



# THE TOOL



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

Year 2006 , No 4  
OCTOBER

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### Local lodge 1660 Welcomes around a hundred new members to its' ranks

Around fifty workers from **Peerless**, as well as about forty workers from the offices of **G.E. Hydro** have joined our ranks during the summer. Elsewhere, with the hiring of some twenty workers at **Dominion Sample**, we have more than a hundred new members integrated into the ranks of our Local Lodge.



The workers at **Peerless**, formerly affiliated to Local Lodge 2133 of the I.A.M., (now disbanded), were merged with our Local. The business, in LaSalle, specializes in the manufacture of lamps, and office lighting equipment.

This group of workers, is principally composed of women. They have already fought many battles in the past to ameliorate their working conditions.

As for the forty office workers from **G.E. Hydro** that have joined us, they were formally members of an independent Union called the **Technical Council**. This group is composed of, among others, technicians, secretaries, buyers, draftsmen, programmers and non-destructive testing technicians. They have been bound by a service

contract with District-11, for the last three years, which dealt with negotiations, grievances, and arbitrations. They agreed to join us by a considerable margin, (more than 70%). Their Shop Chairperson is brother Guy Lande. A shop committee will be put together very soon.

A recent increase in activities at **Dominion Sample** has resulted in the hiring of around twenty new workers, who now join the ranks of our Union.

We wish a hearty welcome to this group of a hundred or more new workers, and we invite them to actively participate in the activities of their new Union.

**Picture of the group from the Leadership 1 course at Placid Harbor last summer**

**Training at Local Lodge 1660**

Our Local Lodge places very much importance on Union training, and on involving its active members. Fairly regularly, we send our active militants to take courses offered by the I.A.M. and the Q.F.L. (FTQ), QPC (CMQ) For example, courses are regularly offered on the subject of basic training for shop delegates and Health and safety Representatives, defending grievances, defending CSST dossiers, negotiations, on the question of retirement, social delegate, group insurance, defence of French as the working language, the defence of the rights of women, of minorities etc.

We also have the chance to make use of the largest training centre in North America, the **William W. Winpisinger** centre, at Placid Harbour, (Hollywood, Maryland), where the best training available is given in both English and French. We invite you to browse the numerous photos of our training centre, as well as our office, and the Grand Lodge at Washington, in Maryland, of which we can all be proud.

Here, in his own words, is the testimony of one of our members who participated in training this summer.

I had the chance, and the privilege of spending a week at the A. I. M.W. W. Winpisinger technology and education centre, in order to take the Leadership II course, and I would like to share my experience with you.

The education centre is situated at Hollywood, (state



of Maryland) on a magnificent site.

The I.A.M.A.W. reserves 2 weeks in July for the Francophone members from Quebec, and the courses are given in French by Quebecois instructors.

My experience at Placid Harbour was very enriching for me, above all the arbitration scenarios, which allow me to be more efficient in preparing my grievance dossiers for arbitration. My training also touched on a very important subject; the primordial recruiting of new members, especially if we are to keep an education centre like Placid Harbour. Meeting other members from other Local Lodges and the exchange of our Union experiences also brought me much new knowledge, which permit me to better represent and defend the members of y Local Lodge.

I would like to thank my Local Lodge, which permitted me to live this experience, and I can say to you that we should all be proud of the only Union to create such an education centre in America.

*Michel Lavoie Shop Chairman at GE Hydro-plant*

**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**

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

## A word from our president

**H**ello everybody

I wish everyone a good return to work.

Many things happened this summer. First I would like to extend a warm welcome amongst us to all of the members of the Technical Council of G. E. Hydro, as well as all of the members of Peerless who were recently members of Local Lodge 2133.

The accreditation of the Technical Council follows a service contract assured by Yves Raymond, Business Agent from District 11. At that time, the contract was made by Mr. Normand Neas.

We would like to thank all the participants of this success story.

