



THE TOOL



INFORMATION BULLETIN FROM LODGE 1660, I.A.M.A.W.

Year 2006 , No 5
December

President's Word Christian Bilodeau

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The year is nearly finished, and here is a brief sketch. Oof! What a year.

Where to start. The first thing that comes to mind is THANK YOU, yes that's it. Thank you Michel for always continuing to work for your co-workers, thank you Pierre for looking after the member's property, thank you Yves for your good work in Health and Safety, thank you Normand for your humanism, thank you Raymond, we can always count on you, thank you Mike, your experience is a big help, thank you Serge for your keen interest in education, thank you Yves, Thank you Cedric, not too visible this year, but the year is drawing to a close, thank you to our communicator Andre, who did extraordinary work and a big thank you to our secretary Nancy.

A special thank you to our Shop Chairpersons as well as all their delegates, you do above average work.

These people deserve our recognition, because it is them who protect your rights as workers without giving up.

The year started as it's finishing, sadly, lay-offs, unjustified dismissal and suspension, outrageous sub-contracting ordered by our large Multi-nationals, managed by incapable people who don't even have the decency to hide their mistakes, worse, we find those that even brag about it in certain dailies, then, I don't know, maybe it's time that together, we send them a clear message that enough is enough.

I think that we can reach them, we just have to march farther than one block.

We had some good news during the last year, new Bargaining Units who joined our Local Lodge, G.E. Technical council, and a merger with Peerless.

Some grievances won, members who got their jobs back, a suspension cancelled, CSST cases, cases which were not always easy but that had a happy ending because of your representatives.

The son of one of our members

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won a scholarship, watches were given to our retirees, the yearly visit to our Units, the golf tournament, my correspondence with many of you remain, for me, privileged moments.

I will take this opportunity to wish you a good holiday period, rest up, take the time to live, and above all stay safe, because, on my part, I am already anxious to see you next year!

Christian Bilodeau, President L.L 1660

The Machinists Union help make Montréal Streets safer during the Holidays

Montréal, QC – All too often Rudolph isn't the only one with a 'Red Nose' during the Christmas season – it's a sign that many individuals have consumed too much alcohol and they shouldn't be operating a motor vehicle. A campaign has developed in the city of Montréal to assist drivers who have had one too many at the local bar or their office



Christmas party. It's called "Operation Nez Rouge" or "Red Nose" and one of the six major sponsors is IAM Local Lodge 712. "We decided this year to get involved on a larger scale so that people would see the Machinists union more visible in the community," explains LL 712 President David Chartrand.

In a media blitz in late November, "Red Nose" coupon books were distributed to neighbourhood dépanneurs – convenience stores which also sell beer and wine – in greater Montréal and nearby Laurentian region. Included in this book of coupons is a phone number which people can call to request a "Red Nose" ride home after 'a night on the town'. Teams of three vol-

unteers – driver, navigator and escort driver – are dispatched from Olympic Stadium in one vehicle to pick up the client at the given address. Two of the volunteers – the volunteer driver and navigator – drive the client home in his or her vehicle and the escort driver follows in second vehicle to pick up the rest of the team once the client is safely home.

"This is very good cause because it makes the roads safer," says Chartrand. "Everyone who participates in the campaign wears a red vest and the IAM logo, our Local Lodge logo and phone number is on the back of every vest. With 500 vests distributed in Montréal and 150 in the Laurentian Region the Machinists are very noticeable when volunteers arrive to pick up a client." Twenty Local Lodge 712 members have volunteered for "Red Nose" duty starting on December 16th which is the busiest evening for office Christmas parties.

Service to our members and service to the community – that's the IAM philosophy.

Merry Christmas

Montréal
514-256-2510
december 1 and december 31



Quebec workers salary raises.

Here is a chronicle titled *Les Indicateurs Économiques* (economic indicators) which advances various analyses on the general tendencies in the domain of economy and work relations. The data analysed comes from statistics published by the Quebec government.

