



THE TOOL



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

Year 2006 , No 3
JUNE

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To whom is this bulletin addressed?



Open letter to the Presidents and members of the 15 Bargaining Units of Local

1660.

We have received certain comments on the subject of this bulletin to the effect that it doesn't reflect the reality of most of our Local Lodge's Bargaining Units, that it is often seen as the GE Hydro workers bulletin. If there is truth in these criticisms, there are also explanations, such that we must frankly touch on them to transform things.

Of the 15 united Bargaining Units, we hardly ever hear anything from at least half of them. Their Presidents don't come to the Monthly Meetings, and hardly ever communicate with the Executive Committee. Therefore, we don't know about their reality.

When there are no grievances to plead, and outside of their negotiating periods, Union life, discussions and decisions happen far away from the Committee, and this bulletin doesn't reach across this distance.

Since this type of problem occurs less frequently in Locals which rep-

resent a single group, (like at Bombardier or Rolls Royce), the feeling of belonging to something strong and vibrant is essential to any Union organisation. This is why Union representatives have the task of feeding this solidarity by participating actively in democratic Union life.

There is no other way that information on the needs and preoccupations of the members will circulate within the Local. In order for the Union to fulfil its, mission in the best possible way, the local representatives as well as the Business Agents have an important support role to fulfil towards the Local and its' bulletin.

Last year, our President, Christian Bilodeau, and our Health and Safety Representatives made the rounds of the different plants. We must pursue and maintain these contacts in both directions.

Members may send us articles, commentaries or questions.

It is, in part, up to you to make this bulletin pertinent and to build a TOOL of Unity and Solidarity.

*Recent meeting between our members at **Alstom Power in Gatineau** and our President, Christian Bilodeau along with Recording-Secretary Pierre Rhéaume.*



PRESIDENT'S WORD

Dear sisters and brothers

Summer will be here very soon. I am taking the opportunity in this issue of the bulletin in order to wish you all excellent vacations.

These visits allow us to have a very good idea of the needs and expectations of everybody, I remind you of the importance of communication. We are and remain entirely at your service.

In this edition you can see pictures of our shops. In order for the members of Local Lodge 1660 to have the chance to recognise the faces of the people that we met, I invite you, during our meetings, to meet with you and to exchange your ideas. I again remind you of the importance of communication, and I leave it up to you to make the difference.

I invite you to join us during the Monthly Meeting of June 20th, during this meeting; we are spotlighting the past service of our brothers who are retired. They will receive a watch, with the logo of IAMAW Local Lodge 1660.

Elsewhere, we had some good news in April, the son of one of our members was granted an IAMAW study scholarship.

In fact, Mr. Samuel Raiche, son of Mr, Gaetan Raiche is the very first to receive this honour in Local Lodge 1660 since the creation of this scholarship fund in 1960.

Mr. Samuel Raiche will receive a scholarship of \$1,000.00 a year for 4 years. Samuel has earned, on several occasions, honorary mentions at the scholastic level as well as in sports. He will be attending the CEGEP of Vieux-Montreal in September in Human Sciences.

We join, along with his parents, in sharing their pride, and in wishing him much success in all his endeavours, present and future.

I again invite you to be present next June 20th, at 7:00 P.M. at 663 2nd Avenue, in Lachine. Many people will be present, including Mr. Gilles Brosseau, Grand Lodge Representative, who will present the scholarship to Mr. Samuel Raiche.

Everyone have a good summer.

Fraternally

Christian Bilodeau

President Local Lodge 1660

Recent meeting between our members at **ABB St-Laurent**, and our President, Christian Bilodeau along with Michel Lavoie Vice président



Ratification of a new Collective Agreement at GE Hydro-Plants, May 18th, 2006.

91% of the workers at the G.E. Hydro plants accepted the memorandum of intent between their



Negotiating Committee and their employer.

The memorandum of intent has a 3-year life span. At the salarial level, it gives them raises of 3%, 2.85, and 2.4%, with COLAs in 2007 and 2008.

