

# THE TOOL

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

Year 2005 , Number 3  
December

### *SUCCESS OF THE CENTRAIDE CAMPAIGN AT GE HYDRO*

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Recently, the employees of General Electric of Lachine were able to contribute to the Centraide fundraising campaign of Greater Montreal. It goes without saying that this was a clear success. The participation attained 50%, surpassing the objective set for our very first campaign.

given by a worker, the Company contributes 40 cents, which will swell the total by a substantial amount.

In the name of all of the volunteers, I sincerely thank you for your generosity.

Jean Deschamps



The efforts of our workers are very laudable, as Centraide supports more than 340 organisations and projects of all kinds, whether it be helping families and youths in difficulty, improving the quality of life of people living in situations of poverty, fragility and isolation, or again helping numerous other people in need. The money thus raised is used to support just causes managed by non-profit organisations around Greater Montreal.

One must also add that because of thousands of volunteers, Centraide is able to directly re-distribute 88% of the donations gathered into the community, the costs of the campaign, of communication and administration amounting to a lean 12%. Another fact to underline, is that for each dollar



## *THE SCANDAL OF THE EMPLOYMENT INSURANCE FUND*

After the scandal of the sponsorship scandal, that of the employment insurance fund: - Ottawa continues to steal from the workers.

At the end of an information session and "consultation" on the rate of employment insurance payments, representatives of Union centrals in Quebec, the FTQ, the CSN, the CSQ and the CSD have established that the Federal Government, which has not contributed to the employment insurance fund since 1990, are acting as if the 50 billion dollar surplus has never existed, and are preparing to make it disappear.

In effect, the Federal Government amended the employment insurance law last June, changing the method of calculating the rate of payment in order to no longer take into consideration the accumu-

lated surplus of the fund. Martin's Government is also trying to ignore criticisms as to the use of the surplus for things other than the plan. For the Union centrals, this consists of nothing more than embezzlement under the pretence of legality.

Even more scandalous, Ottawa refuses to improve the program in order to better permit the unemployed to claim their due, that being their unemployment benefits. This move reeks of irresponsibility, while, for their part, the workers representatives demand that the benefit rates be maintained or increased if the need arises.

Remember that Quebec's Union centrals, as well as the permanent committee of the Commons, made up of delegates of all the parties, recommended, among other things, making accessibility to the

plan easier, making longer benefit periods, and raising the rate of replacement revenue.

The Union central representatives have been unanimous at rejecting the foreseen lowering of the rates, because for the FTQ, the CSN, the CSQ and the CSD, it is only by improving the plan that workers will find a veritable employment insurance plan that will cover them in the case of job losses, a situation which is entirely outside of their control.

Faced by the incomprehension of the Government of Paul Martin and his ministers, employment insurance will be one of the issues at the next election as long as the Federal Liberals refuse to improve the employment insurance plan.

Joint communiqué of the four Union centrals.

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## *THE QFL SOLIDARITY FUND*



We regret having learned of the resignation of Pierre Genest from the position of President-Director-General of the QFL Solidarity Fund.

The President of the Quebec Federation of Labour and President of the administration council of the Solidarity Fund, Mr. Henri Massé wishes to underline the impressive

contributions of Mr. Pierre Genest towards the development of the Solidarity Fund.

Occupying the position since January 2002, Mr. Genest is a manager of the highest calibre who succeeded in implementing a series of measures which allowed the Fund to post positive returns in its' last six semesters, explained Mr. Massé.

In 2005, the returns on the Solidarity Fund were 5%, and 492 million dollars were invested in more than 70 businesses. Created in

1983, the Solidarity Fund of the QFL now has assets of six billion dollars, and has slightly more than 568,000 shareholders.

Mr. Yvon Bolduc, first Vice-president of investments, in the position for the last three years, will succeed Mr. Genest. The nomination of Mr. Bolduc will be ratified by the Council of the Solidarity Fund at their next meeting next December 21<sup>st</sup>.

Jean Laverdière, QFL.

## ABOUT THE QFL

## SOLIDARITY FUND

The Solidarity Fund QFL is a development capital fund that calls upon the solidarity and savings of Quebecers to help create and maintain jobs in Québec by investing in small and medium-sized businesses. Its mission also involves offering its shareholders a fair return. No other institution has stricken such a balance, which indeed, is a fundamental principle of a labour-sponsored investment fund. Since its inception in June 1983, the Fund, whose assets stood at \$6 billion as of May 31, 2005, has become a hub of knowledge, resources and contacts for Québec companies and a key player in the Québec economy.

