



THE TOOL



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

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APRIL

SLIGHT INCREASE IN QUEBEC UNIONISATION

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The latest figures from Statistics Canada on the active population for the year 2005 confirm a very slight increase in the rate of unionisation in Quebec, compared with the year 2004. Last year, the number of Union members in Quebec was established at 1,293,100, this being 18,800 more than the preceding year. Also the rate of unionisation went from 39.9% to 40.2%, a slight increase of .3%. As well, Quebec remains the most unionised Canadian province, as the national average falls around 32%. Albertans are the least inclined towards unionisation in the country, with a rate of 23.6%.

This slight raise in the unionisation rate is witness to the resistance of the Union movement, in spite of thousands of lost jobs, particularly in the industrial sector, states the General-secretary of the Quebec Federation of Labour, Rene Roy.

This shows that the Union movement is, more than ever, essential to defend the rights of workers.

Elsewhere, the average hourly salary of unionised workers was \$20.74. In 2005, compared to \$16.88 for non-union workers, a gap of 23%. The salarial gap between men and women is equally smaller with unionised workers than with non-union workers.

The fact of being unionised also substantially raises the hourly remuneration of workers, which was about \$20.20 in 2005, compared to \$15.01 for those who were not unionised.

These figures show, once again, that nothing is established, and they illustrate the importance for workers to be part of a Union organisation, believes Mr. Roy. The gap in the remuneration of workers between those who are unionised and non-unionised, shows that we must stay vigilant.

Source Le Devoir

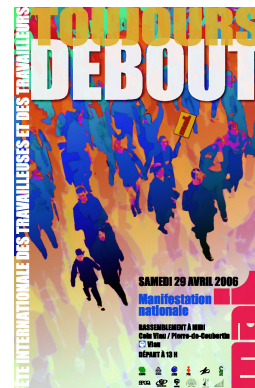


It is on the theme "Still standing up" that Quebec's union members will celebrate, May 1st, 2006, the International Worker's Day. This year, a great national demonstration will take place in Montreal. All the Trade-union, Community groups and Students organizations will be present. Your trade union invites you to take part in it in great number.

NATIONAL DEMONSTRATION

Saturday, april 29 2006
Meeting at 12 h
Corner Viau / Pierre-de-Coubertin
Métro Viau
Départure at 1h p.m.

You will receive a Flash from your Executive soon



MESSAGE FROM THE SHOP CHAIRMAN OF G.E. HYDRO

At the G.E. Plant, negotiations have started between the Union Committee and management. Meetings were held on the 9th, 14th, 29th, and 31st of March. The next meeting is scheduled for April 13th. The Committee is composed of Michel Lavoie, Clifford Henderson, Pierre Rhéaume, Claude Alarie and Denis Longtin.

Thursday, February 23rd, 2006, sadly there was a fatal accident in our shop. An electrician, an expert in high voltage working for a subcontractor, was electrocuted, and died on Monday February 27th. The employer offered us the help of psychologists in order to deal with this terrible accident. The Union started a collection to help the family, feel heartfelt thanks towards everybody for their generosity, which enabled us to collect two thousand and twenty dollars.

A heartfelt thanks as well, to our first aid responders, for their good work and excellent efficiency during this tragic event. The CSST inquiry is not yet terminated.

A heartfelt thanks as well, to Yves Lauzon for his good work and his involvement in a very difficult situation. I would like to remind everyone that it's still possible to receive help, if you are having trouble living with this tragic event.

COMMENTARY ON THE LAST FEDERAL ELECTIONS.

Harper's new cabinet: "We'll give the runner a chance", René Roy, General Secretary of the FTQ. (QFL)

Montreal, Monday the 6th of February 2006 – The Quebec Federation of Labour (QFL – FTQ) has noted the nomination of Jean-Pierre Blackburn as

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Minister of Labour, and of the promises of

Prime Minister Stephen Harper regarding, notably,

the fiscal imbalance.

“As we have always done, we’ll give the runner a chance, but the new government must be conscious that we will not give up the bit on dossiers that we have advanced over several years” stated René Roy, General Secretary of the QFL, in his reaction to the nomination of members to Harper’s new cabinet.

Amongst these dossiers, we find:
The settlement of the fiscal imbalance
Provisional protection of quotas against the importation of textiles and clothing as permitted by the CMO and the same as measures taken by the Americans and Europeans.