Different articles in the Agreement reinforce dispositions permitting workers concerned with layoffs to be reassigned other tasks either temporarily or permanently.

Others concern a better equity as concerns the classification of machinists and the possibilities of qualifying. A better equity as concerns training and remuneration of machinists-programmers, and welders and grinders who do their own dye penetrant tests.

The 2nd and 3rd shift premiums are raised by

\$0.10.

Work clothes will be furnished to all employees.

Personal prescription glasses will be subsidised by \$100.00 per year.

The Negotiation Committee was composed of Shop Chairman Michel Lavoie, Shipper/Carpenter Pierre Rheaume, Bar Plant Production Generalist Clifford Henderson Electrician/Technician Claude Alarie and District 11 Business Agent Denis Longtin.

With this agreement, several important and long running grievances were settled to the satisfaction of the concerned workers, notably in the dossier of the fitters.



ORGANIZING AND NEGOTIATIONS

Sisters, Brothers,

You are presently in negotiations for the renewal of your Collective Agreement. Of high importance, this period in the life of organized labour will determine your working conditions for a delimited duration.

This negotiation is possible because, a very long time ago some workers stood up, started talking union and convince a majority of their co-workers to join the IAMAW. Strong of this support, we were successful in obtaining Certification from the Labour Board. The employer had no say, as for workers this choice is guaranteed by the Labour Code: Workers have the right to form a Union. Today, everyone can benefit from this.

Around you, there are other workers who do the same type of work, have the same trade, they are either competitors or sub-contractors. In most places, they have no Union to represent them. Most likely because they don't know their rights, how to do it, are afraid or do not yet realize the benefits of being unionized.

We own it to ourselves to help them.

As for the first ones who pushed for the IAMAW at Canada, who received help and support from other members of the IAMAW in Machinist, Aerospace and Air Transport, we can help those workers.

How? By talking with them about the benefits of

being unionized with the IAMAW, by providing them with information and referring them to Local Lodge 1660 Organizing committee : Mike Rivet, Reynault Bertrand, Michel Lavoie , Cédric Poulin and Christian Bilodeau.

Once unionized, these newly organized units, will help us out by having a greater bargaining power within the Aerospace industry. We will benefit of this within our own collective agreement as they employer will not be able to compare us with workers with lower working conditions in non-union shops.



The IAMAW is the greatest union in the Aerospace industry throughout North-America, we have the highest level of expertise in this field. The more units will be organized with the IAMAW, the stronger our bargaining power will be and the better our

expertise will be; in particular right here in Quebec with the highest aerospace sector throughout Canada.

So, talk about the fact that you are in negotiations to whom you know, to sub-contractors, workers in other companies and explain the benefits of being unionized with the IAM, and more important, invite them to join with Local Lodge 1660.

Have a good negotiations.

In Solidarity,

Gilles Brosseau

Québec Coordonnator - IAMAW

ALWAYS BE ACCOMPANIED BY YOUR UNION DELEGATE

We strongly recommend to our members that a Union representative accompany them when meeting with Company representatives, a supervisor, someone from Human Resources or from the Health and Safety Committee.

Whether it be to settle a difference, for disciplinary reasons, or an accident declaration, information exchanged even during apparently quite harmless conversations, can be interpreted and used against you. These managers are there to represent the Company's interests. It is known that in the past, in certain disciplinary cases and claims from the C.S.S.T... some naively stated declarations were unjustly

used against the workers later on.

In all of your relations with management, you should know your rights as workers. Some of these rights are defined by the Charter of Rights and Liberties, and by the Quebec Labour Code. Others are defined by your Collective Agreement. Make sure they are respected.



Resist intimidation and harassment at work.

Ask for help.

Your Union is there to defend your rights!



Recent meeting between our members at d'Échantillon Dominion, and our President, Christian Bilodeau along with Recording-Secretary Pierre Rhéaume.

