

# NEW MEMBER ORIENTATION & BENEFITS

VERSION: FEBRUARY 2026



**IAM**  
UNION

# MESSAGE FROM THE GENERAL VICE-PRESIDENT OF CANADA

Brothers, Sisters, Siblings,

By joining the IAM, you are now part of a strong, united union committed to defending the rights and interests of its members.

The IAM is built on collective strength: workers coming together to achieve better working conditions, fair wages, solid benefits, and respect in the workplace. As a member, your voice matters and directly contributes to that strength.

Your union is here to support you, represent you, and assist you whenever you need it. Whether it's answering your questions, defending your rights, or improving your workplace, the IAM acts on your behalf every day.

This union relies on the engagement of its members. By participating, staying informed, and getting involved, you help build a stronger union for today and for generations to come.

Welcome to the IAM. Together, we move forward, united and determined.

In solidarity,

**David Chartrand**

General Vice-President

IAM The Union Canada





**JUSTICE  
FOR  
ALL  
WORKERS**



# WHAT IS A LABOUR UNION?

A Union is a group of individuals who come together in the workplace to support one another in securing fairness, dignity, and economic justice for themselves, their co-workers, and their community.

This can only be achieved through collective action. By working TOGETHER.



# ABOUT THE IAM



The Order of United Machinists and Mechanical Engineers, which would later become the IAM was founded under a cloak of secrecy in a railroad pit in Georgia, U.S, on May 5, 1888.

Founded in 1890, the International Association of Machinists (IAM) Canada has been a cornerstone of the labour movement, fighting for workers' rights when long hours, dangerous conditions, and low wages were the norm.

What began as a small group of machinists advocating for change has since grown into what is now known as the IAM, one of Canada's largest and most influential unions. These original members, who started the movement, now make up a powerful organization with 50,000 members across Canada and 600,000 members across North America.



# IAM GUIDING PRINCIPLES



**We lead with integrity:** We always do right by those who rely on us.

**We act as one:** Together, we're stronger and achieve more.

**We truly listen:** Every voice matters and deserves respect.

**We encourage action:** Get informed, get involved, and make a difference every day.

**We win together:** Success comes when we work as one, because we all rise together.

**We believe in Social and Economic Justice:** We are committed to advocating for fairness, equality, and the protection of human rights, ensuring all workers are treated with dignity and respect. We fight for fair wages, benefits, and working conditions, and push for policies that promote a more equitable distribution of wealth and reduce income inequality.



# THE IAM IN NUMBERS



**600,000+**

MEMBERS IN NORTH AMERICA

**50,000+**

MEMBERS IN CANADA



**66**

LOCALS  
IN CANADA



**6**

DISTRICTS  
IN CANADA



**3**

PROVINCIAL  
COUNCILS IN CANADA



**10,000+**

COLLECTIVE AGREEMENTS  
ACROSS NORTH AMERICA

# **IAM REPRESENTS WORKERS IN**

**AIR TRANSPORTATION**

**AEROSPACE**

**FINANCIAL SERVICES**

**FIREHYDRANT MANUFACTURING**

**HEALTHCARE & HOMECARE**

**NUCLEAR**

**ELEVATOR INSTALLATIONS**

**TRANSPORT TRUCK INDUSTRY**

**LONG-TERM CARE HOMES**

**MINING**

**MOTOR COACH MANUFACTURING**

**SPECIALTY PACKAGING**

**HOCKEY STICK MANUFACTURING**

**AUTOMOTIVE**

**UNION LABOUR STAFF GROUP**

**GOVERNMENT**

**ELECTRIC POWER GENERATION**

**RAILROAD**

**MEDICAL SAMPLES COURIER SERVICES**

**HOSPITALITY**

**& MORE...**



# IAM EXECUTIVE COUNCIL

IAM is your union. Your membership means you have 600,000 men and women just like yourself at your side. Together, we have the power in numbers and the leverage we need to make better lives for our families.