The average weekly salary of the general workforce was \$666.00 in the first trimester of 2006, the salary of unionised employees is significantly more than non-unionised employees, being \$755.00 versus \$605.00, which signifies that unionised employees have a salary 25% greater than their non-union counterparts.

Unionised workers salary raises negotiated in 2006 were, on the average, about 2.8%: being 3.1% for Public Sector workers, and 2.5% for workers in the Private Sector.

This represents an improvement for the Public Sector. Their existing conventions giving them average raises of 2.4% (therefore +0.7%), and it represents a loss for the Private Sector, their existing conventions giving them average raises of 2.8% (therefore -0.3%).

This represents a slight decrease when compared to an average of 2,6% for the sum total of all Collective Agreements of that period.

In the first trimester of 2006, 30 Collective Agreement renewals were signed, representing 7,140 workers. The mean annual raises of salaries provided for in the Collective Agreements were 2.8%. These raises were distributed as follows:

- 3.0% the first year;
- 2.7% the second year;
- 2.4% the third year.

For the sum total of negotiated Collective Agreements covering 2001 à 2008



Sum total of Collective Agreements in force from

Annual variation of salary rates for the sum total of Collective Agreements in force from 2001 à 2008

	2001	2002	2003	2004	2005		2007	2008
	%	%	%	%	%	%	%	%
Size of the Unit (private sector)								
500 and more	3,0	2,8	2,6	1,5	2,8	3,2	2,5	2,4
200-499	2,3	2,5	2,4	2,4	2,0	2,3	2,4	2,2
Less than 200	2,4	2,3	2,4	2,5	2,4	2,2	2,3	2,2
Sector								
Primary	2,0	1,8	2,0	1,7	-2,5	1,9	2,2	2,3
Manufacturing	2,6	2,5	2,5	2,5	2,4	2,3	2,3	2,3
Services	2,8	2,6	2,3	2,4	2,3	2,4	2,4	2,3
Sum total	2,8	2,6	2,4	2,1	2,4	2,7	2,4	2,3
Number de conventions	1 159	1 133	1 022	988	949	790	508	280
Number de workers	918 335	822 917	408 169	422 637	387 663	325 275	126 055	75 846
INFLATION								
CPI Quebec	2,4	2,0	2,5	1,9	2,3	---	---	

We can take note that in the face of inflation represented by the CPI (Consumer's Price Index), the real enrichment of the workers is minimal, (raise less inflation).

Unionised workers have not really seen any salarial enrichment in the last few years, in effect, even though they went from \$672.00 (weekly gross wages) to \$755.00 between the first trimester of 2001 and the first trimester of 2006.

The gross salary, (taking inflation into account) of unionised workers has, to be sure, risen dur-

ing this period.

In *2001 dollars*, that is to say taking inflation into account, the salary is actually near the same level as in the first trimester of 2001, it was around \$678.00 and today would be \$684.00 in 2001 dollars, for the first trimester of 2006.

At the same time, non-union workers went from \$530.00 to \$605.00 for the same period, the real increase in 2001 dollars, is only \$13.00.

Unions against racism and discrimination

Within the framework of a public consultation launched by the Quebec government, with the aim of elaborating a government policy to fight against racism and discrimination, the QFL presented a memorandum on the question last September.

It is possible to consult the original text on the QFL site at: www.ftq.qc.ca

Here are some extracts.

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"The engagement of the Union movement to fight all forms of discrimination has its' source in the basis of its' actions. The Union movement fights against arbitrary management and social injustice. The Union movement asserts claims

against the government and negotiates with the employers. Thus, well before the adoption of the Charter of Personal Rights and Freedoms, and still today, Unions negotiate Collective Agreements which contain clauses forbidding discrimination against workers for reasons of Union activities, political action, race, colour, religious beliefs and sexual orientation."

The Collective Agreement as an integration tool.

"Remember, that in businesses where there is a Union and a Collective Agreement, once the person is hired, discrimination is in principle 'controlled' by Union action.