### Our objectives

- To invest in Québec businesses and provide them with services to further their development and to help create, maintain and protect jobs in Québec;

- To promote the economic training of workers in order to enhance their contribution to Québec's economic development;

- To stimulate the Québec economy by making strategic investments that will benefit both workers and businesses;

To foster awareness and encourage workers to save for their retirement and help grow the economy by purchasing Fund shares.



SO, AN INVESTMENT OF 20\$ PER PAY COSTS YOU ONLY APPROXIMATELY 6,32 \$.

Invested amount	Tax credits	Deduction REER	Approximate reality
20\$	6\$	7.68\$	6.32\$

### The RRSP of the Fund, Lively difference

**15,80 \$ a week to save 2 600 \$<sup>1</sup> in your RRSP this years!**

**Who can pass it up?**

the amount that you will save for fiscal year 2005, and also make your payments easier.

Thanks to an immediate tax reduction, you can profit, on each pay, tax saving which the RRSP of the fund bring you. You will see the full amount of your contribution on you pay.

With salary deduction, you don't need to wait for the last days of February. You can, starting now, specify

Amount invested a week (52)	Tax Credits (Quebec and federal)	RRSP tax saving of appr. *	Total of tax savings	Reduced net pay of
5 \$	1,50 \$	1,92 \$	3,42 \$	1,58 \$
10 \$	3,00 \$	3,84 \$	6,84 \$	3,16 \$
15 \$	4,50 \$	5,76 \$	10,26 \$	4,74 \$
30 \$	9,00 \$	11,52 \$	20,52 \$	9,48 \$
<b>50 \$</b>	<b>15,00 \$</b>	<b>19,20 \$</b>	<b>34,20 \$</b>	<b>15,80 \$</b>

\* \* For a taxable income between \$35,596.00 and \$56,070.00 - Rates based on the taxation year of 2005

**W**HAT IS AN RRSP?  
RRSP... It's all about quality of life

[What is an RRSP?](#)  
[What is a spousal RRSP?](#)

**What is an RRSP?**

An RRSP is a retirement savings plan registered with the federal government. Each year, you may contribute a certain amount that is deducted from your annual income. As a result, you pay less income tax while setting money aside for retirement.

**Why contribute to an RRSP?**

Did you know that you will need about 70% of your income for a comfortable retirement? And that's assuming your home is fully paid and that your living expenses decrease. Of course, you could do with less; it all depends on your lifestyle.

**What will be your sources of income?**

Your Old Age Security benefit, your Québec Pension Plan (QPP) and your private pension plan, if you are lucky enough to have one. The problem is that right now both the CPP and the QPP are already not enough for retirees with no other source of income. Your government pensions are basic income that you will have to supplement with personal savings.

That's why RRSPs are so important.

**What is a spousal RRSP?**

This is an RRSP issued in the name of your spouse, to which you may contribute a given amount each year.

You can contribute to your spousal RRSP until December 31 in the year that he or she turns 69 no matter what your age, provided you have taxable income.

**Retirement benefits**

You will pay less income tax if you each withdraw small amounts from each of the two RRSPs instead of withdrawing the full amount from a single RRSP. This is called "income splitting" and it is one of the greatest advantages of a spousal RRSP.

**Immediate benefits**

You may invest all or part of your eligible contribution amount each year in an RRSP held in your spouse's name. This contribution will bring you the same tax advantages as those offered by the Solidarity Fund QFL RRSP. You're therefore entitled to the tax savings normally associated with a registered retirement plan. But by purchasing shares in the Fund and registering them in a spousal RRSP, you are also entitled to a 30% tax credit. This addi-

tional credit can be up to \$1,500 per year, which corresponds to a \$5,000 contribution.

The bottom line: You increase the family's retirement income while immediately reducing your income tax payable.

**Share redemption**

The usual redemption criteria apply to the spousal RRSP. When you hold an RRSP opened by your spouse, you are deemed the RRSP's beneficiary and the holder of the shares. You must therefore submit your own application for share redemption.