Local Lodge 2133 merged with Local Lodge 1660. The members of Local Lodge 2133 had become wholly and fully members of Local Lodge 1660 as of September 1<sup>st</sup>, 2006.

We are proud to welcome these new members amongst us.

In other news; Pierre Rheaume resigned his position as Recording-Secretary. On behalf of the Executive Board, I thank Pierre for the excellent services that he lavished on our members during his time with us.

Pierre remains active as both a delegate and an auditor to District 11.

For the second year, I took part in the *Leadership* course at Placid Harbor, and, just as in the first year, I became reacquainted with extraordinary people with whom I shared a sentiment of solidarity without re-

straints.

This course allows us a week to recap our place as Union delegates, which is what we wanted for our members, and gives us the means to attain our goal.

Alone, it seems a difficult task, but with a group sharing the experiences of all, it becomes easier.

For me, Placid is a gang of friends learning from each other. I thank the group of which I was a part, and of everyone present who contributed to make Leadership II a success. I also thank Local Lodge 1660 for their belief in the training.

Local Lodge 1660 is now composed of 17 Bargaining Units. I invite everyone to come and meet us during our regular meetings, which take place on the third Tuesday of the month.

If you cannot come, it is very important to communicate with us, so that we will know what is going on in your shops, with the goal of quickly giving you the best service possible.

In closing, we underline the excellent Union work that Mr. Roger Lamarre has done for his members in Local 2133. I have known Roger for several years, and I know that he always put his heart into his work for his members.

Good retirement, and take care of yourself.

Fraternally

Christian Bilodeau President L.L 1660 I.A.M.A.W.

### **IMPORTANT LAY-OFFS COMING AT G. E. HYDRO**

Unless there is a drastic change in the current situation, several lay-offs will occur during the autumn at G. E. Hydro, (several have already been announced and deferred). The workers concerned are principally those of the Bar Plant and the Laboratory/Tool room. The drop in expected activities could also affect other trades.

### **5 LAY-OFFS AT ABB LACHINE**

Elsewhere, 5 lay-offs were effected at ABB Lachine. We hope that the diminution of activities is temporary, and that they may be called back soon.

## Negotiations at Alstom of Gatineau

In the course of their recent negotiations, our brothers at Alstom Power, in Gatineau, rejected the first offers of the Company. The employer was demanding important concessions concerning the group insurance plan and the calculation of overtime hours. The members were determined. There was no question of touching our acquired benefits.

The Negotiating Committee, therefore, returned to the bargaining table backed up by a strong strike vote.

The second round of negotiations produced the desired

results; the employer withdrew their demands relative to the premiums of the group insurance and the calculation of overtime hours.

The 36 members accepted a five-year contract, which allows salary raises of 2.75%, 2.75%, 3%, 3% and 3%, as well as improvements to the pension fund, and to the paid vacations.

Congratulations to the workers and their Negotiating Committee, composed of brothers **Roland Robitaille**, **Denis Breton** and **Jean-Francois Tremblay**.

## Last June's Union meeting

During last June's regular meeting, two special events took place.

The son of one of our members, **Samuel Raiche**, son of **Gaetan Raiche**, welder at **G. E. Hydro** earned the **I.A.M.A.W. study scholarship** for 2006. This was a first for our Local Lodge. Gilles Brosseau the Grand Lodge representative of the I.A.M.A.W. presented the scholarship certificate to Samuel. His family was present. All of our heartiest congratulations go out to our laureate, and we wish him the very best of luck in his studies.

Following this, we presented souvenir watches (with the logo of the Local Lodge) to several recent retirees from the Lodge who had accumulated more than 25 years of continuous service as a member of the I.A.M.A.W. Each watch was presented after a short presentation of the member to the hall. It was a good occasion to see our brothers and sisters again. The evening continued with a buffet dinner.