The settlement of contentions over softwood with the United States and the injection of new money to support forest workers, sawmills and pulp and paper workers.

The softening of criteria to be admissible to receive Employment-insurance.

The development of a real aerospace policy.

The development of an aid program for aged workers who have lost or will lose their jobs.

The adoption of anti-strike breaking measures in the Federal Labour Code.

The development of a proactive Federal law on salary equality.

Adequate financing of programs of infrastructures.

“We could add to this list forever, but we think that if the new government attacks these dossiers resolutely, it will be a step in the right direction. We hope to establish conditions with this government of a fruitful dialogue which will lead to concrete solutions,” concluded the General Secretary of the QFL.

TRAGIC ACCIDENT AT G. E. HYDRO

Following an accident at G. E. Hydro last February 23rd, a worker from an outside firm lost his life by electrocution. The plant workers who were present were very badly shaken by this tragedy so that, spontaneously, certain people among them organised a collection to show their sympathies to the family and friends of the victim. The workers in both the plant and the offices responded generously to this appeal. The initiators of the collection wish to thank each of their contributors.

CHINA, AN ENORMOUS CHALLENGE FOR WORLD UNIONISM

“The slavery of millions of workers in the clothing and textile industry in China puts all of the industry, world-wide, in peril, and, along with it, the livelihood of 120 million people in the world”, affirms Neil Kearney, General Secretary of the International Textile, Garment and Leather Workers Federation. If these words seem strong, the reality is much more so, he adds.

These people toil 12 to 14 hours a day, seven days a week, for miserable salaries, often less than one dol-

lar US a day. The United Nations defines poverty as a revenue of two dollars US a day, and absolute poverty as a revenue of less than one dollar US per day.

The vast majority are made up of refugees in their own country, people who have had to emigrate from their province of origin, toward the south of the country, in the search for work. Although Chinese citizens, their rights are less respected than those of strangers who visit China or who work there. Often

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they must hand their identity papers over to the owners of the plants. Well, without these papers, they can go nowhere. They become prisoners of the boss. The vise of slavery tightens when the employer keeps their salaries in security, sometimes for months. In October 2005, a shoe factory in Guandong was found guilty of having a backlog of as much as \$600,000.00 US in salaries not paid to its' personnel.

Mr. Kearney concludes, "Such barefaced exploitation, doubled by massive internal investments, has made China a massive exportation volcano which spits out manufactured goods at a rate and at prices which are impossible to beat anywhere in the world."

Neil Kearney's speech can be found at www.itglwf.org

REFLECTION ON EVERYDAY OBJECTS

Here's a little story, not so strange... John Marlowe started his day early, having set his alarm clock, (made in Japan) for 6:00 a.m. While his coffee machine, (made in China) was filtering the coffee, he shaved with his razor, (made in Hong Kong). He then got dressed in a shirt, (made in Sri Lanka), his jeans, (made in Singapore), and his shoes, (made in Korea). After having cooked his breakfast in his new toaster oven, (made in India), he sat down with his calculator, (made in Mexico), to figure out his budget for the day. In consulting his watch, (made in Taiwan), he tuned his radio, (made in China), and got into his car, (Made in Japan), to continue his job search, between two plant closings, (in Quebec).

At the end of another discouraging day, he decided to pour a glass of wine, (made in France), to go with his frozen dinner, (made in the USA), he puts on his sandals, (made in Brazil), and turns on his television, (made in Indonesia, and bought at Wal-Mart), and he scratches his head, and wonders why he is unable to find a good, well-paying job here in Quebec.

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.

local1660@aim1660.org

THE QFL AND PSYCHOLOGICAL HARASSMENT



The provisions of the law on labour standards relative to psychological harassment have been

in force since June 1st, 2004. These provisions, unique in North America, establish that all workers are entitled to a workplace exempt from psychological harassment. They also stipulate that an employer must take all necessary measures to prevent psychological harassment, and to stop such behaviour when it is brought to their attention.