**SAVE MORE TAXES**

**Exceptional tax savings**

The Solidarity Fund QFL RRSP packs twice the punch of a conventional RRSP because it allows you to:

**Save taxes once**

By purchasing Fund shares, the amount invested reduces your taxes payable by 30% by entitling you to:

- ⇒ a tax credit of 15% from Québec;
- ⇒ a tax credit of 15% from the federal government. The maximum amount you can invest that is eligible for the tax credit is \$5,000 per year, which is equal to a maximum tax credit of \$1,500 per year (\$750 = 15% from Québec + \$750 = 15% from the federal government).

**Save taxes twice** By registering your shares in the Fund's RRSP, you get the standard tax deductions granted by both governments for RRSP contributions. This tax saving can vary from 29.4% to 48.2% depending on your tax rate. For example, if you have a taxable income of \$31,000, you will be entitled to a tax deduction of about 40% of the amount invested. **Total savings** Each Fund share you purchase and register in your RRSP entitles you to these two tax advantages that could save you 60.4% to 78.7% of the amount invested. By contributing to an RRSP, you reduce your taxes payable and get back a tidy sum, which you can reinvest in your RRSP to make it grow even faster, place in another type of vehicle or do with it as you see fit.

For more information, speak with the local representative in your workplace or consult the Redemption Conditions section.

**Mario Bérubé at GE Hydro and Claude Vanier at Metso**

**Consult our web site: [www.fondsftq.com/](http://www.fondsftq.com/)**

 **FONDS**  
de solidarité FTQ  
*La force du travail*

On October 1 2005, the Solidarity Fund QFL disclosed its financial results to its share-holders.

For the year ended May 31, the performance attained 5%, a decrease of 0,2% versus the year 2004 but a lot better than the fall of 6.9% in 2003.

The net earning in 2005 amounts to 271.1 million dollars in comparison with com- pare to 247.3 million dollars the previous year. The share went up from \$21.37 to \$22.41. The net assets have pierced reached 6 billion dollars.

So, in conclusion The shares have an increased

Source: Newsletter 712

**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](mailto:local1660@aim1660.org)

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## **PARENTAL INSURANCE STARTING FROM JANUARY 1<sup>ST</sup> 2006.**

Parents in Quebec will, starting only from January 1<sup>st</sup> 2006, be able to avail themselves of benefits for maternity, paternity, parental or adoption leave for their new-born or newly adopted child under the new Quebec Parental Insurance Plan (QPIP), and no longer from employment insurance. These changes are the result of Union efforts carried out towards this end for many years.

The new plan is noticeably superior to the old one. It's enough to mention enlarged coverage for self-employed workers, greater accessibility for part-time workers, inclusion of a paternity leave, etc. For all the details, consult the chart below.

In spite of repeated demands from both the Union and management movements, the Quebec

Government refuses to invest in the new plan, and pay their share (1/3) of the amount to be made up between the cost of the plan and the money repatriated by the Federal Government. It is, therefore, the employers and employees who must assume these additional costs.

The payments to employment insurance will be reduced to take into account the fact that Quebec residents will no longer receive maternity or parental benefits from the employment insurance plan.

On the other hand, the payments to the QPIP will be collected directly by Quebec, which means that starting on January 1<sup>st</sup> 2006, a new deduction line will appear on your pay statement.

Employers will assume 7/12<sup>ths</sup> of the cost of the

plan while employees will assume 5/12<sup>ths</sup>. These are the same ratios as those which prevail in the case of EL.

According to Government evaluations, the raise in payments for workers will be from \$8.00 to \$107.00 a year. Also, a salaried person whose annual salary is \$30,000.00 must pay a supplement of \$23.00, (or \$.44 a week).

The table of benefits indicate the length and level of benefits for each type of leave, as much as on the basic plan or on the optional plan. When the family income is less than \$25,921.00, the weekly benefits will be increased by an amount varying between \$170.00 and \$67.00 at the request of at least one of the parents.