The recipients of the watches were; **Jean-Pierre Campeau** (G. E. Hydro, member for 33 years), **Andre Davignon** (G. E. Hydro, member for 27 years), **Dorial Drakes** (G. E. Hydro, member for 31 years), **Rita Gendron** (Robco member for 23 years), **Jacques Gosselin**

(G. E. Hydro, member for 40 years), **Youssef Haddad**, In the photo; Christian Bilodeau, of the Local, Samuel



Raiche, laureate, his father Gaetan Raiche, and the Grand Lodge representative Gilles Brosseau.

(G. E. Hydro, member for 32 years), **Michel Hebert** (G. E. Hydro, member for 34 years), **Michel Lafontaine** (G. E. Hydro, member for 39 years), **Rejean Lefevre**, (G. E. Hydro, member for 40 years), **Jean Claude Martineau** (Robco member for 32 years)

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**Reginald Ricketts**, (G. E. Hydro, member for 31 years), and **Michel Tavera** (Robco member for 32 years). Brothers **Maurice Hebert**, (G. E. Hydro, member for 41 years),

**Lambert Taylor**, (G. E. Hydro, member for 25 years), **Gérald Dion** (GE Hydro member for 40 years), **Michel Ruel**, (Alstom, member for 35 years), absent from the meeting, also received watches.

**Jack Turcotte** (GE Hydro member for 31 years) and **Bryan Wakeland** (GE Hydro member for 39 years), have not yet received their watches.



Congratulations to these recipients. You can see photos of the event on our Web sight at <http://www.aim1660.org/>

## 2007 IAM Scholarship awards



This scholarship competition is open each year to members of the IAM and their children throughout the United States and Canada.

The IAM Scholarship Fund, which is used exclusively to make possible these awards, was established by the delegates to the 1960 Grand Lodge Convention.

### The Scholarship Competition

Scholarships to make possible the attainment of a Bachelor's degree or a two-years vocational/technical certification are determined in a competition among eligible applicants that is judged by a special Selection Committee.

### Amount of the Awards

Awards to Members are \$2,000 per academic year. They are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are: College - \$1,000 per academic year. All awards are renewed each year

until a Bachelor's degree is obtained or for a maximum of four years, whichever occurs first. Vocational/ Technical Scholl -\$2,000 per year until certification is reached or for a maximum of two year, whichever occurs first.

### Eligibility for competition

All IAM members and there children's.

### How to apply

There are three different Application Packets:

One for children of members (college, university)

One for children of members (vocational/technical school)

One for members (college, university or vocational/technical school)

**Contact now your local union representatives or consult our web site. Application Packet must be completed and postmarked no later than February 23, 2007.**

## Your rights, and the respect of them



In all of your dealings with your bosses, you should know your rights as workers; certain of these rights are defined by the Charter of Rights and Freedoms, and the Labour Code. Others are defined by your

Collective Agreement. Your Union representatives are there to help you and to defend your rights. Make sure you are respected.

### Law on minimum work standards:

#### Family leave and familial obligations.

18.3

An employee may be absent from work during five (5) regular working days per year, without pay, to fulfil obligations related to the care, health or education of their minor child, when their presence is necessary by reason of unforeseen circumstances, or circumstances out of their control. They must have taken all reasonable available means at their disposal to have otherwise assumed these obligations and to limit the duration of the leave.

This leave can be split into days, and a day can also be split if the Company agrees.

18.4

An employee may be absent from work, without pay, during ten (10) regular working days per year, without pay, to fulfil obligations related to the care, health or education of their child, or the child of their spouse, or

for reasons of the health of their spouse, father, mother, a brother, a sister or one of their grandparents.

This leave can be split into days, and a day can also be split if the Company agrees.

The employee should advise the Company of their absence as soon as possible, and should take reasonable means at their disposition to limit the length of the leave.

An employee who has at least three (3) months of continuous service, may be absent from work, without pay, during a period of twelve (12) weeks in a period of twelve (12) months when their presence is required by their child, or the child of their spouse, or for reasons of the health of their spouse, father, mother, a brother, a sister or one of their grandparents, by reason of a serious sickness or accident.