The IAM Executive Council is charged with representing you and making our union even stronger. Their mission is to carry out the vision of our membership as voted on and ratified by member-delegates to the 2024 International Convention. From the shop floor to our leadership, the IAM is united in our fight for a fair economy for every working family and community.



**BRIAN BRYANT**  
International President



**DORA CERVANTES**  
General Secretary Treasurer



**DAVID CHARTRAND**  
GVP Canada



**BOBBY MARTINEZ**  
GVP Western Territory



**DAVID SULLIVAN**  
GVP Eastern Territory



**RICHIE JOHNSEN**  
GVP Air Transport Territory



**CRAIG MARTIN**  
GVP Southern Territory



**JODY BENNETT**  
Resident GVP



**SAM CICINELLI**  
GVP Midwest Territory



# OUR CANADIAN TEAM



DAVID CHARTRAND  
GVP Canada



RALPH MARTIN  
Chief of Staff



MAGALY FADEL  
Confidential Secretary



CAROLINE RAMOS  
Administrative Secretary



DEREK FERGUSON  
IR



KEITH AIKEN  
Airline Coordinator



SAM JABBAR  
Organizer



VANESSA BREIDY  
Comms Rep



LUCIE MORILLON  
Comms Rep



ROYA RISMANKAR  
Research Analyst



SCOTT JACKSON  
Territorial Organizing Leader



CORDELL DRAAYERS  
International Auditor



KIM VALLIERE  
IR



MICHEL RICHER  
Quebec Coordinator



NEIL GIROUX  
IR



LOU PAGRACH  
IR

# OUR CANADIAN TEAM



STEVE PRINZ  
IR



BERNIE WOOD  
IR



ÉRIC RANCOURT  
IR



KEVIN TIMMS  
IR



MATTHEW BARNABLE  
IR



YAMA TOKI  
Associate Organizer



JEAN MARC BRUNET  
Associate Organizer

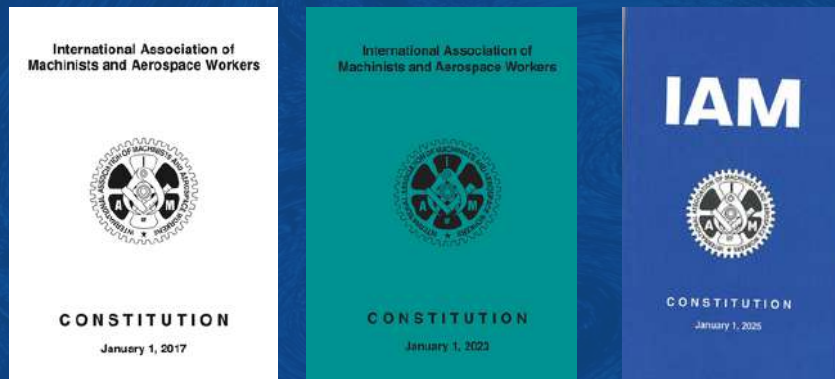


PETER TSOUKALAS  
Special Representative



# THE CONSTITUTION

- The IAM constitution serves as the supreme governing document of the union.
- It was initially drafted by members at the inaugural IAM Convention in Atlanta in May 1889.
- Revisions or amendments can only be made by membership delegates at the quadrennial International conventions.
- Revised and approved by members at each International convention, up to the 40th Convention in New York (September 2024).



# OUR EDUCATIONAL FACILITY

We Are the Only Union with a Full-Time Educational Facility!



At the IAM, we believe in the power of knowledge. That's why we proudly offer the only full-time educational facility in North America dedicated to empowering our members.

The Winpisinger Center, established in 1981, has been a cornerstone of our commitment to education and training for over 40 years. With nearly 90,000 participants having attended its transformative programs, we continue to honour the vision of former President Winpisinger, equipping our members with the skills and knowledge to thrive in today's ever-evolving world.