Traditionally, in Union action in Quebec, clauses forbidding discriminatory measures against a worker because of, among other reasons, his race, religion, colour, language, ethnic or national origin and social condition have been included in Collective Agreements for many decades.

Beyond the Collective Agreement, we have also foreseen mechanisms to settle conflicts. Working relations Committees are one example. What's more, we constantly see that relations remain harmonious amongst our members.

Seniority as a protective right is another means of preventing abusive practices. For example, this signifies that in case of a lay-off, a right to recall according to the seniority acquired at the employer is foreseen in most unionised businesses, although, of course this recall is not in-

definite. Also, once a person who immigrates to Quebec is integrated into a job, so-called 'visible minorities', they enjoy the same rights."

The ignorance of French as a ghettoising factor.

"Elsewhere, we understand that it's not by chance that we find immigrant workers in underpaid sectors, which are non-specialised and characterised by bad working conditions. We note, among other things, an importance of immigrant workers in service sectors, in commerce and plastic industry sectors which are not heavily unionised. Added to this, we have the multitude of small businesses who offer an easy doorway into the workforce, where ignorance of the French language is often at the origin of ignorance of Labour Laws, a reality which breeds conditions where immigrant workers are more vulnerable to all forms of discrimination."

"Today, nearly thirty years after the adoption of the Charter of the French Language, if not more, in spite of the energy spent by our partners so that French blossoms in our workplaces, we are again convinced that if we wish to improve intercultural relations in our workplaces and in society, if we want immigrants to adhere to our values and culture, without necessarily renouncing their own, if we want to ease their integration into the workplace, we must invest more in francisation."

Access to jobs: a way to fight against discrimination and racism.

"Access to jobs, as the consultation document reminds us, is a strategic stake for an immigrant. Remember that it is also a vital stake for anyone who is out of work. For example, when jobs are scarce and the instability of work is generalised, it affects immigrants as much as native Quebecois. This is just where the obligations of Quebec society towards its' citizens

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without work come into play. At the QFL, we have always fought to have full employment, and have called upon the Governments to amend their politics accordingly. We believe that by endorsing full employment politics and politics of minimum social services income greater than we now know, we can also avoid plunging numerous persons into that discriminatory situation known as poverty.”

Recognition of acquired skills: a way to fight against discrimination and racism.

For the QFL, immigrant people constitute a group, which we deem to be particularly penalised by the absence of political will to recognise

acquired skills and competencies. They are doubly so, in part, because with the exception of those specialised workers who have been recruited from other countries by Quebec, most of the time, we do not recognise their working experience in their country of origin. On another hand, many of them cannot get recognition for the training they have received, and diplomas that they got from their country of origin. And, what is even more incomprehensible, often, it is these same diplomas which enabled them to get into the country in the first place! This problem of recognition of diplomas can, at least in part, find a solution in the education system. But, for many professions, this would require political action against the corporations and professional orders which control the working permits of these professions.”

A union viewpoint on politics

Here is an extract:

The QFL has just published a small brochure on today’s major political stakes analysed from a Union point of view. This will become a guide to reflection for each of us, when the time comes to judge which politicians really are pre-occupied with workers interests.

You can obtain this brochure for free, your Union representatives will receive copies, or you can also consult it on line at the following URL :

www.ftq.qc.ca/librairies/sfv/telecharger.php?fichier=3391

**The QFL and its’ affiliated Unions:
At the heart of the action**

It is with its’ 500,000 members and across lines woven with their families, their children and their friends, that the QFL has developed within Quebec society, and intervenes on all platforms. The next elections that will be announced in Quebec will constitute one of these privileged moments during which our collective hopes can be expressed democratically.

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Are you moving?

When you move, please inform your Union Steward of your new address.

Members can get a change of address form on line at the following address.

