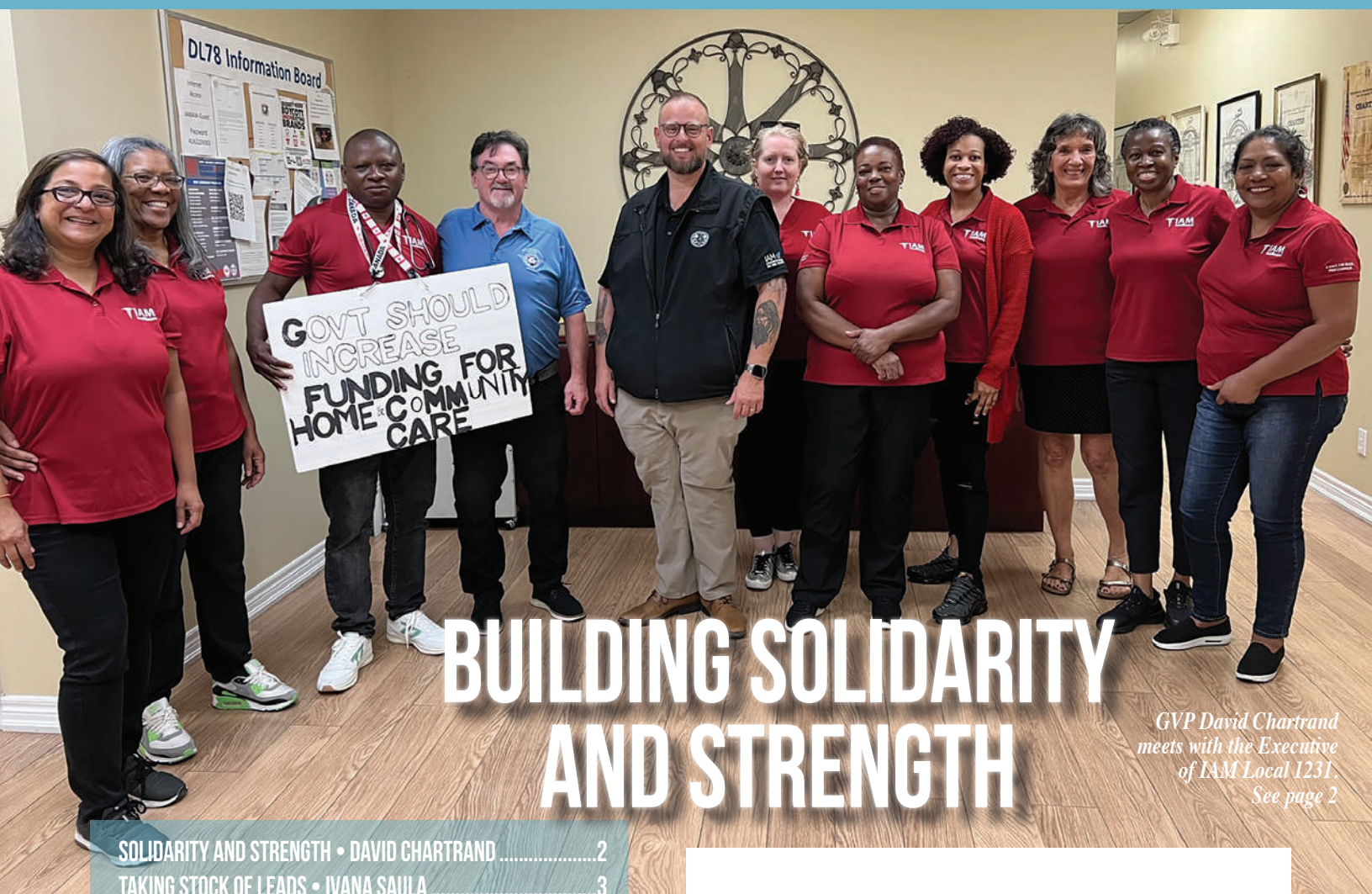


# THE IAM UNION Journal

DECEMBER 2023

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



## BUILDING SOLIDARITY AND STRENGTH

GVP David Chartrand  
meets with the Executive  
of IAM Local 1231.  
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# MEETING WITH MEMBERS: BUILDING SOLIDARITY & STRENGTH

In the fast-paced digital age, where communication often happens through screens and devices, the significance of face-to-face interactions should not be underestimated, especially within the context of the IAM. Visiting members in person remains a cornerstone of building solidarity, fostering connections, and strengthening the collective power of the labour movement. It's what I promised when I ran for the position of GVP – and I intend to hold strong to it.