<i>Comparison of the performances</i> <i>RQAP et de l'AE</i>						
Type of benefits	QPLI benefits				EI benefits	
	Basic Plan		Special Plan		Maximum duration in weeks	Percentage of Insurable weekly payment
	Maximum number of benefit weeks	Percentage of average gross weekly income	Maximum number of benefit weeks	Percentage of average gross weekly income		
Maternity	18	70%	15	75%	15	55%
Paternity	5	70%	3	75%	S.O.	
Parental	7 + 25	70% 55%	25	75%	35	55%
Adoption	12 + 25	70% 55%	28	75%	35%	55%

Source <http://www.rqap.gouv.qc.ca/>

### Premiums

Starting on **January 1, 2006**, the following people will pay premiums under the Québec Parental Insurance Plan :

- Employers
- Salaried workers
- Self-employed workers

Wage level	Employment insurance reduction	Quebec Parental Insurance Plan premium*	Difference
<b>Employees (0,416%)</b>			
20 000 \$	68 \$	83\$	15\$
40 000 \$	133\$	166\$	33\$
57 000 \$ et plus	133\$	237\$	104\$
<b>Employers (0,583%)</b>			
20 000 \$	95\$	117\$	22\$
40 000 \$	186\$	233\$	47\$
57 000 \$ et plus	186\$	332\$	146\$
<b>Self-employed workers (0,737%)</b>			
20 000 \$	0\$	147\$	147\$
40 000 \$	0\$	295\$	295\$
57 000 \$ et plus	0\$	420\$	420\$

\*Premium rates applied as per prepublication in the Gazette officielle du Québec on September 7, 2005.

Source: Conseil de gestion de l'assurance parentale, <http://www.cgap.gouv.qc.ca/>



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

## INTEGRITY

One of the definitions for the word integrity which are found in a standard Dictionary are:- Steadfast adherence to a strict moral or ethical code. This writer works for a large multinational corporation which preaches, and even gives seminars on having integrity to its' workers. Let's take a long look at this word, because a lot of the higher-ups who work in this plant, many of whose workers are Local Lodge members, apparently have no idea whatsoever what the word means.

We'll give some examples. Take particular notice of the word ethical. The CEO of this corporation makes as much money in a minute as many, but not all of his workers make in a week. We say not all, because this corporation has also set up plants in third world countries where the labor is very cheap. Never mind the fat-cat salaries of top-level executives, what about their ludicrous bonuses, pensions and severance packages. When this writer retires, it will be at 65, because the pension that this writer would get at 60, is simply not enough to live on. Is this ethical? Is this a good example of integrity? But **WE!!!** must have integrity.

The shop workers in this Company, most of whom are hourly paid, have twenty or thirty minutes for their lunch break, depending on their working a two-shift or three-shift operation. They also have to pass their I.D. cards under a bar code reader at the proper times at the start and end of their shifts. But weekly paid employees, especially management, frequently take two-hour or more lunches. They are on the "honor" system. But do they really work forty hours a week? Is this ethical? Is this a good example of integrity? But **WE!!!** must have integrity.

Components which were once made in this shop, are now outsourced, a fancy term for subcontracted, because the Company can get them cheaper from overseas, or sometimes even from local non-Union shops. The worst part of this is that often, these components wind up with a red non-conformance sticker, and either get sent back to the producer, or get reworked by our people and then back-charged to the producer. Is this ethical? Is this a good example of integrity? But **WE!!!** must have integrity.

Some of the shop-floor workers have a guardian angel in management, because they can do no wrong, and even if it comes to a lay-off, their lay-off is mysteriously cancelled. We are led to believe, although this is only hearsay, that it is because they are all good friends and drinking buddies. Is this ethical? Is this a good example of integrity? But **WE!!!** must have integrity.

The system of promotion and progression in this shop is all helter-skelter, because some people who should progress, do not, and others that do progress or get higher pay grades should never have progressed because they simply do not meet the criteria for progression. This is because they are buddy-buddy with the foreman, or not liked by the foreman, whichever is the case. The foremen have their blacklists, and even though there is a Union in place in this shop, sometimes one finds oneself up against a brick wall, when it comes to getting a fair deal for all of the workers. In this company, several occupations have total seniority for that particular occupation, but these occupations have different classification levels. This bargaining Unit is heading into negotiations next year, and there is talk that the company wants to go back to the old system of laying-off by classification instead of by seniority. It was the company that offered total seniority by occupation to the Union during negotiations about 18 years ago, and now they want to take it away from us. Is this ethical? Is this having integrity? But **WE!!!** must have integrity.