We can consult the site of the Quebec Commission of Labour Standards to in order to learn more about these new provisions at:

<http://www.cnt.gouv.qc.ca/fr/harcelement/harcelement.htm>

Some numbers:

Angelo Soares, a researcher and professor at UQAM recently presented a conference of the Approved Quebec Order of Councillors, in Human Resources and Industrial Relations, (ORHRI) a summary of research figures brought forth in Quebec since 1997 concerning psychological harassment in the workplace. This summary establishes that:

Workplace psychological harassment touches at least one third of the workers covered by the cited studies, (more than 1,500 in all). These persons affirmed that in a proportion of 35% to 39%, that they were or had been victims of psychological harassment.

Psychological harassment lasts a long time, and is not a short-lived phenomenon; in effect, they state that in more than 75% of the cases, the problem persists for more than six months.

The frequency of the harassment is important; the harassment manifests itself a minimum of two or three times a month, and can attain a daily frequency.

Prevention and early intervention are the best remedies to counter the phenomena.

According to the definition given by Commission of Labour Standards, psychological harassment is a oppressive conduct that manifests itself by comportment, words or acts which meet the following criteria: they are repeated, they are hostile or not wanted, they slur the dignity or the psychological or physical integrity, and they cause a harmful workplace.

Psychological harassment is at the antipodes of the necessary solidarity between workers in their workplace. We have to do something about it.

(Text downloaded from the FTQ Website)

http://www.rhri.org/travail/hyperliens/positions_organismes/www.ftq.qc.ca.htm

What say the law :

PSYCHOLOGICAL HARASSMENT AT WORK

What is psychological harassment in the work place?

Psychological harassment is vexatious behaviour that manifests itself in the form of conduct, verbal comments, actions or gestures characterized by the following four criteria:

- They are repetitive*;
- They are hostile or unwanted;
- They affect the person's dignity or psychological integrity, and
- They result in a harmful work environment.

*A single serious incidence of such behaviour may also constitute psychological harassment if it un-

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dermines the person's psychological or physical integrity and if it has a lasting harmful effect. Sexual harassment at work is also included in this definition.

What should you do in the event of psychological harassment at work?

Wherever possible:

Talk about the problem you are experiencing with someone that you are close to, a person that you trust. Do not remain isolated;

Express very clearly to the person who is the source of the unwanted behaviour your wish to see such behaviour cease im-

mediately.

Contact your union representatives for support.

Check inside the undertaking if there is a procedure making it possible to report the unwanted behaviour confidentially.

Bring the matter to the attention of your employer who must put a stop to this behaviour by taking appropriate steps.

The Act respecting Labour Standards provides a recourse in the event of psychological harassment at work, which is available to every employee, whether unionized, non-unionized, or at the senior managerial level. The Act sets a 90-day period to file a complaint

THE MACHINISTS SIGN A NEW AGREEMENT WITH THE L3COM UNIT AT MIRABEL

It took many months of intensive negotiations to wind up with a new five-year Collective Agreement between the International Association of Machinists and Aerospace Workers, IAMAW, and L3Com of Mirabel. The negotiations started in May of 2005.

Last Sunday, the 19th of February, 80% of the members present at the special meeting of the workers of L3Com of Mirabel accepted the offers for the renewal of their five-year Collective Agreement. Here are some of the high points.

Full retro-activity from December 1st, 2005.

The 354 members of Local Lodge 712 of the IAMAW-QFL ratified the new Collective Agreement, which allows salary raises, and a lump sum payment the first year. Many other salient points were modified, such as the Attendance Improvement Formula, (A.I.F.), overtime, the retirement plan, the Group Insurance plan and the costs of same.

Note that the Machinist's Union has negotiated 18

Collective Agreements within the businesses of L3Com.

The Machinist's Union, IAMAW-QFL has more than 800,000 members across North America, who are distributed in about 1,143 Local Lodges and 86 Districts.

In Canada, the IAMAW includes more than 50,000 members, of which 16,000 work in the aerospace or airline industry.

Since 1940, Local Lodge 712 has represented the 5,800 some members of the Bombardier Aeronautics group, Canadair Division, the 354 members of L3Com at Mirabel, the members of Cafeteria Aramark and the members of Cafeteria Compass.

Our Local Lodge 712 is a part of District #11 of Montreal which is affiliated to the large Central Union QFL, Quebec Federation of Labor, of Quebec. The IAMAW is a democratic Union, which, by its' By-laws, Official Circulars and local by-laws, gives

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autonomy to its' members to administer and negotiate their own Collective Agreements.