Recent meeting between our members at Johnston Dandy (Lasalle), and our President, Christian Bilodeau along with Recording-Secretary Pierre Rhéaume.



HOW THINGS WORK – YOUR UNION AND ITS' EXECUTIVE BOARD

Recently, at one of our monthly general assemblies, some people who were organizing a Golf tournament, and who attend these meetings only sporadically, wanted some money to help organize and sponsor their tournament. They came to this particular meeting, and their spokesman got up and made a little speech asking the hall for some money for their golf tournament. (It should perhaps be explained here that Local Lodge 1660 has a special social fund just for these kinds of events, and for promotional activities.) After making his pitch, he said that any help would be appreciated.

What he may not have realized, is that as a member in good standing, he has every right to make a proposition to the hall, have it seconded, discussed and voted on. The correct form would have been to address the chair and say “Mr. President I, so and so, would like make a motion proposing an amount of \$xxxx.xx from the social fund to help subsidize the golf tournament, and to buy prizes.” The President would then have asked if the motion was seconded, and if so, there would have been discussion, questions and answers, followed by a vote by the members present, and the motion would either have carried, or been defeated.

This writer, who was present at this meeting, waited to hear a motion, which didn't come. So this writer then proposed a sum of \$xxxx.xx for the golf tournament, and was promptly told, by one of the organizers, that it wasn't enough. This writer's answer to him was to propose an amendment. Here the correct form would have been to address the chair and say “Mr. President, I would like to propose an amendment to so and so's proposition. I would like to amend the amount to \$xxxx.xx (a somewhat higher sum.)” If the

amendment would have been seconded, the discussions and questions would have been on the amendment. There would have then been a vote on the amended sum, which if carried, would have led to a vote on the original proposition, which was to give them some money.

What, perhaps these members didn't realize, is that any member in good standing, has the GOD-GIVEN RIGHT to come to the meetings, and propose whatever they like, and also to amend any proposal on the floor. It doesn't necessarily mean that it will carry, because the majority rules. We use parliamentary procedure, the same as in Parliament or in the National Assembly, which is outlined in Robert's Rules of Order.

A little explanation of the workings of the Executive Board is apropos here. Of the money that we collect from your Union dues, a certain portion belongs to the Grand Lodge, a certain portion belongs to the District Lodge, the per capita taxes which we pay for each member, some of it goes to affiliations and administration, costs which by and large don't change or only change once a year, such as the rent for the office, secretary etc. The rest is subject to the will of the members, with certain restrictions. Your Executive Board is only there to administer the money, and to propose uses for it, such as education, (a big priority at Local Lodge 1660), the buying of new office equipment, etc...etc.

What this writer must stress, again and again, is that the final call comes from the members. It is they who have the final say, or even veto, if you will, on how this money is to be spent. Your Executive Board simply acts as administrators. **IT IS NOT OUR MONEY, IT'S YOURS.**

A raise of the minimum wage:

“Another missed rendezvous for the Liberal government”



Montreal, April 19th, 2006. “by raising the minimum wage a paltry 15 cents per hour, the government of Jean Charest shows, once again, their inability to judge the situation of low paid workers”.

The President of the Quebec Federation of Labour (FTQ) Mr. Henri Masse reacted with disappointment to the Government announcement to raise, as of May 1st, 2006, the minimum wage from \$7.60 to \$7.75 per hour. “This represents a

wage increase of less than 2%, and above all this takes absolutely no account of the already critical financial situation of workers who must submit to constant raises for electricity, public transit, or, yet again, rent. This raise is what we could qualify as cheap on the part of the Liberal Government” declared the President of the FTQ.

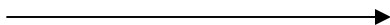
“It is clearly insufficient, especially as Quebec could very easily have doubled the raise in the minimum raise without hurting competitiveness. The minimum wage in Ontario is already \$7.75 per hour, and will climb to \$8.00 in January 2007, the Government could have at least had the decency to equal Ontario’s minimum wage”, concluded Mr. Masse.