# IAM STRUCTURE



# IAM UNION AFFILIATIONS



**ONTARIO  
FEDERATION OF  
LABOUR**



Fédération  
des travailleurs  
et travailleuses  
du Québec

**FTQ**



# IAM UNION AFFILIATIONS





# YOUR UNION. YOUR WORKPLACE.

- Your Shop Committee or Senior Steward has an office, phone number, or an email for you to contact.
- Shop Stewards are available on your shift in the workplace.
- They work on your behalf to address issues and ensure compliance with agreements, work rules, and Health & Safety regulations.
- Their duties include overseeing vacation bids and shift bids, handling meetings, hearings, and grievances.
- They are responsible for upholding and protecting your rights.
- Health & Safety Representatives are also present in your workplace. The Health and Safety Representatives conduct safety audits and ensure the employer provides a safe workplace.



# SHOP STEWARDS



- A shop steward puts aside personal interests to serve the needs of the membership.
- Shop stewards are present in almost all workplaces and shifts.
- They are your first level of union representation.
- Shop stewards are always available to help with questions, issues, concerns, or complaints.
- They assist in understanding and interpreting your collective and local agreements.
- Shop stewards may represent and advocate for you in dealings with the company.



# YOUR RIGHTS IN THE WORKPLACE

## YOU HAVE THE RIGHT TO

- Fair and equal treatment by your employer.
- Recognition and enforcement of your seniority rights and privileges.
- Full entitlement to wages, benefits, compensation, and work rules as outlined in your collective and local agreements.
- A workplace free from harassment or discrimination of any kind.
- A healthy and safe work environment.
- Provision of all necessary personal protective equipment (PPE).
- Union representation whenever you request it.





# RESPECT, RESPONSIBILITY, & SAFETY AT WORK

Key information to remember:

- Treat co-workers and managers with respect.
- You may only refuse a work task if it poses an imminent threat to your or your co-workers' health and safety or could damage company property.
- In all other cases, complete the assigned task and file a grievance afterward.

**For Operating Equipment: If you haven't been trained on a piece of equipment, tell your supervisor and do not operate it.**



# UNIONS HARD-WON GAINS: THE LABOUR CODES

Labour Codes establish the legal framework for labour relations, ensuring fair practices and protecting the rights of both employers and employees. Through persistent lobbying and advocacy, unions fought hard to secure the inclusion of these Labour Codes, ensuring stronger protections for workers across industries.

- The applicable Labour Code is based on the employer's business location.
- Federal employers (e.g., Air Canada) follow the Canada Labour Code, Part I – Industrial Relations.
- Provincial employers follow their respective provincial Labour Codes for collective bargaining.
- Labour Codes outline requirements for collective bargaining, arbitrations, mediations, strikes, lockouts, voting, and rights for unions, members, and employers.
- Labour Codes define the responsibilities of unions in representing members and employers in managing employees.



# UNIONS HARD-WON GAINS: COLLECTIVE BARGAINING

Collective bargaining is the process through which labour unions negotiate with employers to determine wages, working conditions, and benefits for their members.

## Key Points:

- The main role of a labour union is to negotiate on behalf of its members.
- Federal employers (e.g. Air Canada) follow the Canada Labour Code, Part I – Industrial Relations for collective bargaining.
- Provincial employers follow their respective provincial labour codes for collective bargaining.
- All Canadian Labour Codes treat labour unions and employers as equals, outlining rights and responsibilities for both.
- The outcome of collective bargaining is a Collective Bargaining Agreement (CBA), a legally binding contract that defines what both the union and employer can and cannot do.



# WHAT WE CAN ACHIEVE TOGETHER IN COLLECTIVE BARGAINING\*



HIGHER WAGES



BETTER WORK RULES



VACATION PAY



OVERTIME PAY



HOLIDAY PAY



SENIORITY RIGHTS



SICK LEAVE PAY



JUSTICE ON THE JOB

*\*The advantages listed above are hard-earned gains by unions, all of which exceed minimum standards.*



# LOCAL AGREEMENTS

Local Agreements are supplementary to the CBA and carry the same legal authority. These agreements are tailored to each work location, specifying how certain articles and clauses of the CBA will be applied.