In this past year alone, there have been myriad violations of the Collective Agreement, a work contract signed by both Company representatives and Union representatives. One has to wonder, that if they can't even respect a working

agreement with their Unionised employees, however can they respect the contracts that they sign with their customers? Is this ethical? Is this a good example of integrity? But **WE!!!** must have integrity.

Every time that there has been a violation of the Collective Agreement, which for the Union representatives is a Bible, a grievance is made. The Company, which has well defined delays to respond to the grievances, doesn't even answer them. We are up to thirty-one grievances at the time that this article was written, and only three have been resolved. Several more are awaiting arbitration. Is this ethical? Is this a good example of integrity? But **WE!!!** must have integrity.

This company has offered other jobs, either in the office or as a foreman to at least two of our former

Shop Chairmen, which they of course accepted. If someone offers you a higher paying job, you grab it, right? Here, there is a lack of integrity on both sides. There is a rumor that the company is going to put a former Shop Chairman who is now a foreman, on the management negotiating team. Is this ethical? Is this having integrity? But **WE!!!** must have integrity.

Altogether, it would seem that, as we mentioned at the beginning of this article, management at all levels of this company, and indeed of the corporation itself, has absolutely no idea of just what this word **integrity** means.

A worker who **does** have some integrity.

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## OUR SOCIAL DELEGATE

I would like to introduce myself, my name is **Norman Lussier**, and I am the **social delegate** for General Electric for more than 5 years now, and I have been appointed social delegate for AIM SL 1660, for the local sector.

In the months to follow, there will be a flyer distributed amongst different companies. This flyer will contain information and references.

The best investment is to invest into yourself.

The hardest step is the first step in asking for help.

All conversations and references are kept confidential between the member and the social delegate.

To contact me: Phone: 514-637-3031  
Phone: 514-485-4163  
E-mail: [n.lussier@aim1660.org](mailto:n.lussier@aim1660.org)

It will be my pleasure to assist you.

Best Regards,

### A Social Steward...

• First and foremost, a social steward is a member of our Local who participates in union life.

- This union involvement helps him or her provide assistance to members who are experiencing personal problems.
- Assistance is based on listening so as to refer those members who express such a need to union, community and professional resources. The assistance offered can be related to addiction, mental health, debt load and family-related problems and other situations members may be experiencing. The important thing for social stewards is to meet the needs of the members. It is a network that we can rely on in our workplace. It helps improve our quality of life at work.

### Network Objectives

- To ensure our members' well-being by promoting prevention and peer assistance.
  - To provide assistance as equals and on a voluntary and confidential basis.
- The Union rec-





ognizes the importance of a network of social stewards that offers an alternative to the employer's Employee Assistance Program (EAP).

**What is a social steward?**

A social steward is an activist acting as a resource-person who wants to ensure the well-being of a brother or sister experiencing problems that are not covered by the collective agreement. It is also a person who may help by respecting your choices, who has no authority over you and who provides such assistance in total confidentiality.

**What is the role of a social steward?**

It's listening to members in an effort to help them identify their problems and find solutions; referring those experiencing problems to the proper resources and at the appropriate time; ensuring that any exchange or assistance respects the basic principles of social and union action:

- Member's well-being
- Assistance between equals
- Free and voluntary
- Personal respect
- Confidentiality

**What are the problems?**

There are many areas of intervention, such as:

- Alcoholism and drug addiction
- Drug dependence
- Family environment
- Interpersonal relationships
- Mental health
- Debt
- Others

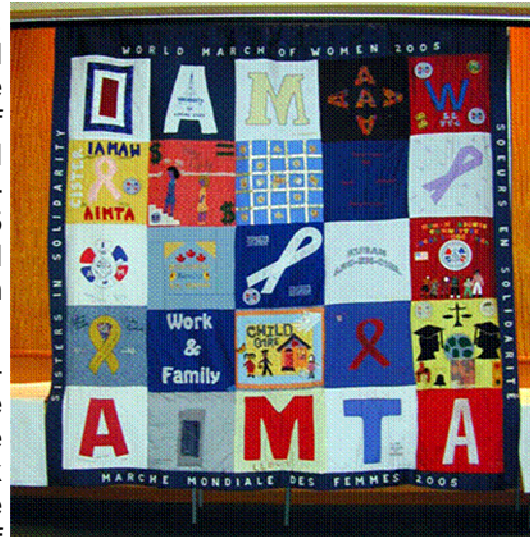
As such, there is prevention involved in each area of intervention. When people contact a social steward, he or she helps them become aware of their problems and informs them of available resources by ensuring proper support and follow up.