Sectionlocale1660@videotron.ca

For the QFL, active participation in electoral debates is written into a long tradition of political engagement linked to our Union action. Last February the 16th, acting on a decision between Congresses, the General Council of the QFL adopted unanimously a platform of intervention, which truthfully reflects the debates and differences decided upon by Unions affiliated to the QFL.

This platform is addressed certainly to different parties in place, but is also seen as an intervention lever available to all activists during their Union fights, be they by sector or one by one, for debates within society or the taking of public positions.

Nobody can ignore that Quebec society is actually confronted with stakes the number of which equals their importance.

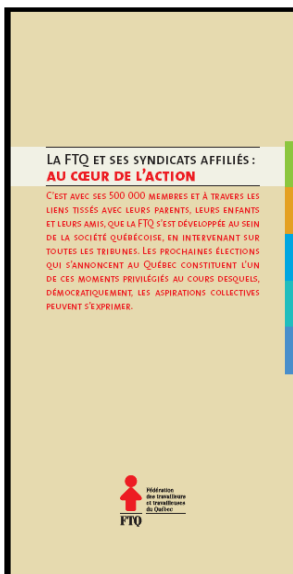
- ▶ shameless waste of the workforce at the same time that businesses and governments complain of a shortage;
- ▶ veritable bloodletting in the manufacturing sectors, particularly in forestry, textiles and clothing;
- ▶ plant closings;

- ▶ disappearance of quality jobs to the profit of cheap labour;
- ▶ negation and threats against the rights of free negotiation (cp. The December 2005 decree in the public sector);
- ▶ the absence of a real aerospace policy, even though this is an enviable sector of the Quebec economy;
- ▶ signs of privatisation in the sectors of health, transport, municipalities and state owned companies;
- ▶ under-financing of infrastructures;
- ▶ absence of a support program for aged or laid-off workers;
- ▶ tightening of the criteria for access to employment-insurance etc...

It is in this context that the QFL's platform receives all of its' importance, as it carries with it advancement. Nobody can ignore the work and the desire of those who everyday help to build Quebec society, who act in all sectors and who shape the social fabric.

We are those.

And, those who take, in our name and "for our good", political and economic decisions have no choice but to listen attentively, as we are active and present throughout Quebec.



Read, Discuss and Spread

The QFL's platform of intervention and education.!

The QFL has always sought to garner the maximum support for its' actions and interventions, but without making a precedent or a condition to proceed with the defence of the members which it represents. Other organisations and Union centrals will be approached in order to have all efforts in common.

A tool to plan for you retirement

The organisation **QUESTION RETRAITE** (A QUESTION OF RETIREMENT) by way of its internet site, gives you a tool to plan your eventual retirement. Their page **SimulRetraite (Retirement Simulation)** allows you to calculate the different revenues that are at your disposition.

To each their simulation!

Calculating the future.

Forget about crystal balls and fortune-tellers. Today, it is possible with computerised tools which are at our disposition, to have a clearer view of our financial situation, and to anticipate the future.

By giving you Internet access to your investment portfolio, certain financial institutions allow you to, for example, calculate the value of your RRSP in twenty years or so. Other on-line calculators can estimate the future value of an investment while taking inflation into account.

For its', part, the Régie des rentes du Québec offers, without charge, a simulation tool called **SimulRetraite (Retirement Simulation)** which allows you to draw up a picture of the revenues that you will receive when you retire. It takes public plans into account, such as old age security pension, as well as that of the Régime de rentes du Québec. As an important ad-

vantage, this tool uses information which is directly drawn from your file at the Régie.



To make the best use of this simulation, take the time to assemble all of the financial records in your possession.

Statements of rights of your pension plan

Statements of your RRSPs

Statements of investments other than RRSPs

Statements of your salary, and your latest payments to Revenue Canada.

Navigate to the site **QUESTION RETRAITE** :

<http://www.questionretraite.qc.ca/>

<http://www.questionretraite.com/sections/10.php>

<http://www.rrq.gouv.qc.ca/fr/planification/simulation/>

You can equally consult :

The financial retirement planning guide, 2006-2007 edition

And the flyer Inflation and Life Expectancy: a dangerous combination for your retirement?