They typically cover topics such as shifts, vacation, overtime, filling of vacancies, field and emergency work, and the duty to accommodate upgrades.

# PENSION & BENEFITS

- Pensions and benefits may be negotiated as part of your CBA.
- Each employer offers a different pension plan and benefits package.
- Each plan has an administrator to handle claims and inquiries.
- Websites for your pension and benefits provide access to forms, general info, and personal details.
- Improvements to your pension or benefits must be negotiated through collective bargaining between the IAM and your employer.



# UNIONS HARD-WON GAINS: HEALTH & SAFETY IN THE WORKPLACE

- All employers are required to have Health & Safety Committees and representatives.
- For example, as a national employer with multiple locations, Air Canada, in collaboration with the IAM, maintains a National Safety Policy Committee.
- Each workplace will have an elected Senior Health & Safety Representative.
- In addition, there will be area-specific Health & Safety Representatives for your workplace.



# ACCIDENTS & INJURIES

- Report all accidents, near misses, and injuries that happen at work.
- Immediately report any incidents to your Lead and Manager on duty.
- Accidents involving vehicles and aircraft must also be reported to Maintenance, even if no visible damage is present.
- Complete the Accident/Injury Report as soon as possible and with accurate details.



# FIRST AID IN YOUR WORKPLACE



- Certified First Aid Attendants are always available at the workplace (see the list on the safety board).
- Notify the First Aid Attendant if you or a coworker gets injured. They will assess and treat the injury, or refer to more serious care if needed.
- Minor injuries (like cuts or scrapes) can be treated with the First Aid supplies (e.g. Band-aids, eye wash stations).
- Serious injuries will be handled by 911 or other medical responders, or may require a hospital visit.

Don't forget to file an accurate injury report with the duty manager.





# IAM Union Benefits



# UNION COLLEGE BENEFIT

Your IAM Union Education Benefit gives you access to more than 50 certificates, associate, bachelor, and master degree programs.

Go to school at your convenience: part-time or full-time and 100% online.

For more information kindly contact:

Tim Ryan: (401) 742-5126

Brittani Gassner: (724) 777-0150

Breanna Scarmack: (724) 418-8623

## SCAN TO LEARN MORE



# RETIREMENT SECURITY

1. The IAM Labour-Management Pension Fund (LMPF) provides you with easy-to-calculate pension benefits.

2. The IAM Multi-Employer Pension Plan (MEPP) is run by labour and management trustees that give IAM MEPP locals a low-cost alternative to a single-employer defined benefit plan or an RRSP.

The IAM plan provides a defined pension based on agreed-upon contribution rates, making it perfect for small and medium-sized businesses.

Employers contribute on behalf of their employees based on negotiated hourly rates in the collective agreement. Contribution amounts vary, and the plan is government-registered and regulated.

## SCAN FOR MORE INFORMATION



**IAM LMPF**



**IAM MEPP**



# INVESTING IN YOUR HEALTH

Register for your GoodLife Fitness membership today to get significant savings off regular membership rates and access to over 200 GoodLife Fitness clubs across Canada and 30 Énergie Cardio clubs in Quebec.