The Negotiating Committee is made up of:

Claude Boisvert – District 11 of Montreal Business Agent

Dave Chartrand – President of Local Lodge 712

Luc Caron – President of the shop and grievance committees of L3Com

Francois Boyer – Negotiator L3Com

Stephane Pare - Negotiator L3Com

Congratulations to the Negotiating Committee for their good work throughout the long negotiating process.

They are there for you:

Your Social delegate

Norman Lussier, 514-637-3031, 514-485-4163, n.lussier@aim1660.org

Your Health & Safety Team

Yves Lauzon (director) 514-637-3031, yves-lauz@videotron.ca

Michel Petit (GE Hydro)

Jean Deschamps (GE Hydro)

Serge Archambault (GE Hydro)

Denis Ducharme (Robco)

Raymond Soucy (Asea Brown Boveri-Lachine)

Carole Duchesne (Asea Brown Boveri-St-Laurent)

René Mathieu (Alstom Power Canada)

Daniel Joly (Alstom Power Canada)

Patrice Roy (Kéfor Structure)

Your Local representative for the QFL Fonds de Solidarité

Mario Bérubé (GE Hydro)

Claude Vanier (Metso)

THE STRENGTH OF A UNION

We're a union of more than 50,000 working men and women throughout Canada who share the common goals of justice on the job, security for the family and service to the community.

The Machinists Union is a union on the move.

We're on the move to expand the family of working men and women who trust our union as the best possible safeguard for security in an increasingly complex and uncertain work environment.

We're talking about a democratic union with strong traditions of local autonomy where the membership runs the union.

The union which started in the railways at the turn of the Century has grown into an amazing range of human endeavour.

Today, for example, we are the largest airline union in Canada, representing more than 16,000 workers in virtually all aspects of the air transport industry. They say with good reason that "If it flies, you can bet your bottom dollar The **I.A.M.A.W.** helps make it happen."

We represent workers in the aerospace industry, the manufacturing of aircraft parts, helicopters, engines, pulp and paper, auto parts, light and heavy-

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machinery, farm equipment, fridges, stoves, trucks, buses, mobile homes, boats, weigh scales, printing presses, swimming pools, conveyer systems, ball point pens, industrial pumps, glass beads, pet food, radios, cosmetics, light fixtures, signs, electric motors, elevators, snow blowers, staples and nails, wall coverings, hockey sticks, kitchenware, office furniture, submarine valves, and even milk and cookies.

IAM members work in the public sector for school boards, for a municipal ambulance service, for transit and power commissions.

We work in sensitive industries like Atomic Energy of Canada, and maintain critical printing equipment at Canadian Bank Note.

We work in the printing and publishing industry, in university research laboratories and we provide cable T. V. service.



We work in auto and truck sales and service.

You will find IAM members at work in offices throughout Canada in a broad range of occupations which are part of our new information society.

And we are proud of our international association with workers throughout North America in The I.A.M.A.W., especially in the new Global Economy.

We are affiliated to the Canadian Labour Congress, and two worldwide groupings of unions representing workers in industries comparable to ours -- the International Transport Workers Federation and the International Metalworkers Federation.

Our Locals are affiliated to Labour Councils and Provincial Federations of Labour throughout Canada.

Many faces, diversified skills, One Union.

COMMUNICATION FROM THE UNION COLLECTIVE OF MARCH 8TH ON THE OCCASION OF WOMEN'S DAY

March the 8th will echo the preoccupation of a feminine fight, which has been going on for decades throughout Quebec. For a real equality: always involved! "In spite of some progress, women still are living with too much inequality, poverty, violence, and unsteadiness in the job market," stated the spokesperson of the Collective of March 8th, and President of the Quebec Federation of Women, Michele Asselin.

Recalling the world tour of the Women's Worldwide Charter for Humanity, last year, the spokesperson of the Collective declared that "on this women's day, militants are more than ever engaged in building a world where equality between men and women will be assured; a world crossed with values of equality, freedom, solidarity, of justice and peace; a world where individual and collective rights are rec-

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ognised, democracy reinforced and the environment protected.”

Quebec’s claims: Awaiting answers.