The Tool is published on an irregular basis by Local Lodge 1660 of the International Association of Machinist and Aerospace Workers in Lachine

To know all about employment insurance

The **Montreal Unemployment Committee** is a group, which defends workers who are unemployed. They have just published a new edition of ***Petit Guide de Survie des chômeurs et chômeuses***. (*Little Survival Guide for the Unemployed*)

This guide is an information tool on the Unemployment Law, (now called Employment Insurance). It aims to make the workings of this law accessible to one and all. It is filled with precise advice to allow you to know your rights if you lose your job, or retire. The *Petit Guide*, is in its' eighth edition. It can answer your questions and help you to avoid the pitfalls of a complex law.

A simple, practical and engaging guide. Your Local Lodge has also furnished a copy of the *Guide* to each of its' Bargaining Units. You can therefore speak to your Union representatives to consult them, or you can also procure a copy, at 10

dollars each by contacting Isabelle Reny by phone at 514-383-8025 or by E-mail at the following URL : irenytq.qc.ca



Merry Christmas

In the name of the Executive Council of Local Lodge 1660 and of our office staff, we wish all our members and their families a very Merry Christmas and a New Year filled with prosperity and health for 2007.

Joyeux Noël

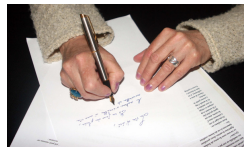
Merry christmas

Feliz Navidad

Jwaye nowel

Buene Feste Natalizie

Opinion column:



Letter from a member

Work for a large American company, which holds its' employees under the spectre of threats and uncertainty. Actually, we are well paid, and have enough overtime so that, for some people, it creates a dependency. Occasionally, the workers, (one at a time) pile it up, and not in small amounts. And nobody reacts. When I look at this company of agony, I am nauseated. This company boasts about paying competitive salaries, in their geographic region, but doesn't shy away from giving out contracts, and contributing financially to their local cut rate businesses, who pay their employees half of our salaries. Anyone who thinks that a father with a family who is making \$15.00 an hour has a hope of having a good life one day should go and have his head examined. There is always someone hungrier than you, who will do your job for less money. Unfortunately, in the real economic context, downward levelling is the norm. For the last several years, robots, (our management) have taken over the floor. These people, who have no solutions to production problems, all react in the same way: "if it doesn't work, we'll sub-contract it." We are all attached to the multi-national milk-cow, and are suckling the last litres of milk. One day the udder will be

empty.

To finish up, recently, I attended a Union meeting. I was surprised that a member raised his hand and asked to speak, had every imaginable problem in expressing himself. The President of the meeting told him that nobody was interested in what he had to say, and that he should talk about it after the meeting. The member insisted in speaking, but he was never given the chance to speak. He wanted to discuss auto-management, a real problem in the shop. The President called him to order and I didn't get his meaning. Pardon misters Presidents of meetings. Democracy still exists in my Union, and nobody should be muzzled, otherwise, we will start to resemble a multi-national.....

An under-fed calf.

Note from the editors: During the General Assembly which is questioned at the end of this letter, there was actually a discussion on the pertinence of a members intervention. The argument of the President of the meeting, in calling the intervention out of order, was that he wished to avoid a scenario where a question of a grievance particular to a Bargaining Unit should be debated at a General Assembly of the Lodge. The member, at the end, actually did manage to express himself, by insisting, and by approaching the subject on a more general level. Our Business Agent also intervened to explain that the pertinence or not of a grievance should be discussed at the level of the shop committee with the Business Agent. We should encourage discussions and debates, but by having them at the appropriate place.

The More That Time Passes...

The more time that passes, and more importantly, the more the shop degrades, it leaves the hundreds of workers worried for their livelihood.

Lay-offs, precarious jobs, the absence of investments and modernisation of the plant, massive

sub-contracting, the tendency of the business to shift production to China.