**2005 IAMAW WOMEN'S CONFERENCE**

You couldn't help but notice the hand made tapestry as soon as you entered the room hosting the IAMAW's International Women's Conference. Measuring nine feet long and nine and a half feet wide, 'The Solidarity Quilt' is a project of the IAMAW Canadian National Women's Committee. It displays Machinists Values on 25 hand-made panels produced by IAMAW members from Canada and the US.

It took Theresa Winn of IAMAW Local Lodge 2323, more than three weeks to assemble the quilt with much of the work ironically taking place over the Labour Day weekend. "All of the border lettering is hand cut, I didn't have a stencil," she explained. "The challenge to me was doing justice to all of the hard work by members who contributed the individual

panels. It was a privilege for me to put this together."



Second row – "Pink Ribbon" – National Women's Committee – **Heather Kelley**, "Pay Equity" – IAM Women's Department – **Bridget Fitzgerald**, "Bread and Roses" – LL 2711- **Valerie Folk**, "Pay Equity" – LL 1660 – **Nancy Cousineau**, "Purple Ribbon" – LL 2323 **Theresa Winn**;

The quilt is designed to also illustrate the values of the Women's Global Charter for Humanity. The Charter is a proposal to build a world where exploitation, oppression, intolerance and exclusion no longer exist and where integrity, diversity and the rights and



freedoms of all are respected. The Canadian quilt will journey to New York City on October 17, 2005 as part of the world relay of the Charter.

Since March 8<sup>th</sup>, women from various countries have been passing the Charter from country to country with various actions organized to highlight the symbolic passing and the values of the charter. After the event in New York, the Canadian quilt will return to Stratford, Ontario where it will be auctioned off and all proceeds go towards Breast Cancer research.

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## *UNIONISM, IS IT WORTH IT ?*

The other 1,900,000 Quebec salaried workers, who represent 60% of the workers, were not unionized. Their median wage was at \$13.83/hour. The median wage of the unionized workers (\$19.23) was 39% higher than the one of the non-unionized workers (\$13.83). If we add the fringe benefits to the wages, the difference goes up to 50%. Half the unionized employees are ranked in the first 33% of all the best paid Quebec salaried employees.

Approximately half of the 50% difference between unionized and non-unionized employees can be

explained by the fact that unions organize the major part of their members amongst group of workers who would be well paid even without the support of the union.

Through negotiations, unions get for their members better working conditions than the ones they would have had without union support.

*Source: Pierre Fortin, economics professor at the Université du Québec à Montréal.*

*Newsletter local lodge 712*

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If you have any questions concerning Health and Safety at work, problems with insurance claims, or problems relating to your Collective Agreement, we have resource persons who can help you at Local Lodge 1660, and who can answer your questions.

If you are a new employee, and have been working for several weeks or months in the Company, and you haven't yet filled out an application to become a regulation Union member, ask your Union Representative.

## News Briefs

- ⇒ Negotiations for renewing the Collective Agreement are on the point of beginning at the **G.E. Hydro Plant** Bargaining Unit. The **Negotiation Committee** has already been elected and consists of brothers **Claude Alarie, Clifford Henderson, Michel Lavoie, and Pierre Rhéaume**.
- ⇒ Workers at **Lion Rubber** have signed a **3-year contract** with their employer. It includes a pay raise of 3.5% with a cost of living indexation clause. They have also negotiated summer flex hours, with the possibility of finishing the week at noon on Friday, as well as the introduction of flex hours on Friday. The amount allowed for the purchase of safety shoes has risen to \$35.00.
- ⇒ The November Union meeting supported the recommendation of the **Executive Board** formulated as follows : The Executive Board proposed that the Local Lodge gives a **watch** with the I.A.M. SL 1660 logo **to all members who have taken their retirement** and who have accumulated 25 years of continuous service with the Union, starting from January 1<sup>st</sup>, 2005 using Social Club funds.
- ⇒ **Negotiations** at **Aramak** are presently ongoing with the goal of signing their first Collective Agreement.
- ⇒ **Deborah Morin** and **Francine Mason** of **Plastic Decorators** have taken Union training on the subject of **CSST** claims.
- ⇒ Local Lodge President **Christian Bilodeau** is winding up an intensive eight weeks of Leadership training at the **FTQ** college.
- ⇒ Following the resignation of **Julie Longtin** from her position of **Trustee**, there will be an **election** to fill her position. Sister Longtin had to resign after quitting her job at Aramak. The Union assembly of November thanked sister Longtin for her fine Union implication at **Aramak**, and within Local Lodge 1660