Concerning Quebec’s claims, which were formulated within the framework of activities of the World march of women in 2005, the spokesperson Michele Asselin recalled that “The government’s answers were extremely disappointing. Faced with the weakness of the government’s engagement, the women’s movement in Quebec remains mobilised and maintains its’ determination to get adequate answers.”

The Collective of March 8th is always committed:
to finally obtain the autonomy and economic security of women;
to end violence against women;
for the defence of the rights of migrant women, refugees and immigrants;
to assure respect of working rights and Union rights;
to finally attain salarial equity;

for the future of a policy to conciliate family-work;
to maintain the Council of the status of women and the Secretariat of the feminine condition and their specific missions.

Vigilance: always necessary.

“In the actual context, the pursuit of our feminist battles remains a fundamental and unstoppable stake. We continue our engagement and remain mobilised for the defence of our rights and acquisitions. We will continue to propose alternatives so that another world becomes possible. A world based on values of the Women’s World-wide Charter for Humanity, a world in which equality between men and women, equality between women themselves, and equality between peoples will become a veritable reality!” concluded the spokesperson of the Collective of March 8th, Michelle Asselin.

The Collective of March 8th, unites QFW, CSN, QFL, Women of cultural communities and the interunion of women (APTS, CSD, CSQ, FAC, FIIQ, SAPSCQ, SFPQ, SPGQ, STARF).

FRANCISATION COMMITTEE AT GE HYDRO

Lately, unionised members participating on the Francisation Committee at GE Hydro sent the following letter to Management. We must all understand here that this letter is not intended to advise the workers on a linguistic basis, but more to remind management of their omissions towards the right of workers to work in French.

Lachine, February 20th, 2006.

Mister Gagné
Director of personnel

and President of the Francisation Committee GE.

Sir

The employees Union of the GE Hydro shops and their representatives on the Francisation Committee, wish to remind you that they are awaiting a public affirmation on the policy of French usage in the business, particularly in written communications. We believe that it’s necessary to remind everybody that public communications should be done in French. We agreed at the meeting of last September that a reminder of the order would be diffused

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amongst our employees.

At the same time, we wish to bring other facts to your attention.

The general employee communication meetings have been done for the last year principally in English. The presentations of Mr. Mike Conway (General Manager) are unilingual, in English, and the general translation, assured by Mr. Mateer doesn't succeed in putting the use of French in exchanges between management and employees into prominence.

Two courses which were recently given to employees equally pose a problem:

The *Verticut* course (32 hours of training offered to operators of machine tools, which started on February 21st, 2006) is given by a unilingual English trainer. (7 of the 9 students are Francophone).

The training in Health and Safety on *ergonomics* given to the first aid responders (also started on February 21st, 2006) had to use unilingual English

material supplied by GE. The trainer declared that she had asked GE many times for material in French. (11 of the 11 students were Francophone).

We think that an intervention by the Francisisation Committee is necessary on the question of the place of French in E-mails, as well as its' priority in meetings with employees. We also think that clear directives should be circulated amongst all people responsible for training, of the obligation they have to offer services in French, and amongst the employees of their right to have training in French.

Here, we find an excellent opportunity to reaffirm GE Hydro's interest in the promotion of the French language, and their determination to obtain their fransisation certificate from the Office de la Langue Française. (conforming to article 141).

Be assured of our entire collaboration.

The members of the Francisisation Committee



Promotional

For any members who are interested in buying a coat, t-shirt, cap representing the Machinists Union, like the one shown here, please contact us at the Union Local, by leaving a message at our voice mail at (514) 637-3031, or by E-Mail at tresorier@aim1660.org, and will will contact you to give you ordering instructions.



This platform belongs to you. Do not hesitate to send us your articles. All articles in this forum are not necessarily approved by Local 1660

REBUTTAL

This writer, who wrote the letter on Integrity, read with interest the commentary of his brother member in The Tool, and would like to make a commentary on his commentary.

As regards the classification of other workers, of which this writer will quote directly from the commentary ; “I have misgivings when he questions the classification of other workers. I think that in the large majority of the cases, people who are classified in such and such an occupation are so because they deserve it. It happens that workers cannot qualify in superior classes,” and the reason that it happens, is that of the so-called module ones, many of them have been working on the same machine tool for many many years, and will never move to another machine tool, because they are extraordinarily good and produce extraordinarily on these particular machine tools. One never said that they did not deserve their classifications, a point which was obviously misunderstood by the correspondent. The point that our correspondent has missed, is that these same

machine tools are needed to qualify other workers, but that will never happen, because such-and-such a machine tool is so-and –so’s machine, (one of our kingpins) and nobody else will ever work there because they won’t be able to produce. But....., Take our kingpin, and put him on another **TYPE** of machine tool, will he be able to produce as well?????