Visiting union members allows me to establish or maintain personal connections with leaders, organisers, and fellow members. It's an opportunity to listen to concerns, answer questions, and offer support directly. These interactions build trust, which is vital in any organisation, but particularly crucial in unions, where unity is the bedrock of success.

While emails, phone calls, and online surveys have their place, nothing beats a face-to-face conversation for understanding the real issues affecting our members. It's an excellent opportunity to gain insights that might be missed through remote communication.

Your voices matter! When I visit you on your turf, where you work, it sends a powerful message that your voices count. I hope it encourages greater participation in union activities, from attending meetings to volunteering for organising efforts. I encourage all leadership in the IAM to speak more with the membership to build new bridges – or repair old ones.

Solidarity is the lifeblood of the labour movement. Through solidarity, we can remind our members that they are part of a larger community of workers fighting for our rights and interests.

By David Chartrand, Canadian  
General Vice-President  
(Twitter: @IAMAWGVPDavid)



In a world where technology often replaces personal interaction, the simple act of visiting union members in their workplaces remains a cornerstone of effective union leadership. It reinforces the bonds of solidarity, builds trust, and empowers workers to stand together for their rights and a better future. As the saying goes, "Solidarity is not a word; it's a way of life." ■



Meeting with the Executive of Local Lodge 11 in Delta, BC

## In 2023, GVP Chartrand visited the locals listed below.

LL11 in Delta, BC	LL1722 in Edmonton, AB
LL16 in Vancouver, BC	LL1857 in Vancouver, BC
LL99 in Alberta	LL1919 in Winnipeg, MB
LL103 in Stratford, ON	LL1922 in Mississauga, ON
LL386 in Owen Sound, ON	LL1953 in Winnipeg, MB
LL456 in Victoria, BC	LL2113 in Markham, ON
LL608 in Pinawa, MB	LL2247 in Winnipeg, MB
LL692 in Surrey, BC	LL2332 in S. Ste. Marie, ON
LL714 in Winnipeg, MB	LL2412 in North Bay, ON
LL717T in Mississauga, ON	LL2583 in Calgary, AB
LL764 in Richmond, BC	LL2603 in Winnipeg, MB
LL901 in Scarborough, ON	LL2707 in Cambridge, ON
LL905 in Ajax, ON	LL2711 in Penticton, BC
LL1231 in Toronto, ON	LL2734 in Calgary, AB
LL1295 in Toronto, ON	LL2922 in North Bay, ON
LL1681 in Calgary, AB	LL3111 in Toronto (Canada)



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# TAKING STOCK OF LEADS

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



As the very first, and historic, cohort of the Leadership of the Assembly of Dedicated Sisters, better known as LEADS, draws to a close, and as new entrants prepare for their start in January 2024, we take stock of the program, and assess the impact LEADS has had in a relatively short amount of time.

LEADS was developed in response to a critical need to support women in the organization by providing opportunities for mentorship, training, shadowing, and education. LEADS is historically significant for our organization, marking the first time a concerted effort was made to address diversity deficits, and obstacles, that women in particular, face in reaching leadership positions at all levels. LEADS truly marks a turning point for the IAM as we forge towards a path of growth through greater inclusion, and diversity.

By all accounts, despite it being a pilot, LEADS was a success. Canadian sisters participated in record numbers, generating overwhelming interest in the program. Zita Hildebrandt from local lodge 2797 in Halifax commented that, "LEADS has empowered me with greater confidence...the support of my sisters is unsurpassed. I will take the lessons I have learned

from LEADS forward in my union activism and my professional life to the betterment of my lodge." From the other side of country, Ayesha Kanji, a member of local lodge 764, working for MTU, shared similar sentiments, saying, "The LEADS program offers the incredible opportunity to gain valuable skills through exceptional mentoring and training sessions. I am so grateful to have participated in this amazing experience."

