPRESENTATIVE



“I am proud to assign Matt to the education portfolio,” said Martinez. “It is essential that we have an instructor with knowledge of Canadian labour laws, healthcare system, and labour regulations so that our Canadian members receive the best training possible.”

“Matt understands the educational needs of our membership because he started where many of our sisters and brothers are, took what he learned at the Winpisinger Center back home, and made a difference in his Local Lodge and workplace,” said Canadian General Vice-President, Dave Chartrand.

Pyne lives in Halifax, Nova Scotia, where he joined Local 1763 in 2009 and has served in a variety of positions including, most recently, President. Matt is of Acadian heritage and also speaks French.

BARNABLE RETURNS HOME TO REPRESENT



IAM International President Robert Martinez Jr. has appointed Matthew (Matt) Barnable as a Special Representative assigned to Atlantic Canada. Barnable will be responsible for organizing and provide service and support to all of the East Coast.

A member of IAM Local 99 since 2011, Barnable became active in the union early in his career at Finning as a Shop Steward and held various other positions. He was elected as a Business Representative and Organizer in 2018 and has been negotiating contracts, handling grievances and working with District 14 to grow the membership in Alberta.

“Brother Barnable brings a strong work ethic to his new role as a Special Representative, and as a native of St. John’s, Newfoundland, he will integrate quickly into the East Coast community,” said IAM Canadian General Vice President Dave Chartrand. “

THROUGH THICK AND THIN

By Ivana Saula
IAM Canadian Research Director

IAM Women's Committee stays connected



Over the last 18 months as our daily lives and routines have been upheaved by the pandemic, the need to connect and foster support within our union community grew.

Ties among members of the National Women's Committee were forged as uncertainty set in, and the group became a source of support for one another. Members of the committee met regularly to share common experiences, problem solve and find ways to offer support to members in locals across Canada.

As the pandemic took a toll and placed new pressures on those who service members at every level, mental health emerged as an area where support and resources were needed. Lockdowns, financial uncertainty, separation from loved ones who were sick, and loss of close family members all contributed to rising stress levels, anxiety and depression. In early 2021, after a lengthy discussion and a clear need to address mental health, the National Women's Committee agreed to take the issue on.

Much credit is owed to a National Women's Committee member, **Zita Hildebrandt** (Instagram @ZitaHildebrandt) who took initiative and began work on a mental health resource kit, working

together with a mental health centre in her province.

The kit contained useful information about assessing one's well-being, ways to deal with members in distress, and resources for additional help and information. Stewards, and local representatives are often the first to be approached by members who are facing challenges, all of which adds to already heavy workloads and high demands. Our representatives may not be equipped to deal with the uniqueness of mental health issues, but the tool kit was one small step and gesture to ease additional burdens.

Nearly two years after COVID-19 shook the world, and as things slowly get back to normal, if there ever was such a thing, we are learning and adapting to new ways of being. In the midst of uncertainty, we can take comfort in ties that sustain us, and communities that support us; for some in the union, that support has come from the National Women's Committee.

To all those who participate on this committee, and countless others who are a source of support and comfort for members across the country, the IAMAW thanks you for all your efforts, and dedication to keeping the union strong in these hard times.

For access to the mental health toolkit, you can visit our website, or scan the **QR code** for easy access. ■



Zita Hildebrandt

Scan the
QR Code



For more information:
women@iamaw.ca

WHEN TIMES GET TOUGH...

Continued from p. 3

government regulations are obstacles to faster adoption of technology. But, that could change quickly.

Biometrics are the most popular and present technology in this industry. Singapore's Changi airport relies on biometrics for immigration processing, and in fact, the airport has a fully automated terminal. Montevideo Carrasco International airport has become the world's first fully digital airport, and many others are following suit.