One of the reasons that some of our people have been refused a higher classification, is that they don’t have mastery of several **TYPES** of machine tools. This writer contends that the same situation also applies to some of our kingpins, which is why the comment was made that certain people do not deserve their classifications, and not to denigrate anyone.

As for the other point which our correspondent raised, he is mixing apples and oranges. He talks of little fish working 50 hours and more a week, people who are invariably paid even less than we make in the shop, because, in fact, they are not Unionised. If they were Unionised, the plant would probably close. This writer was not writing about little fish, but about upper management who can count their yearly incomes in six figures. Once again our correspondent has missed the point.



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. local1660@aim1660.org

HARASSMENT AND INTIMIDATION



According to Law 143 of the Quebec Labour Code, a workplace should be exempt from all forms of harassment and intimidation. In the case of a workplace where there is

harassment and intimidation, Law 143 is very clear, "the employer has the obligation to eliminate it". Management of one of the shops affiliated to Local 1660 don't seem to know about this Law, because they tolerate the violence of a Leader towards their workers, and have done for a long time.

This Leader has already broken a window of one of the plant's offices after being beside himself during a discussion with another Leader. Management of the plant tried to hide this event, and the Union denounced this violence to the highest Human Resources person of the business in North America, and never even got notice that the message was received. This same Leader went all over the shop telling everybody that he would have the head of a certain worker. Once again, the Union denounced this behavior to the Director of Human Resources, who did nothing. The same Leader called two employees CLOWNS on internal radio waves.

The Union deposited two grievances, and received no reply on this subject. Recently, once again, the same Leader said to one of his workers "you, when I see your face, I feel like slapping it", and a little later, shook his fist at this same worker. The Union denounced this behavior to the Director of Human Resources. The day after this denunciation, the Leader told the same worker, "yesterday it was just a joke, and I never had the intention of hitting you, and I promise that I'll never make another joke like that to you". This is the working climate in this business.

In doing nothing to eliminate these forces of harassment and intimidation, upper management is not respecting the Law, is not respecting their own policy of equality, and clearly sends the message that such behavior is acceptable in their eyes.

The workers shouldn't have to endure this violence, and should denounce it, as the events mentioned above are only the tip of the iceberg, and I'm sure that other such events have occurred which have never been denounced.

A worried worker.

THE UNION SIGN-UP FORM.

IT'S IMPORTANT TO SIGN IT!

Even if you have paid dues since your first pay-check, you are not a member in good standing until you have filled out and signed your Union sign-up form. It is only after this symbolic gesture that you can enjoy the full benefits of your Union membership. If you don't have a Shop Steward in your workplace, call (514) 637-3031 to obtain a form. This is a primordial gesture to obtain your rights.



Communicator

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Page setting

Nancy Cousineau

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Check out our Web Sight
www.aim1660.org

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THE OFFICE IS OPEN AT VARIABLE HOURS FROM MONDAY TO THURSDAY, AND ON FRIDAY FROM 8:00 A.M. TO 3:30 P.M. LEAVE US A MESSAGE ON OUR VOICE MAIL AT 514-637-3031

APRIL 2006

| Mon | TUE | WED | THU | FRI | SAT | SUN |
|--------------------------|---------------------------|-----|-----|-----|-----|---------------|
| | | | | | 1 | 2 |
| 3 Executif Council 16h15 | 4 | 5 | 6 | 7 | 8 | 9 Good friday |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 Easter |
| 17 | 18 General Meeting 7:00pm | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

General meeting - Is présent(e)s, it is that Solidarity

MAY 2006

| Mon | TUE | WED | THU | FRI | SAT | SUN |
|-----------------------------|---------------------------|-----|-----|-----|-----|-----------------|
| 1 Executif Council 16:15 pm | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 Mother's Day |
| 15 | 16 General Meeting 7:00pm | 17 | 18 | 19 | 20 | 21 |
| 22 Victoria Day | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |