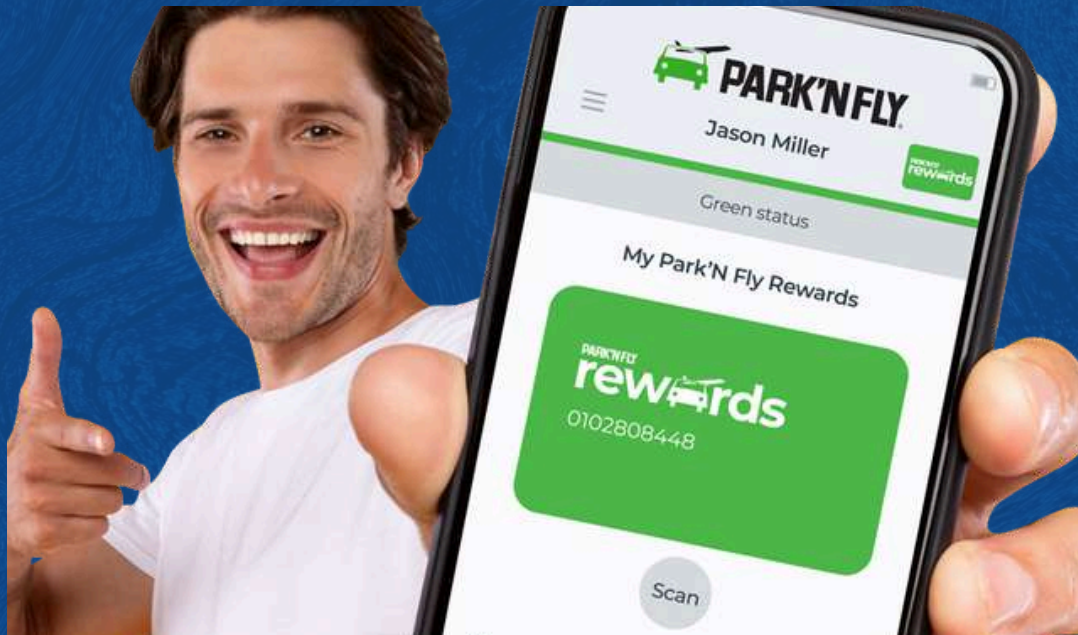
## SCAN FOR MORE INFORMATION



**GoodLife Fitness** **Énergie Cardio**



# PARK'N FLY



Members can now use the discount codes to access exclusive savings on airport parking through Park'N Fly's Association Discount Program which provides immediate access to these new rates, and offer significant savings compared to standard rack or web rates.

Savings may vary depending on location and season.

To get the discount code, please reach out to the IAM Canadian Office on [info@iamaw.ca](mailto:info@iamaw.ca) or call us on 416-386-1789.

**SCAN FOR MORE  
INFORMATION**



# HOME & AUTO INSURANCE SAVINGS

As a member of the IAM Union, you get access to customized home and auto coverage by “The Personal” with the help of licensed advisors who will tailor your coverage to your specific needs.

More information available in the leaflet available in your kit and by scanning the below QR code.





## UNION SAVINGS

Union Savings is a not-for-profit, union-run member benefit program in Canada, offering exclusive discounts and services to union members, retirees, and their families, leveraging collective buying power to negotiate savings across various sectors.

More information available in the leaflet available in your kit and by scanning the below QR code.



# OUR ONLINE PRESENCE



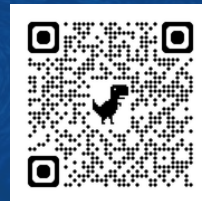
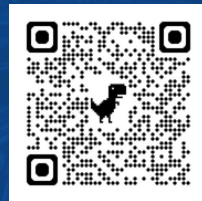
# IAM