Part and parcel of LEADS is a program run exclusively for men, called "Be More Than a Bystander." The program is based on similar training from British Columbia, which teaches men to recognize harassment and workplace violence, particularly against women and the LGBTQ+ community, and how to become allies. This training made the

IAM the first labour group in the United States to receive training on this, making the IAM a trailblazer in efforts for greater inclusion and equity within the labour movement. The IAM's Communications Representative, Frank Saptel attended the training at the Harbor, which left a lasting impression on him. Saptel noted that, "The program is something we should implement in Canada as soon as possible so our male members can learn from it and help make greater justice happen."

Both programs are sure to initiate thoughtful discussions, and be the impetus for lasting change in our organization. Good luck to all those starting on their journey in the program in 2024! ■



# YOUR VOICE MATTERS — TAKE IT TO THEIR DOOR!

Like many workers across Canada, IAM members trying to make ends meet.

Faced with high food costs, fluctuating gas prices, and the ever-increasing costs associated with affordable housing many working families are feeling stretched to the limit – anxiety and stress levels are at an all-time high – many are suffering.

As a Union the IAM will not sit idly by and watch from the side-lines as our fellow workers are left behind – we need to do more – we need members to get involved in the political fight. How can we strengthen legislation around working conditions, help maintain and protect publicly funded healthcare, and help build a just society if we don't get involved?

IAM political activists come together each year at the W3 Centre in Maryland to develop an action plan identified by using Sector Specific Surveys submitted by their own members which they take back home and begin to engage those same members, to actively lobby their local political representatives at all levels of government on the issues important to them.

For example, we are fighting for strong Anti-Scab legislation that the federal government needs to pass this fall, Employment Insurance (EI) improvements for green economy transitions, a new Pharmacare Act, and affordable housing - all critical issues for IAM members to lobby for.

Other issues identified in the surveys include the constant threat of contract-flipping within the IAM air-transportation service sector, the need for improved working conditions, and compensation for our IAM Healthcare workers.

We have members in many different sectors across Canada, we are committed to the fight on their behalf, and will take action on behalf of our members.



**By Derek Ferguson,  
Grand Lodge Representative,  
Political Action  
(Twitter: @IAMDerekF)**

A number of our Political Action committee members have already lobbied during the summer months. We need to do more!

There will be an opportunity to meet with politicians during the Canadian Labour Congress (CLC) Lobby in Ottawa on November 28, 2023. The IAM along with all the other CLC affiliated unions will be lobbying politicians on three main issues.

- **Anti- Scab Legislation**
- **Sustainable Jobs**
- **National Pharmacare Program**

Plan to be there – Your voice matters! ■



*The CLC Lobby in Ottawa, February 2023  
GVP David Chartrand (centre) and  
Bea Bruske, CLC President, (second from left)  
made sure our voices were heard in Ottawa.*

Scan to see photos from the  
2023 Lobby in Ottawa





# 29TH CLC CONVENTION: UNITING FOR WORKERS' RIGHTS

The 29th Canadian Labour Congress (CLC) Convention, held in Montreal from May 10 to 14, 2023, was a gathering of labour leaders, activists, and representatives from across Canada. It provided a friendly and inclusive platform for discussions, resolutions, and actions aimed at advancing workers' rights and addressing important issues in the Canadian labour movement. Special guest Chris Smalls, founder of the Amazon Workers Union was a keynote speaker.

Delegates from IAM locals across Canada joined other Canadian unions at the Palais des congrès de Montréal, embracing unity and solidarity to improve the lives of Canadian workers. Some key highlights:

## **Fighting Income Inequality:**

Delegates discussed strategies to combat wage disparities and promote fair wages for all workers. The CLC reaffirmed its commitment to advocating for policies that reduce income inequality and uplift marginalized communities.

## **Workers' Rights:**

Precarious employment, workplace safety, and fair working conditions were central topics. Strong unions were recognized as crucial for protecting workers' rights.

## **Gender Equity:**

Gender equity and inclusivity took the spotlight. The convention emphasized achieving pay equity, promoting women's leadership in unions, and addressing gender-based discrimination and harassment at work.

## **Reconciliation and Indigenous Rights:**

Delegates prioritized reconciliation with Indigenous peoples and supporting their rights and self-determination and building stronger partnerships.

The CLC also stressed the importance of addressing climate change and unions' role in advocating for a just transition to a sustainable economy. Delegates discussed aligning workers' interests with environmental goals.

Resolutions were passed, outlining the CLC's commitments for the future. These covered diverse issues, including advocating for a living wage, supporting affordable housing, and strengthening workplace safety.

As Canada's unions continue their collective efforts to improve workers' lives and address societal challenges, the Montreal convention marked a pivotal moment in their journey toward a more just and equitable future for all Canadians. ■

## **ATTENTION COMMUNICATORS IT'S TIME FOR ANOTHER COMMUNICATIONS AUDIT!**

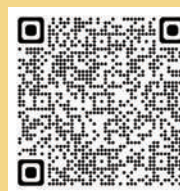
It's always a good idea to keep track of what we are doing and how well we are doing it.

The last time IAM Canada did a Communications Audit was in 2017. The world was a different place and we were all doing things differently.

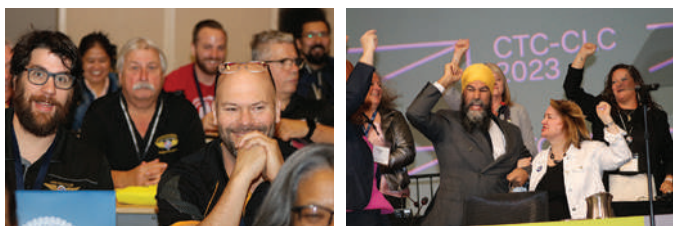
While we received an excellent response to our last audit, we now need to update our files.

Things change! The last 2 ½ years certainly taught us that. Because

so much has changed, we are asking all Local and District lodges to fill out this Communication Audit Form. It will help us get a better sense of what tools are being used and how we can help improve communications in Canada. Thank you!



PLEASE SCAN TO  
FILL OUT THE FORM



Scan the QR code to see all the  
photos from the CLC Convention.

# ANTI-WORKER LEGISLATION SWEEPS ACROSS CANADIAN PROVINCES

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



The Canadian political landscape has shifted over the last couple of years and markedly became more conservative as provinces elected conservative Premiers. In provinces where conservative governments were elected, Premiers showcased anti-worker sentiment and flexed their might by dismantling collective institutions, like the public sector, in which incidentally, most workers are women. Each of those governments introduced legislation that in varying extents, intruded on and outright attacked democracy and rights enshrined into the Charter.

Although other provinces enacted similar legislation, bills outlined below were the clearest examples of anti-worker sentiment, and clearest examples of conservative governments testing the limits of democracy. Without doubt, the

labour movement finds itself on the defensive; as a not-so-subtle war is being waged on our rights as citizens and our rights as workers, involvement in unions and politics have never been so essential.

## Bill 124 and Bill 28 - Ontario - Dismantling Education and Healthcare

The boldest and most unscrupulous attack happened in Ontario, beginning with Bill 124, legislation that prevented unions' ability to bargain freely and fairly in the public sector. The Ford government capped increases to 1%, jeopardizing bargaining by limiting increases to wages, benefits, and pensions. The sector is predominantly female and the hardest impact was borne by the

most vulnerable group of workers—those who are racialized, newcomers to Canada and those on the frontlines of the pandemic-healthcare workers. Ford imposed the toughest of measures on workers whose earnings are as low as \$ 16/hour, workers who he

claims his government is there to protect.

The Ford government applied the same unscrupulous tactic while in negotiations with education workers but went a step further by imposing a contract even before negotiations began, and illegalized strike action before it was even contemplated. Worse yet, Ford imposed the notwithstanding clause, a common tool of the Conservatives, that allows suspension of Charter rights. Ford, once again, applied his toughest tactic on the most vulnerable of workers, those whose earnings are slightly above the poverty line, who work two jobs to make ends meet, women, and racialized workers.

In both instances, the legislation was applied broadly, but at the heart of it, it targeted women, and racialized workers.

The IAM was joined by multiple unions, including the Ontario Federation of Labour (OFL) in challenging the constitutionality of bill 124, the result of which was an important, but short-lived victory for workers in Ontario. Although the Ford government was ordered to pay back \$ 1 billion in wages, they filed an appeal.

Workers of Ontario fared much better in challenging bill 28, pushing back



on Ford and Minister of Education Steven Lecce through collective action. Multiple days of protests and demonstrations at Queen's Park attended by IAM leadership and members sent a clear message that even if strikes were to be made illegal, education workers would take to the streets with the labour movement standing in solidarity.

## Bill 32 - Alberta - Empowering the powerful

This piece of legislation is just plain dangerous and indicative of how unapologetic conservative governments are about their disdain of unions. The business community and the government of Alberta supported the Bill as it promised to save the Alberta government and businesses more than \$100 Million per year.

The wide-ranging and invasive bill touched on several areas, but most notably, backward measures allowed employers to expand the types of jobs that 13- and 14-year-old children would be allowed to do, without a permit or oversight. The bill also sought to make it easier to lay-off workers by reducing notification requirements, increase the period where no severance pay is required, and exclude seasonal and contract workers from notification requirements.

The majority of workers who are on contract, or other forms of precarious work ( any type of work that isn't full-time, permanent), are women, immigrants and racialized workers. Not only is pay lower in those types of jobs, but under these types of working conditions, women

and racialized workers are much more likely to face various forms of harassment and discrimination, which is not just the case in Canada, but also globally. Racialized women, and disabled workers are especially vulnerable groups.

While union efforts have always focused on organizing the unorganized, which currently are predominantly female workplaces, this bill makes it more difficult to join a union. The legislation removes timelines for certification, and in organizing drives, time is of the essence, strategically and otherwise. Additionally, the bill allows arbitrators to bar unions from organizing a group if their campaign includes " prohibited practices" that are seen as interfering with a certification campaign. In this case, a union would be required to wait six months to apply for certification, instead of 90 days.

But all of this is just the tip of the iceberg. The hardest hit of this law is to an essential part of unions' ability to function, which are collection of unions dues. The government's overarching powers are especially concerning given that the bill regulates how unions operate, specifically, how union dues are collected. Unions must collect dues monthly on an individual basis, disclose financial statements to members monthly, and are required to disclose the amount or percentage of union dues put towards political activities, charities or non-governmental organizations, or general social causes or issues.

Worse yet, members would only be required to pay for "core union activities", a term that is left

undefined. In effect, members choose which dues to pay, and would only pay the portion of dues for political activities, if they elect to do so. No organization, nor union would be able to provide stable and sustainable services without financial stability, which this bill most certainly erodes.

The IAM along with other affiliates of the Alberta Federation of Labour (AFL) are challenging this legislation, but presently, this legislation is in effect. One thing is clear, not only does this law make it difficult for those who need a union the most to join one, the law undermines decades of hard-fought battles for legislation that protects workers, particularly those who are most vulnerable.

## The Takeaway

The rhetoric behind these kinds of laws underscore the importance of political engagement, especially at a time when the will of the people, and limits of democracy are being tested. Likewise, this type of legislation affects the labour movement broadly, but we must not lose sight of the fact that the consequences are borne by the most vulnerable- young workers, women, disabled workers, racialized workers, those whose access to union protections is dwindling.

And, perhaps, this type of legislation doesn't affect you, but, today it's another workers' rights, tomorrow, if this rhetoric goes unchallenged, it could be your rights, your collective agreement.

Stay engaged, stay informed and most importantly, get involved in your local. ■



# ARTIFICIAL INTELLIGENCE THE IAM AND THE WORLD OF WORK

In 2023, multiple artificial intelligence experts, including those who were early developers of this technology, issued stark warnings about the pace and capabilities of unbridled AI. Joining in these warnings were industry leaders, and civil society, capturing the attention of policy makers. AI took centre stage in policy circles and public debate, particularly, when it came to the impact of new technologies on workers. High profile strikes in the United States and Canada were partly in response to the impact of AI on jobs, namely Hollywood writers, and dock workers in B.C. No longer just a probability, AI was surely encroaching on worker's rights and their jobs. The IAM was well ahead of the curve and working at different levels to address AI's impact on the world of work.

## **International Efforts - Organization for Economic Co-Operation and Development**

Topics that resurfaced through media coverage emphasized IAM's findings in the report, "Charting Change" putting the IAM at the centre of discussions about the impact of AI on jobs. The IAM became the go-to union for high-profile media outlets like, CNN Business and the Wallstreet Journal. We were also the only union participant in the Organization for Economic Co-Operation and Development's conference on AI in the world of work. Through this we were able to share a different point of view on AI through experiences of our members at an international level. Our involvement with the OECD opened an opportunity for the IAM to influence policy

development at an international level, but more importantly, we influenced policy from a worker's perspective, a point of view that is often excluded from policy and legislative development.

## **Federal Level Interventions - Canada**

We also focused our efforts at the federal level. We criticized the government's AI Advisory Council, a key body that was developing Canada's strategy and policies on AI, and a body that didn't include a single labour body. Through lobby efforts, we spoke with several departments emphasizing the importance of including workers, and that the government had to develop AI policy that was sector specific and sensitive to industries and jobs at high risk of automation.

We are also part of a coalition with other unions, and civil liberties groups that intervened on a highly secretive, yet critical bill on the use of artificial intelligence, which includes privacy, regulating high-risk technologies, among other key topics. The group continues their work on providing recommendations to government, even though Minister Champagne's office has only shared an outdated bill, rather the one recently amended.

This legislation would be the first of its kind in Canada to regulate AI, and risks it brings. The end result of this legislation will dictate how AI is used by industry and rights of Canadians in relation to using and interacting with AI systems- this includes everything from privacy, to collection and confidentiality of personal information.



# IGENCE, RDL OF WORK



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



## Limiting Workplace Surveillance - Provincial Legislation

Provincially, we continue to work on legislation that protects workers from invasive workplace surveillance, which is an issue our members expressed in our report, but it's also a growing issue for workers across Ontario. In many ways, the IAM is spearheading efforts on regulation of AI and working towards engaging politicians to act proactively and devise a just-transition program.

## Protecting Our Most Vulnerable Sectors

One of the purposes of our report was to identify sectors that are at high risk of automation, and job displacement. Air transportation emerged as a sector where technological changes were happening the quickest, and a sector in which the possibility of job displacement and restructuring was high. The IAM, once again, took the lead in engaging the Greater Toronto Airport Authority in conversations about technological changes at Canada's largest airport. We also engaged other unions in this process with the goal of building an inclusive joint forum to discuss technological changes and find solutions that mitigate risks and adverse impacts on our members, and all airport workers. Airports are unique economic ecosystems with multiple stakeholders with vast networks of government, employers, third party contractors, and airport authorities, all of which have a role to play in implementation of technology; any meaningful intervention requires all stakeholders to beat the table.

2023 was a busy year for planning, initiating and engaging stakeholders to address issues our members, and workers face in their workplaces. We hope 2024 will be the year we achieve better legislation to protect workers against invasive workplace surveillance, better policy and regulation of AI in key industries, and just-transition that works for workers. ■

# NORTH AMERICAN AIR TRAVEL RECOVERING - BUT IS THERE TURBULENCE AHEAD?

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

Airports have been busy! Travel has rebounded to almost pre-pandemic levels. Heading into this year's peak travel season, North American carriers' traffic climbed 31.0% in May 2023 versus the same period in 2022. Capacity in North America increased 23.2%, and the load factor rose 5.1 percentage points to 85.1%. This is the highest among any region in the world.

In support of this, in Canada, the Canadian Air Transport Security Authority (CATSA) is responsible for Pre-board screening. CATSA publishes how many passengers passed through security checkpoints at Canadian airports. The following numbers are from the eight largest airports in Canada:

May 1, 2023 – 150 515  
May 1, 2019 – 149 109

June 1, 2023 – 153 697  
June 1, 2019 – 158 011

July 1, 2023 – 170 935  
July 1, 2019 – 172 806

August 1, 2023 -  
August 1, 2019 –

## WILL INFLATION HURT THE AIR TRANSPORTATION INDUSTRY IN CANADA?

Since the beginning of 2022, inflation has been on the rise and Canadian consumers are feeling the pinch. The Canadian Center for Policy Alternatives published a report citing that the minimum wage would have to be forty dollars per hour for someone looking to afford to rent a two-bedroom apartment. Similar to the findings



*"Housing Affordability Monitor"* by the National Bank of Canada stated for those wanting to own a home in Toronto or Vancouver, a median income family would have to save 10% per year for 24.5 years just to have the down payment in Victoria, 25.33 years in Toronto and 37.8 years in Vancouver. This is just housing. It's not just in housing that Canadians are feeling the pinch; at the grocery store, groceries were up

between 5% to 7% in 2022 alone.