Recent meeting between our members at **Kefor, (St-Isidore)** and our President, Christian Bilodeau along with Recording-Secretary Pierre Rhéaume.



Recent meeting between our members at **Caoutchouc Lion de Lasalle** and our President, Christian Bilodeau along with Recording-Secretary Pierre Rhéaume.



Wal-Mart

Always.



Just the facts...

Wal-Mart is the largest private employer in the world and the richest company in the world.

5000 stores worldwide in 10 countries.

256 stores across Canada employing over 60,000 employees.

5 of the richest 13 people in the world are members of the Walton family.

28 hours a week is considered fulltime work at Wal-Mart.

Wal-Mart's highest paid executive earns more money in one day than a Wal-Mart cashier earns in 4 years.

2/3 of Wal-Mart's workers cannot participate in its health insurance program plan because of its high cost and huge deductibles.

Wal-Mart employees in the U.S. had to sue to collect the overtime pay that they have earned.

Wal-Mart's female employees, in every job category, have been paid less than their male counterparts each year since 1997. The biggest class-action lawsuit (1.5 million women) in U.S. history is underway against Wal-Mart for its systemic discrimination against women.

Wal-Mart has been cited more than 40 times by the National Labour Relations Board for using illegal tactics (such as threats and firings) to deny its workers the right to have a union.

Wal-Mart workers in Jonquiere, Quebec successfully organized their workplace through the United Food and Commercial Worker's Union. Wal-Mart's response was to close the store. 200 workers lost their jobs.

Wal-Mart challenged Saskatchewan labour laws, citing that their rights under the charter were being infringed upon after refusing to provide the Saskatchewan Labour Board with internal documents on training management how to remain union-free.

Wal-Mart has been found guilty 4 times in Canada for unfair labour practices for intimidating and harassing workers during an organizing campaign.

In Ontario Wal-Mart was fined \$500,000 for failing to report workplace accidents and injuries.

A hard ongoing fight Wal-Mart Saint-Hyacinthe: The Supreme Court rejects a request from Wal-Mart

The Supreme Court rejected a request for revision of a judgement deposit by Wal-Mart (WMT), which contests the membership of the Union accreditation at its Saint-Hyacinthe store, reports the Canadian Press.

The Employees of Wal-Mart at the Saint-Hyacinthe store obtained their Union accreditation from the Labor Relations Board on January 14th, 2005.

It became, at the time, the second Unionised retail chain store in North America, after that of Jonquiere, now closed.

Wal-Mart has, since then, contested the make-up of the accreditation unit arguing that certain employees who were excluded in the decision of the Labor Board, should not have been excluded. According to Wal-Mart, without these exclusions, there would not have been a majority, therefore no Union accreditation.

After hearing the parties, the Supreme Court concluded, however, that they shouldn't intervene, and rejected the request for judicial revision made by Wal-Mart.



Recent meeting between our members at Aramark ST-Laurent and our President, Christian Bilodeau along with Director of Health and Safety Yves Lauzon

Wages that give rise to anger. By the Service Urgence-emploi (FTQ)



According to a study carried out in 2004 in the United-States, the salaries of business managers swelled by 22%, while the pay of a medium waged employee only rose by 3%. It is equally troubling to realise that managers are enriching themselves while ruining their businesses. In 2004, the CEO of Viacom received 33 million dollars, of which 19.5 million was a bonus, while the company's shares lost 11% of their value in one year. The same situation for the CEO of General Motors who pocketed a bonus of 2.9 million, while the company's shares lost a quarter of their value. Added to these bonuses are the little perks like deluxe apartments, golf club memberships, personal use of the company aircraft, etc.

In Canada, we note that altogether, the average base salary of managers fell 1% in 2004, to establish itself at \$728,000.00. But, as all of these managers have access to bonuses, and stock buying schemes, their global remuneration realised a spectacular growth to attain an average of 5.5 million dollars. Half of these managers earned less than 1.8 million, while the other half raked in more than this, and sometimes very much more.