### *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.



**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](mailto:local1660@aim1660.org)

## ORGANIZING NEW MEMBERS

You have friends or relatives who are having problems at work (unpaid overtime, vacation weeks denied, discrimination, etc.)? The Machinists' Union can help them!

Union membership pays dividends in many ways. Unionized workers have higher wages and better benefits. Safe and healthy workplaces, more secure employment, seniority protection, grievance and arbitration protection built into union contracts thus providing a higher level of job satisfaction. Getting unionized is a fundamental right in Quebec, protected by article 3 of the Labour Code. It is advantageous to exercise that right for many reasons:

- ⇒ get a better job security
- ⇒ protect seniority
- ⇒ improve our working conditions: wages, special leaves of absence, vacations
- ⇒ negotiate an insurance and retirement plan
- ⇒ ensure safer working conditions
- ⇒ be able to defend oneself against inequities

In fact, getting unionized means getting together, join our efforts and our voices to obtain respect and negotiate on a one-to-one basis with the employer. It is putting an end to favouritism and arbitrariness. Getting unionized it is improving a person's quality of life at different levels.

Our mission is to supply members with the best working conditions possible and guarantee them that it is what they will get. Every person who has a job enjoys good working conditions or, to the contrary, suffers bad working conditions.

What do we mean by working conditions?

- ⇒ Duration of the normal work-day
- ⇒ Duration of the normal work-week
- ⇒ Holidays
- ⇒ Vacation
- ⇒ Group insurance plan

- ⇒ Pension plan
- ⇒ Wages
- ⇒ Moods of some employers
- ⇒ Dignity and respect
- ⇒ In one word, everything that makes a job interesting

In order to encourage members to give us the name of contact persons which would lead to the unionization of a new group and the signature of a first collective agreement, District 11 will reward that member as follow:

- Between 20 and 50 new members:  
A cheque of \$100
- Between 51 and 100 new members:  
A cheque of \$250
- Between 101 and 250 new members:  
A cheque of \$500
- Between 251 and 500 new members:  
A gift of a \$1,000 value
- Between 501 and 750 new members:  
A gift of a \$2,500 value
- Between 751 and 1000 new members:  
A gift of a \$3,500 value
- More than 1000 new members:  
A gift of a \$5,000 value

Organizing has become a priority for us all because of the recent events.

Call us at (514) 637-3031 and we will be pleased to contact the concerned people.



## Union strategies in the face of globalization

# Union actions and globalization

by Christian Bilodeau

Globalization can be commendable by improving living conditions of people on a global scale, but there are also certain flaws such as the deportation of our jobs.

### Characteristics of globalization

Fierce capitalism in its finest form has returned: by crushing people without resources, we raise the profits of business.

The selling, buying and reselling of stocks has reached out of control magnitudes. What interests large and small investors are quick profits. Even if business prospers, it is often called upon to disappear.

What can become worrisome as a result of this general carelessness is that big business with their capitalist power can dictate to governments of small countries and give them directions to take when it comes to political and economic decisions.

Other consequences of these practices, are direct repercussions on our working conditions.

### Historic return

In the 19<sup>th</sup> century, government carelessness in the face of fierce capitalism made the population react; we are living at the outset of the industrial revolution. At this time, capitalism was free to behave any way they pleased: harassment of women, children working in a state nearing slavery, in dangerous conditions. In the face of this behavior, Unions were organized, with legislation pertaining to work. Governments were

forced to establish new rules.

Nowadays the new aspect of globalization forces us into a defensive posture. We are reliving a sort of return to fierce capitalism. In effect, trade laws, have, in and of themselves permitted certain of us to get richer by impoverishing a majority.

The Union movement has fought for 150 years to have a minimum of respectable gains.

We must accomplish what we have done here since the outset of the industrial revolution on a global scale. This is our biggest challenge in the face of globalization.