An increasing number of airports and airlines around the world are looking to technology to manage security check-in points, the check-in process and boarding. There is also a strong push, and available technology to automate ground handling service equipment, jet bridges, cargo and baggage loading trucks. Changi airport is piloting a remote-controlled vehicle that collects luggage from an aircraft, and moves it to the baggage handling area in as little as ten minutes. The rationale behind the project is that the technology will help in managing higher passenger loads without the need for additional workers.



Not only is change inevitable for airports around the world, it is already happening at a fast pace.

Another hotspot for technological change isn't in a particular industry, as much as it's affecting a category of workers, and ones that have a fraught history with technology: skilled trades. Not only is technology continuously de-skilling their work, but it is also reducing their autonomy. Much of the work is being digitized, making surveillance of work and tracking output much easier. Some members noted that their jobs had become

highly routinized, reaching a point where there is no difference between an off the street worker and one that's trained. Others noted that some of their co-workers who are also skilled tradespeople were starting to feel like the blacksmiths of our times.

Another effect of automation members noted was the practice of contracting out work, sometimes to plants that are highly automated. Members indicated that employers contracted out work that was too costly to perform in the plant to firms that had the technological capability to complete the work. A government paper on the effects of automation raises the same issue, which members are already experiencing; employers are likely to outsource work to plants that have a specialized technological infrastructure.

JOB ELIMINATION, WORK-RE-ORGANIZATION AND INVISIBLE TASKS

At the time of writing the report, no direct job losses were found, but there is evidence of indirect job losses. Focus group participants from Northern Ontario indicated that technological change has been a part of their working environments since the 1980s. Workers that were made redundant through technological improvements weren't laid-off, rather, the employers eliminated jobs through attrition. Remaining jobs were merged, further reducing the need to replace workers. A senior member in the plant noted that in 1980 the workplace had 300 employees, and all machines at the time required manual labour. But, due to the cyclical nature of the industry, retirements, and lay-offs, jobs were eliminated, and new technology was introduced. Within the span of a decade, the number of workers had dropped to 100. Most workers didn't think the workforce reduction was related to technology, but, it certainly played a part.

Common to many workplaces, much more so than job elimination, is work re-organization, from which the concept of "invisible tasks" arose. Technology impacts how tasks in a job are completed; in some cases, a more efficient way of completing tasks renders some steps unnecessary, making it possible to merge similar jobs. Through this process, one, instead of two people may be required. However, while some tasks of a job are eliminated, members noted that not all tasks are,



and those that aren't become invisible, adding to the workload of remaining people on the job. The remaining worker ends up doing their job, with the addition of new tasks, which increases their productivity and output. More often than not, the change in job tasks doesn't trigger a review of job descriptions, nor the pay rate. In simplistic terms, this is how the phenomenon of rising productivity and stagnating wages occurs, which has plagued economies since the 1970s. Addressing this dynamic is critical in ensuring workers are compensated fairly for the work they do.

WHAT CAN BE DONE?

Change in any domain can't be prevented, nor stopped, and such is the case with technology. However, technological change is an effect of certain imperatives, economic, political and sometimes social. It is a function of current employer needs borne out of a necessity to continuously make production more efficient. In this regard, it makes it possible to manage and direct the pace of technological change in workplaces, and more importantly, mitigate the negative effects. Advocacy must happen both at the bargaining table, and through the legislative and political process, as the domain of artificial intelligence is largely being shaped by corporate interests.

This era of technological change will push us towards another Industrial Revolution, which history has shown, not only transforms our workplaces, but societies as a whole. Throughout the First and Second Industrial Revolutions, unions drove social changes in order to mitigate the fallout and disruptions of technological change. While technological change transformed society, the collective power of workers defined the social, political and economic conditions. It is time for the labour movement to recognize that we are on the precipice of major changes, ones that require us to get organized and involved in shaping a just and human transition.

This is just what the IAMAW aims to do: we have identified key collective agreement language, and we will be pushing for legislative and policy changes to ensure workers' interests are front and centre. We have been part of key battles throughout history, this is not one we will shy away from. ■

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!



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