Certain cases are particularly scandalous, such as

that of Robert Gratton, President of Power Financial Inc., a subsidiary of the Desmarais family holdings. In addition to his base salary of 3.5 million, Mr. Gratton exercised stock buying options accumulated over the years, which brought him 169.4 million. Total: 173 million! On the second level, we find Bernard Isautier, of Petro Kazakhstan, (93 million). As for the President of Couche-Tard Foods, Alain Bouchard, he falls in 11th place (11 million), that of the National Bank in 34th (7 million), and Pierre Karl Peladeau in 65th place with a measly 3.4 million...

While these managers earn enormous salaries, employees are losing in these businesses in the name of globalisation, competition, efficiency and production. Often, as workers, we are told that costs are too high, and that they cannot give us the raises that we are asking for, and that lay-offs are inevitable. Nevertheless, when the service counsellors (Urgence Emploi) screen the signs of difficulty, we realise that there is a panoply of alternatives to the problems being undergone in the businesses.

Who is really greatly accountable? Our managers or us? Most people think that it's legitimate to be recompensed for their work, and that business managers work hard. As well, social justice is equally important. And you, what do you think?

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 is calling for the maintenance and the improvement of the vocation of the Centre hospitalier de Lachine

Montreal, Tuesday May 23rd, 2006 – The Quebec Federation of Labour (QFL or FTQ) and the Canadian Public Services Union, (CPSU or SCFP) believe that the maintenance of emergency services with access to ambulances, intensive care units, operating rooms, hospital beds etc., at the Centre hospitalier de Lachine should be confirmed as soon as possible by the CSSS of Dorval-Lachine-Lasalle.

Thousands of workers depend on CH Lachine. The addition of resources corresponding to the demand for services should be encouraged and saluted, but not to the detriment of the services actually available.

"We are so preoccupied that the CH Lachine will desert the thousands of workers working in the aeronautical sector (Bombardier, Air Canada, etc.), in the municipal sector, in the manufacturing and industrial sectors" stressed Mr. Pierre Laliberte political Director on the QFL council, in the framework of public consultations on the hospital project of CSSS Dorval-Lachine-Lasalle today.

The heart of the Institution in the balance.

In his memorandum presented today, the President of the Union of employees of the CSSS of Dorval-Lachine-LaSalle (SCFP-2881), underlines how the intensive care department, and access to ambulances represents the focal point of the hospital and its' mission. "These two essential services are no more no less the heart of what makes a hospital, and we are sure that their disappearance would correspond to the disappearance of the hospital itself. In other words, it's possible, even desirable that the Hospital of Lachine diversify its' activities, but this should not be done to the detriment of already existing services. We consider that innovative alternate solutions should be envisioned before proceeding with irre-

versible changes in the services offered to the public."

A strategic situation.

"By its' strategic situation at the heart of the territory served by the CSSS de Dorval-Lachine-LaSalle, the centre hospitalier de Lachine is a first class resource for the population of the sector, but equally for the workers of the sector, for the passengers in case of an aircraft accident, for pleasure boaters in case of an accident on the water, for Canadian Coast Guard survivors, and for road accident victims", added Mr. Laliberte.

The importance of the time factor in saving lives.

"The CH of Lachine, by its' proximity to the paths of autoroutes 13 and 20 permits a rapid access to ambulance drivers and first responders. It would be interesting, within the framework of this consultation, or in another forum, to hear the opinions of the people responsible for the emergency plans of the sector covered by the CSSS of Dorval-Lachine-LaSalle.

"Were the authorities responsible for civil protection consulted before starting this project to remove important functions from the CH Lachine as much on the preventive side as the curative? Is it necessary to remember that the population most at risk during the 1998 ice storm, for example, constituted aged people, alone and with low incomes?