As Canadians spend more on groceries and housing, it's less likely that they will continue to be able to afford "luxuries" like travel. After this initial increase in pent-up travel demand after the pandemic, the travel market may slow as Canadians might have less disposable income. A slowdown in air travel will have an impact on our members.

in this report, a report titled

It is of extreme importance, now more than ever, that we support our colleagues at the bargaining table during our contract negotiations. This solidarity will help us achieve monetary gains and language improvements that will help us through and protect us during these historic times. Let's keep our focus on the bargaining process and not be distracted by other things!

At IAM Canada, we will continue to ensure that our bargaining committees are best prepared to fight for industry-leading contracts. We will ensure that our members are protected in the event of a downturn and make certain the IAM remains the voice for workers at Canadian airports. ■





# GED TESTING TO END - WHAT DOES IT MEAN FOR CANADIAN WORKERS?

If you're a Canadian worker working towards your high school equivalency through the General Education Development (GED) test, there's a significant change on the horizon. As of May 3, 2024, the Canadian version of the GED test, administered by the TVO Independent Learning Centre, will cease to exist. Pearson Vue GED Testing Service, the provider of the GED test, is discontinuing its services in Canada, leaving many workers in a state of uncertainty and concern.

GED certification is a certified Canadian high school equivalency. Wikipedia defines it as, "The [...] tests are a group of four academic subject tests in the United States and Canada certifying academic knowledge equivalent for a high school diploma."

Workers should be concerned about the lack of information and support regarding this abrupt change. The service provider announced the discontinuation without providing any explanations or alternatives.

The GED test holds immense value for Canadian workers as it offers them the opportunity

to earn an Ontario High School Equivalency Certificate. This credential is not only important for educational pursuits but is also often a prerequisite for employment and career advancement. Mature workers, in particular, who may have missed achieving a Grade 12 education, rely on the GED as a lifeline to opportunities and a brighter future.

With the sudden removal of this testing service, many workers who were working towards their GED find themselves in a state of uncertainty. Some have spent months, or even up to a year, preparing for the comprehensive series of five GED exams. They have been studying independently, gearing up for a brighter future. The unexpected change has left them anxious about their educational and career prospects.

As the May 3, 2024 deadline approaches, the prevailing concern is that a significant number of affected workers might remain unaware of this situation, potentially derailing their aspirations for educational and career growth. The discontinuation of the Canadian GED test raises questions about what alternatives will



be available and how they will impact Canadian workers seeking educational equivalency. In today's work environment, workers who are either displaced or looking to better themselves, need this type of education. This is very important.

We hope there is a viable alternative to the GED in Canada soon. This will help workers improve their chances at improving their wages and improving their lives. It will also remove the many anxieties the loss of GED has caused. ■

# IAM REPRESENTS WORKERS AT INAUGURAL ITF CIVIL AVIATION GROUND STAFF SAFETY GROUP MEETING

The IAM has once again demonstrated its unwavering commitment to workers' safety and well-being in the aviation industry. The IAM's active participation in the inaugural meeting of the International Transport Workers' Federation (ITF) Civil Aviation Ground Staff Safety Group underscores our dedication to advocating for safe and secure working conditions for ground staff in the aviation sector.

The ITF Civil Aviation Ground Staff Safety Group's inaugural meeting, held in May 2023, marked a significant step forward in addressing the unique safety challenges faced by ground staff members worldwide. As ground operations play a vital role in aviation, ensuring the safety and security of ground staff is of great importance.

The IAM was represented by Chris Cheung, District Lodge 140 H&S, Erik Stenberg, District Lodge 141 Assistant General Chairperson, Safety Chairperson and Keith Aiken, Air Transportation Coordinator for Canada.

The IAM delegation actively contributed to discussions on various safety-related topics, sharing insights, experiences, and best practices with fellow participants from different regions and aviation backgrounds. The union's involvement demonstrated a united commitment to enhancing safety standards and practices across the aviation ground staff community.

## Key Safety Concerns Addressed

The meeting provided a platform for open and constructive dialogues on a range of safety concerns impacting ground staff, such as:

**Workplace Hazards:** The IAM emphasized the importance of identifying and mitigating workplace hazards that ground staff may encounter during their daily duties, including ramp operations, baggage handling, and aircraft servicing.