Action and Strategy of the Union movement

### Using international Union structures

Several international Union structures have existed for many years. These work instruments, which before were considered symbolic, can help us to succeed at this challenge. These are the perfect instruments for the future. By giving them the mandate to continue to communicate on a global level, this will help us to act by helping the organizations now in place to apply pressure to obtain minimal laws. It is certain that with these gains, competition on the global level will be much less fierce. One of the best examples is China, where unionism is forbidden and fierce capitalism has reached its apogee.

### Codes of conduct

More and more, different organizations are putting pressure on large multi-nationals to adopt codes of conduct, and certain ones have submitted, (Nike, The Gap) Once these multi-nationals accept that their establishments across the world respect minimum conditions, these same companies demand it of their sub- contractors.

Placed on display, these multi-nationals have revised their positions, with, as a direct consequence that, even if these jobs never come back, workers at the global level will see their working conditions improved.

### **The social clause**

Union strategies can also help governments to close agreements, which respect minimum working conditions.

### **Chapter 11 of the free trade accord**

With the Canada-United States-Mexico free trade accord a clause of chapter 11 prevents governments to adopt rules which can harm investors. Such rules can have adverse effects on public protection and health. The Unions want to participate at these accords.

### **Conclusion**

To conclude, technology and financing have greatly contributed to global economics. The Union's strategy is to regroup internationally in order to continue to apply pressure against governments and multi-nationals to preserve our jobs and to improve the quality of life of people all over the world.

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Dear Brothers and Sisters,

**S**take the opportunity, in these few lines, to urge you to be careful during this time of happiness, and also to wish you a merry Christmas and a happy New Year.

2005 was a difficult year, both at the local level and worldwide. Take advantage of this respite to solidify our solidarity towards our Union movement.

I was absent for some time in order to follow a training course which is called QFL Fund College. I consider myself privileged to have had the chance to participate in this training.

During this training, I renewed, in every possible aspect, the meaning of the word solidarity; we were 16 people, who more or less shared the same ideas, all coming from a different Union milieu, and from different traditions. We learned to evolve together towards the same goal; that of knowledge, and that of a realization that the

word solidarity derives all its' meaning from acting together.

France, Lyne, Pierre, Jean-Marie, Michel, Sanziengue, Hugo, Jacques, Richard, Martin, (both of them), Robert (both of them), Fernand, Dino, Andre, Alain (both of them), Luc and Yannick.

I would like to simply say thank you to all of you, this was, for me, a very nice Union experience. Thank you to the QFL and the IAMAW.

Christian Bilodeau  
President Local Lodge 1660  
IAMAW

**I.A.M.A.W.**  
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**Collaborate to the Union's bulletin  
Send us your articles or stories!  
[local1660@aim1660.org](mailto:local1660@aim1660.org) or by  
fax at (514)-637-1917**

Best wishes for a Christmas full of joy, and a New Year full of well-being and a feeling of solidarity and sharing, and above all, good health.

To each and every one of you, dear brothers and sisters, the Executive Board wishes you very happy holidays and a year to realize all of your inspirations.

Happy holidays to all, as well as your families.

*Merry Christmas*

*Joyeux Noël*

*Aïd Saïd (Allemand)*

*Feliz Navidad (Espagnol)*

*Boas Festa (Portuguais) Een Plesierige Kerfees (Africain)*

*Buone Feste Natalizie (Italien)*

*Kung His Hsin Nien bing Chu Shen Tan (Mandarin)*

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THE OFFICE IS OPEN FRIDAY OF 8H00AM.

The assemblies take place third Tuesday of each month with 19h00 with the room to the 663, 2nd Avenue with Lachine

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# December 2005

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
<i>5 Executive council</i>	6	7	8	9	10	11
12	13	14	15	16	17	18
19	<i>20 General assembly 7h</i>	21	22	23	24	25 <i>Christmas</i>
26	27	28	29	30	31	

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**GENERAL MEETING - IS PRESENT (E) S, It IS THAT SOLIDARITY!**

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# January 2006

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1 <i>New Year's</i>
2	3	<i>4 Executive council</i>	5	6	7	8
9	10	11	12	13	14	15
16	<i>17 General assembly 7h</i>	18	19	20	21	22
23	24	25	26	27	28	29
30	31					