## CONNECTED & INFORMED

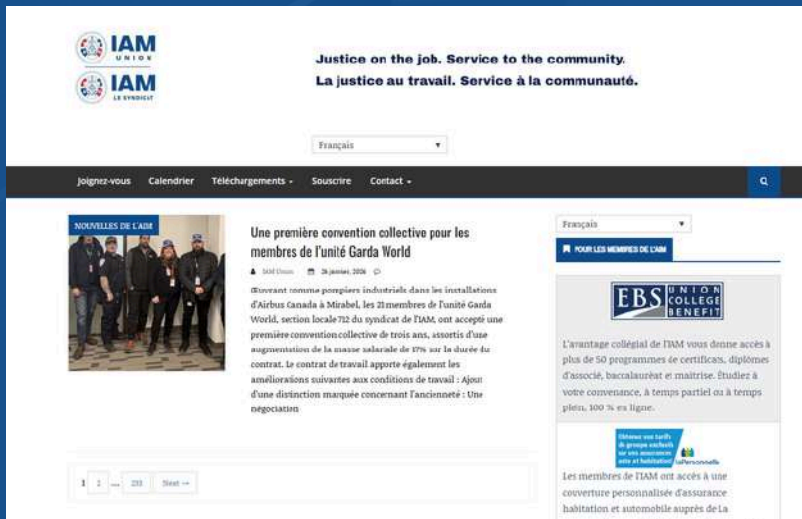


***YOUR UNION  
YOUR VOICE!***

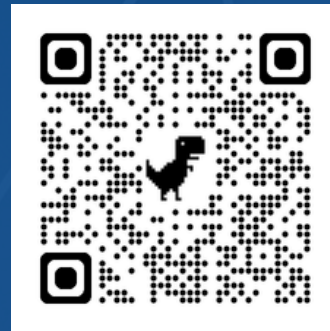
**GET ALL YOUR UNION UPDATES & NEWS INSTANTLY  
BY SCANNING THE QR CODES & FOLLOWING**