"Is it not precisely this strata of the population that is growing in the sector of CSSS of Dorval-Lachine-LaSalle, and more particularly in the sector served by the CH Lachine according to proper studies ordered by the CSSS of Dorval-Lachine-LaSalle?

"Elsewhere, once we realise the primordial importance of the time factor in saving lives or limiting the after-effects following a trauma, these factors, by themselves, merit the maintenance of the CH Lachine of access to ambulances, intensive care units, operating rooms, and hospital beds" indicates the memorandum deposited by the QFL.

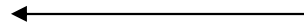
Welcome back amongst us David

We are very happy to welcome back our brother **David Chipps** after a long absence. David is a fitter at G. E. with 27 years of seniority, who was refused, during a lay-off, a position as a grinder, simply because he didn't have his secondary 5. David was able to do the work of a grinder, a fact which was never disputed in arbitration, which our Union lost after a long battle. David's only failing was that he didn't have his secondary 5. Our Union continued the battle to convince management to recall him, even after he had lost his recall rights. During the recent negotiations, our Committee finally succeeded, and David has been back to work since June 6th.

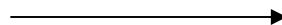
Michel Lavoie



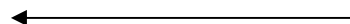
*Recent meeting between our members at **Plastic Decorators, Anjou** and our President, **Christian Bilodeau** along with Recording-Secretary **Pierre Rhéaume**.*



*Recent meeting between our members at **Weight-Tronix, Pointe-Claire** and our President, **Christian Bilodeau** along with Director of Health and Safety **Yves Lauzon***



*Recent meeting between our members at **Robco, La-salle**, and our President, **Christian Bilodeau** along with Director of Health and Safety **Yves Lauzon***





*A recent meeting with several members from
GE Hydro,,Lachine and our President, **Christian Bilodeau** along with **Michel Lavoie** Vice
 president*



Awarding of a watch to our retirees having more than 25 years of service within Local Lodge 1660.



**Mr Michel Ruel, retiree of Alstom on the left
 and Christian Bilodeau, President of the
 local lodge**



**Mr Lambert Taylor, retiree of GE Hydro on the
 right and Michel Lavoie, Vice President of the
 local lodge**



*Recent meeting between our members at **ABB Lachine** and our President, Christian Bilodeau along with Recording-Secretary Pierre Rhéaume.*

Decease of Brother **Paul Saint-Martin**, retired teller of Dominion Engineering Works, (now G. E. Hydro) Paul was a loyal militant in our Union, and was **Recording-Secretary** for many years for the Local Lodge. We offer all of our condolences to his family and his loved ones.

At **G.E. Hydro**, there are presently **significant lay-offs**. **23** of our workers, who would have been laid-off on June 2nd, have received deferred lay-offs of at least two weeks. The occupations touched by these lay-offs are those of Production-generalist at the Bar Plant, Modelmakers, Welders as well as Hydraulic Lab technician.

At **Weigh-tronix** and **Plastic Decorators**, the opposite is true. There is a **surplus of work**, which translates into a lot of overtime. There is even a shortage of labour at Plastic Decorators which management is unable to fill.

Health and Safety Representative Raymond Soucy has worked to enforce his Union interventions at **ABB Lachine**. For him, the reactions are positive on the members side as well as management's side.

Serge Archambeault, a welder at **G. E. Hydro**, has been nominated to the position of Local Lodge **Educator**. He will take charge of Union training programs.

\$94.00 members
\$99.00 invités

District 11 Golf Tournament August 19th,

at the Chanteclere Golf Club in Saint-Adele.

All profits from this tournament will go the Mira Foundation.

Information: District 11

(514) 956-1578



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



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*Collaborate to the Union's bulletin
Send us your articles or stories!
local1660@aim1660.org or by
fax at (514)-637-1917*

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

*Check out our Web Sight
www.aim1660.org*

June

Mon	Tues.	Wed.	Thurs.	Frid	Sat.	Sun
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

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

**No Assembly
July and August**



*The office will be closed during the weeks of
July 10th and July 17th, 2006.*

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