**Training and Education:** The union stressed the need for comprehensive training and education programs that equip ground staff with the knowledge and skills required to perform their tasks safely and efficiently.

**Communication and Reporting:** Effective communication and reporting mechanisms for safety incidents and near misses were discussed, with IAM advocating for transparent reporting systems to improve safety outcomes.

**Mental Health and Well-being:** IAM highlighted the significance of addressing the mental health and well-being of ground staff, particularly considering the stresses and pressures associated with their roles.

## Solidarity in Action:

IAM's participation in the ITF Civil Aviation Ground Staff Safety Group inaugural meeting exemplifies the spirit of solidarity within the global labor movement. By actively engaging in international dialogues and collaborations, IAM continues to champion the rights, safety, and welfare of aviation workers, contributing to safer working conditions and a more secure aviation industry for all.



## International Transport Workers' Federation



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



## IAM EXPRESSES FRUSTRATION (AGAIN) OVER DELAY OF BILL C-86

The IAM has voiced its frustration regarding the delay of Bill C-86, which holds significant implications for Canadian workers and labour rights. As an organization committed to advocating for the rights and interests of its members, the IAM is concerned about the impact of this delay on workers across Canada.

Bill C-86, also known as the Budget Implementation Act, was introduced by the Canadian government in 2018 as a comprehensive piece of legislation addressing economic and labour-related issues. It includes provisions aimed at improving the conditions of workers and ensuring their rights are protected.

The bill ensures that those who work on a part-time status, casual, or contract are not paid less than full-timers who do the same work. However, the bill allows for differences in pay if the discrepancy is due to seniority, merit, or the quantity or quality of each employee's production. If the bill is passed employers would be prohibited from reducing an employee's rate of wages in order to comply with new requirements.

Our frustration arises because the bill contains provisions that are critical to the well-being of IAM members and Canadian workers, encompassing labour rights, such as pay equity, parental leave, and the enforcement of labour standards.

One of the key provisions of Bill C-86 is the Pay Equity Act, which seeks to address wage gaps and ensure that workers receive equal pay for equal work, regardless of gender. The IAM views this as a fundamental step toward achieving gender equality in the workplace and eliminating wage disparities. It also provides more flexible and inclusive parental leave options.

The IAM has consistently advocated for the rights and interests of its members and Canadian workers at large. We believe the delay in passing Bill C-86 undermines the progress that could have been made toward improving labour conditions and ensuring that workers are treated fairly and equitably.

The IAM remains committed to actively engaging with policymakers and stakeholders to push for the swift passage of Bill C-86. The organization firmly believes that these legislative changes are essential in creating a more just and equitable work environment for all Canadians.

## LL 103 CELEBRATES 133 YEARS OF DEDICATION AND SOLIDARITY

IAM Local Lodge 103 is commemorating an impressive milestone—133 years of unwavering commitment to its members and the labour movement. Since its inception in 1890, this exceptional local has been at the forefront of advocating for workers' rights, fostering a strong sense of solidarity, and making a profound impact on the lives of countless individuals.

### A LEGACY OF ADVOCACY:

LL 103 boasts a rich history that exemplifies the enduring spirit of labour activism and dedicated advocacy. For over a century, the lodge has played an instrumental role in championing the rights and interests of its members.

### SOLIDARITY AND COMMUNITY:

Beyond the bargaining table, Local 103 has been active in community engagement and solidarity initiatives. They have been involved in charitable endeavours, community outreach, and partnerships with local organizations. This commitment to community building underscores the local's dedication to creating a positive impact within its membership and beyond.

### ADAPTATION TO CHANGE:

Across its 133-year journey, IAM Local Lodge 103, whether navigating technological advancements, legislative changes, or economic shifts, has remained steadfast in its mission to safeguard the livelihoods of its members. The lodge serves as an emblem of hope for workers and exemplifies the enduring power of collective action.



GVP David Chartrand and Chief-of-Staff Gord Falconer meet with the Executive of Local Lodge 103 earlier this year

### THE IAM LEADERSHIP

INTERNATIONAL PRESIDENT	ROBERT MARTINEZ JR.	
GENERAL SECRETARY-TREASURER	DORA CERVANTES	
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