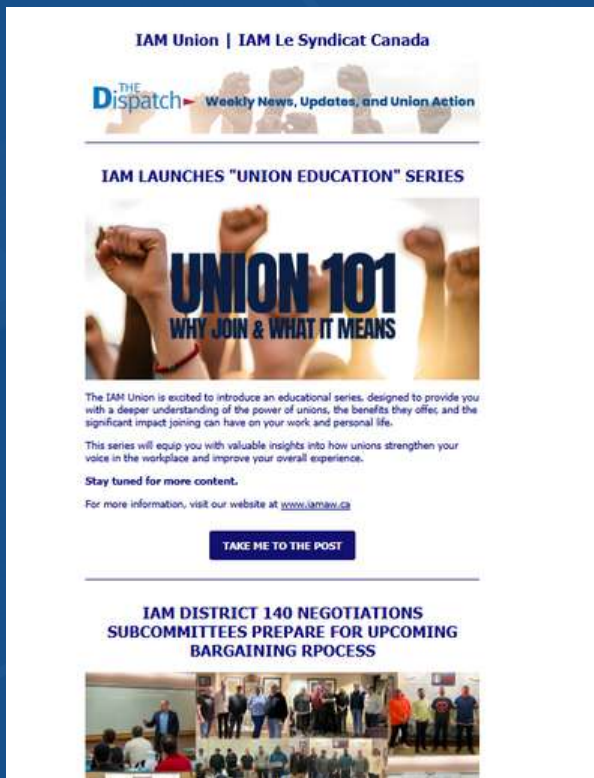
# OUR WEBSITE: **IAMAW.CA**



**VISIT THE WEBSITE**



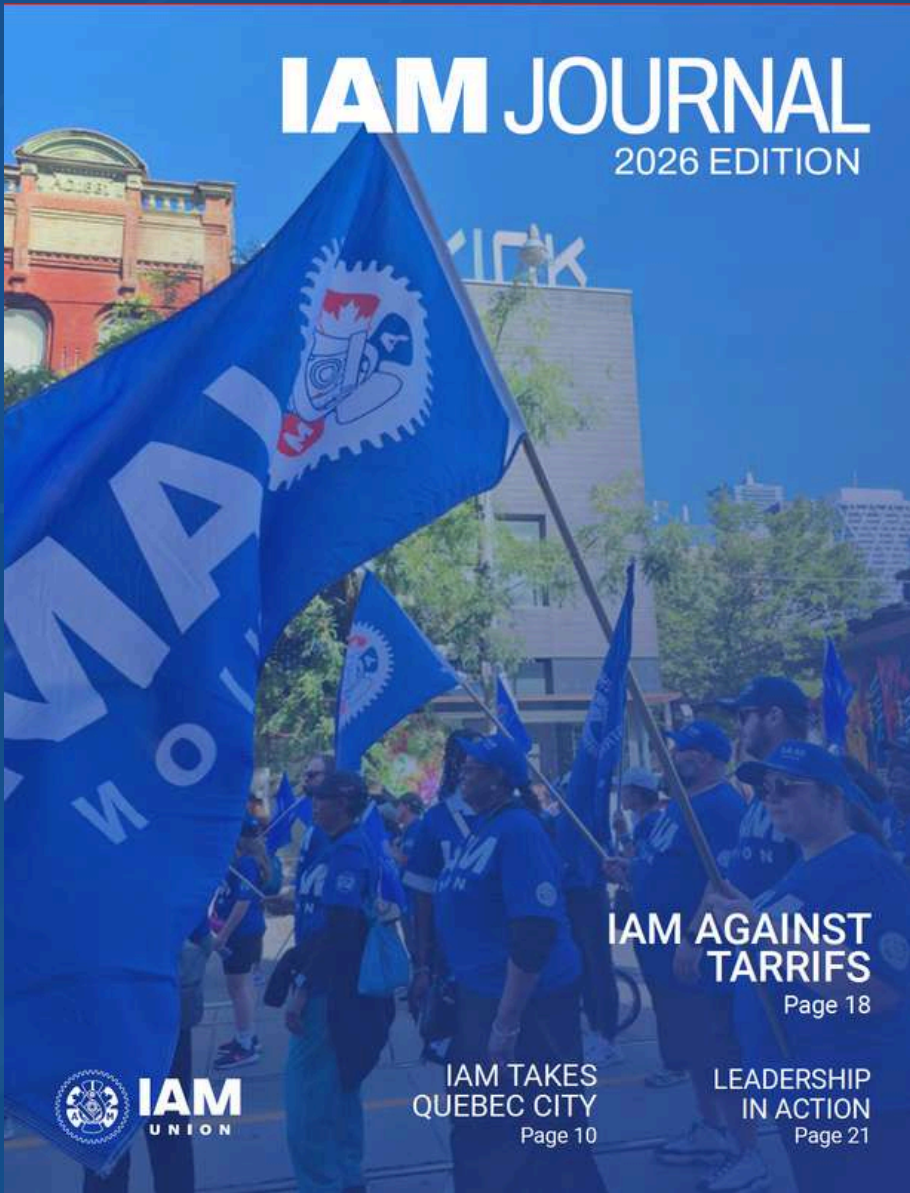
# OUR WEEKLY NEWSLETTER: **THE DISPATCH**



**SIGN UP TO RECEIVE UPDATES  
BY SCANNING THE QR CODE**



# THE IAM YEARLY MAGAZINE: THE JOURNAL



SCAN THE QR  
CODE TO LEARN MORE



# THE MOST IMPORTANT TOOL: YOUR EMAIL

Your email is one of the most powerful tools for communication, as it keeps you connected with both your local updates and important information from IAM union staff.

Through your email, you will receive essential communications, updates, and notifications to ensure you are always in the loop.

Members' emails are also used in the simply voting e-voting platform, allowing you to vote for agreements, union representatives, and fill out bargaining surveys where you can express your needs and wants.

It is important to always have your email accessible and regularly check it for the latest news.

We encourage all members to stay engaged and interact with the messages they receive. Additionally, make sure to inform your local representative of any email changes so you can continue to be well-informed and included in all communications.



# SHARE YOUR DISTRICT & LOCAL NEWS WITH US TO HELP SPREAD THE WORD!

By reaching out to  
[vbreydy@iamaw.org](mailto:vbreydy@iamaw.org)  
[Imorillon@iamaw.org](mailto:Imorillon@iamaw.org)





**IAM**  
UNION

# **New Member Orientation & Benefits**

IAM Canadian Office | Communications Department

**IAM Union Canada**

18 Wynford Drive, Toronto, ON M3C 3S2

Phone: 416 - 386 - 1789

[info@iamaw.ca](mailto:info@iamaw.ca)

[iamaw.ca](http://iamaw.ca)

**IAM Union Canada, 2026. All Rights Reserved.**



**REPRESENTING  
WORKERS  
ACROSS  
CANADA  
SINCE  
1890**



**IAM**  
UNION