What seems to be good business for our shareholders is more and more of a drama for our workers and our economy.

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The end of illusions.

The situation in our plants degrades from day to day, the absence of work spreads from department to department. The 22nd of December, 20.4% of our workers will be unemployed. Our workers, who retire, are never replaced. There is no investment in our plants.

Our employer, G.E. Hydro has always given us the illusion that the work will return one day, if our productivity improves. It has only been a few months, since the Leader of the welding department congratulated his workers on work well done, improved productivity, and the quality of fabrication on a runner. Unhappily, a few weeks later, this same Leader handed out lay-off notices to these same workers.

Last November 25th, Mr. Simon Olivier, general manager for sales in Quebec and the eastern United States for G.E. Energy declared in the "Journal de Montréal" *"our business model is based on our recourse to sub-contracting."*

Our plants are being emptied, while, according to Mr. Simon Olivier, *"We are responsible for 50 or 60% of the order book of the Marmen Company at Trois-Rivieres,"* a sub-contractor of G.E. Energy.

As well, according to Mr. Olivier, at Marmen, *"the number of employees has risen from 50 to*

500, since G.E. has been doing business with the company." Here, in Lachine, our workers find themselves unemployed.

According to management of our plants, our future rests on service and rebuilds, but again we think that these words are more *grand illusions*, as again, according to Mr. Olivier, *"Our business is engaged on the renovation of LG-1" but "The eventual increase of business at G.E. Hydro, will not translate into direct hiring by G.E."*

It's time to stop letting ourselves be rendered dormant by nice words which are, in effect, only grand illusions. We must unite to denounce G.E. who only think of making more and more profits on the backs of their workers.

A worried worker

Enough with excessive sub-contracting, our workers want to work.



Living with our humanity

I had the opportunity to attend a conference given by Dr. Serge Marquis. I will make a resume of this meeting that I regarded as very special.

Resume of the conference:

Dr. Marquis explained to us that we all have a

goal. The gist of it, which he presented to us during the conference, is to try to relight, in Quebec, lights that have been out for many years.

He considers it a privilege to help and protect people. But, in order to do this, we must give direction to the work we do, we must choose a heading, visualise a line.

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The way to take a direction can be done throughout the projects that interest us in life, to enable us to meet them with reality and self-esteem.

In order to follow a direction in the face of daily events, we must maintain coherence between the values that we hold and the actions that we do.

The example that Dr. Marquis gave here was that of a nurse who works in the branch of infant oncology. One day, while passing the door to a room, she notices a father crying beside his child who is dying. Then she starts to think about the work she has to do: cheering people up, blood tests, chemotherapy treatments, x-rays... that she won't have time to take care of the other children if she takes time to console the father.

So she decides to silently close the door and continue on with her work.

While she continues her work, a little voice inside her berates her for her decision; she was in a conflict of values and actions, so that, at the end of the day, she was twice as tired, and depressed.

How do we get away from such a conflict?

Another example that he recalled, was the way they catch small monkeys in Malaysia. The hunters cut a hole in a coconut just large enough for the monkey to put a hand into, then they half-fill it with rice, (monkeys like rice). When the monkey puts his hand in and closes it to grasp the rice, he cannot extract

his closed hand, he yells out, but stays stuck.

It's difficult to choose between two good things, in the case of the monkey, freedom or some good rice. The perception of what is asked of us, is sometimes more than human capability. We must accept simplicity. Learn to establish limits, have the right to say no.

Dr. Marquis returned to the example of the nurse. If she had taken the time to say "I feel your pain, and I share it, I am very sorry, I am overloaded with work, but I'll take some time to listen to you."

The father would have understood the nurse's excessive workload, but he would have, all the same, felt somewhat comforted.

In the same way, if we take the time to explain to a unionised co-worker that he is important, but that to serve him as we should, we must finish what we are working on, it's not very possible that he would take this openness in a bad light.