The employee must advise the Company as soon as possible of their absence, and at the demand of the employer, must furnish a document that justifies it.

At all times, a minor child of the employee who has contracted a serious, potentially fatal illness, attested to by a medical certificate, the employee has the right to prolong their leave which will end at the latest one-hundred and four (104) weeks after the onset of the illness.

It should be noted that when the employee takes leave for family obligations, the employee must specify to the employer that the leave is due to family obligations, in order that these absences shall not be recorded in the employees record of absences.



**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](mailto:sectionlocale1660@videotron.ca)**

## The right of handicapped workers



**Yves Lauzon**, our Local 1660 Health and Safety representative states that our various employers are often resistant to accommodating our brothers and sisters who have their capabilities to accomplish their regular work

tasks diminish. Under all sorts of pretexts, we push aside these individuals, who have often served within the business for many years, because we find that they are less efficient now. It's important to know that to face such unjust treatment, there exist workers rights and also duties for the employer.

We reproduce here a text from Mr. **Daniel Leduc**, which appeared in **La Presse** at the beginning of the year.

### THE OBLIGATION OF ACCOMODATION IN THE WORKPLACE

For the last twenty years, the *Charter of Personal Rights and Freedoms* has protected individuals against certain patterns of discrimination, notably against those based on the handicaps of handicapped persons. This general protection also applies in the domain of the workplace. Thus, over the course of time, jurisprudence, which have been rendered on this subject, have established that the employer must accommodate his handicapped employees, unless this causes the employer an *excessive restraint*.

Even though the *Charter* gives no definition of the word *handicapped*, our courts interpret this notion very liberally. So that, a person who has, for example, suffered from a situational depression, been afflicted by a hearing deficiency, or has become myopic, or suffers from a sprained back, are considered as handicapped according to the Charter. This means, that if such a handicap has an impact on an employee's abil-

ity to perform his normal work, his employer has the obligation to ask if it is possible to accommodate the person.

On this subject, the courts have concluded that the employer's obligation to accommodate someone may assume many forms, such as accepting a progressive return to work by the employee, allowing him to be absent to receive medical treatments, to grant him a lighter work schedule, modify his schedule or his hours of work, allow him to take additional breaks, revise his work tasks, or assign him to another position within the business, which respects the limitations of the employee, etc. The courts remind us again and again that the obligation to accommodate an employee is incumbent, at first, principally on the employer, although the Union, if applicable, and the handicapped persons co-workers are obliged to collaborate with any reasonable accommodation propositions formulated by the employer.

The accommodation obligation of the employer is always limited by an *excessive restraint*. The courts, considering that this notion is difficult to define, have developed diverse criteria to allow them to evaluate it. Thus, the excessive cost of an accommodation measure could be interpreted as an *excessive restraint*. Each case must, therefore, be evaluated on its' own merit. In effect, what could be considered as an excessive restraint on the financial planning of a small business, would not necessarily be an excessive restraint on a business with a larger scope. Our court's recognition of the fact that the desired accommodation could have a negative impact on the rights of other employees or on the Collective Agreement, also figures in the criteria permitting the limitation of excessive restraint.

The business must, however, function well. This way, an employee who, taking into account the functional limitations which result from their handicap, can only work three days a week, for example, could represent

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an excessive restraint for their employer if they play a key role within the organisation. It would be otherwise, if their employer could easily replace them for the two days that he or she must be absent. As an illustration, it could be considered an excessive restraint for a call centre to not be able to count on the financial controller five days out of five, whereas this would not be the case for an ordinary call taker, who is generally easier to replace than the controller. Finally, our courts also recognise that when a handicapped employee is unable to accomplish the tasks connected with his principal functions, the employer must consider the feasibility of having them done by one of their co-workers.

To sum up, the employer confronted with a handi-

capped employee, must attempt to accommodate them in a way that he will not suffer an excessive restraint, which signifies that a certain amount of restraint is acceptable in order to favour the application of the protection offered by the Charter. In each case, the employer must proceed to a rigorous individual analysis, in default of which they expose themselves to be liable to pay damages, and to accommodate their handicapped employee.