To know our own limits, is also to accept our humanity, release our grip, and be able to get our hand out of the coconut. It can be interesting to see how much rice remains in the palm of our hand, when we pull it out.

To avoid being overstressed, and better communicate with people, four words are important: THE FACTS, FEELINGS, NEED and DEMAND.

The facts, "I understand what you're feeling," explaining our limits to people avoids many judgements.

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Feelings, show a person with openness that their problem concerns us.

Need, often a need is an unfulfilled feeling. Show that we understand their need. Often other's feelings stem from the fact that they think that we don't understand their need. Take the time to explain that we cannot do everything at once if we want to give them all the attention that they deserve.

Demand, very simply, to arrive at a compromise between our needs and the needs of others.

Take the time to live, to remember our values, to accept that we cannot fix everything.

One last thing that I remembered from this conference; if, for example, you are unhappy and stressed from waiting in a line where you see an "in training" tag on the clerks shirt, ask yourself who you should blame.

Take care of yourself, in this way, you may, one day, have the privilege of helping someone else

More information on Serge Marquis:

Serge Marquis completed his studies in medicine in 1977. In the following years, he became interested in medicine in the work place. He also completed a masters in work-place medicine at the London School of Hygiene and Tropical Medicine in 1980.

He became a specialist in community medicine in 1982. Six years ago, he started his consulting business in the domain of mental health in the work place.

He is the author of the book "Bienvenue parmi les humains" (Welcome to the Human race). For more information, consult his Web site at www.tortue-marquis.com

In all amity,

Christian

*Collaborate to the Union's bulletin
Send us your articles or stories!
sectionlocale1660@videotron.ca or by
fax at (514)-637-1917*



E-mail address I would like to receive your e-mail address in order to create a monthly mailing list to develop communication. We often hear: no news is good news, however some members wish they would receive updates on a regular basis regarding our performances or the progress made by the union. By supplying us with your e-mail address, you are giving us the necessary tools to make this program a success. Ask your Brothers and Sisters to register to this program, all together, we will be able to communicate better.

sectionlocale1660@videotron.ca

In Brief:

- Brother **Yves Hautcoeur** of **GE Hydro** retired at the end of November. Yves, throughout his career, at the Dominion Engineering foundries and as a security guard at **GE Hydro**, was always actively implicated in his Union. He held, among other posts, President of Local Lodge 2505. We wish him a very good retirement.
- The workers of **G.E. Technical Council, Kefor Structures, Plastic Decorators** and **Johnston Dandy** have opened negotiations to renew their Collective Agreements.
- Brother **Cedric Poulin** of **ABB Lachine** has taken over the position of Recording-Secretary for the Local Lodge. He replaces brother **Pierre Rhéaume** who resigned from the position earlier this year.
- Brother **Yves Lauzon** from **G.E. Hydro** has resigned his position as **Health and Safety Director** for the **company**. Brother **Andre Bergeron**, also from **G.E. Hydro** has volunteered to replace him. Andre once held the position, and is known for the seriousness of his work We thank Yves for his implication. We wish a good return, and good luck to Andre.
- Workers at **G.E. Hydro**, as well as at **Alstom** were actively implicated in the recent **Centraide** campaign. Their respective objectives were cleanly passed.
- Many of our brothers will be laid-off this month. Don't hesitate to contact your Union if you have difficulties with Employment-Insurance. You can also consult the brochure "**Petit Guide de Survie des chômeurs et chômeuses**" announced in these pages. Courage and good luck to each of you.

**Next Assembly
January 16
Is présent(e)s, it is that Solidarity**



THE OFFICE IS OPEN AT VARIABLE HOURS FROM MONDAY TO THURSDAY, AND ON FRIDAY FROM 8:00 A.M. TO 3:00 P.M. LEAVE US A MESSAGE ON OUR VOICE MAIL AT

514-637-3031

Newspaper ●●●



Communicator
André Charbonneau
Page setting
Nancy Cousineau
English translation
Mike Rivet

(A.I.M.T.A.) International Association of
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