\*Me. Daniel Leduc, CRIA is a Lawyer within the Group of the right to work and to have a job at Ogilvy Renault. His article was published in La Presse on February 12<sup>th</sup>, 2005.

A tool for every one of us



## Question of retirement ... I inquire at my work!

Question Retraite offers social and workers groups **information sessions** on the system of financial security after retirement... It's free and instructive!

If you want to know more about your pension plan there is an organisation supported by the **FTQ (QFL), Question Retraite**, which wishes to help you. You can visit their site at the following address

<http://www.questionretraite.qc.ca/> or contact them at:

**Question Retraite** 2600, boul. Laurier, bureau 244 Sainte-Foy (Québec) G1V 4T3



## Anti-scab Legislation

### **B**alance and Fairness

In the next few months, our Members of Parliament have a chance to make an important reform to Canada's labour laws. We think they should do it.

Both the NDP and the Bloc Québécois have introduced private members' bills. Bill C-257 will come to a vote first and, if passed, would put an end to the use of scab labour (replacement workers) during strikes and lock-outs in workplaces covered by the Canada Labour Code. This update would bring our federal labour laws

in line with provinces like Quebec and British Columbia, which have already made this change and realized the benefits.

Scab labour is an outdated practice that does more harm than good. The small number of employers who cling to its use represent an extreme minority who are just as likely to use replacement workers as a weapon to avoid bargaining and punish union members rather than a tool to maintain operations.

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Today, 97% of labour negotiations end successfully without the disruption of a strike or lockout. Yet the few occasions where employers used scabs stand out among the more prolonged and violent labour disputes – the Ekati Mine in the Northwest Territories, Lakeside Packers in Alberta, Seimans in Southwestern Ontario, Telus, Videotron and Alliant.

The option to use replacement workers was outlawed in Quebec in 1977. British Columbia banned the practice in 1993. Both have realized smoother labour relations and substantially fewer days of work lost to strikes or lockouts. In fact, the year after B.C. passed its anti-scab

law, the amount of work time lost to labour disputes was cut in half.

Canada's federal labour laws cover about one out of every ten jobs across the country, but they are jobs which play a critical role in our national economy. And in today's world, reducing the risk of disruption at our borders, airports, and telecommunication networks is vital. Progressive changes at the federal level will also set an example and send a strong signal for the remaining provincial governments to catch up.

Ending the use of scab labour makes sense today. Tell your Member of Parliament to bring fairness and balance to Canada's labour laws. Tell them to vote for C-257.

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## Organizing new members

In order to incite our members to provide us with contacts which would lead us to get a new certification and the signing of a first collective agreement, District 11 will reward the member who has given the contact in the following manner:

Between 20 and 50 new members :	A cheque in the amount of 100\$
Between 51 and 100 new members :	A cheque in the amount of 250\$
Between 101 and 250 new members :	A cheque in the amount of 500\$
Between 251 and 500 new members :	A 1000\$ value gift
Between 501 and 750 new members :	A 2500\$ value gift
Between 751 and 1000 new members :	A 3500\$ value gift
More than 1000 new members:	A 5000\$ value gift

The cheque or the gift will be remitted to the member who has given us the lead as soon as District 11 will collect its first Per Capita tax paid by the newly unionized group.

Directing Business Representative, Business Representatives And Organizing Business Representative are not eligible for these rewards.

Contact us



( 514 ) 637-3031

( 514 ) 485-4163

**E-Mail:** [sectionlocale1660@videotron.ca](mailto:sectionlocale1660@videotron.ca)

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**New Recording-Secretary.**

Congratulations to Cedric Poulin who becomes the new Local Lodge Recording-Secretary, elected by acclamation during the regular meeting of Tuesday, September 19th.

Cédric Poulin is a Cabler-Assembler at ASEA Brown Boveri Lachine

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

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



**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**

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