

The Tool

Local Lodge 1660



Message of the President

Christian Bilodeau

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To begin with, I would like to wish all of our members a good return from vacations. Summer is nearly finished, and the return to work looks promising. We had some good news this summer, notably from G.E. HYDRO. Our welders have been recalled, as well as several machinists, and let's not forget the employees' jobs that were saved at the Bar Plant. It goes without saying that this news has brought with it a breath of fresh air. I want to wish a good return to work to all of our brothers and sisters.

This summer, your executive went ahead with an idea that we have held dear for a long time; meeting the members that we represent. We went to visit several shops this summer, and I can personally tell you that it was an enriching experience that I shared with two of my brothers, Mr. Andre Bergeron, our Safety and Health Director, and Mr. Yves Lauzon, our Trustee and Trainer, who later made the same comments to me. "Already, since these visits,

I have had calls from the Shop Chairpersons", which, to be sure, was one of the goals of these visits, a better contact between the Local Lodge and its' members. We will continue to apply this initiative each year, but in the meantime, I invite you to communicate with us. It's very important that we are aware of your situation. Our phone, E-mail and fax numbers appear at the end of this article. It is very important that we stay apprised of your situation. In finishing, I would like to thank all of those members that welcomed us this summer.

On another tack, your Local Lodge acquired a new skin this summer. Your Executive repainted the walls, redecorated the office, and waxed the floor, with the goal of obtaining a cleaner location for all. Don't forget, that this all belongs to you, the reader, and as all of you had this summer, it will give us much pleasure to welcome you.

Letter of Dave Ritchie

August 8th, 2005

TO : Recording Secretaries of IAM Local Lodges in Canada
Greetings

I am writing to endorse and encourage the support of your Local Lodge membership for the United Way Campaign in your community. These are tough times and we simply cannot allow the less fortunate in our communities to suffer because of the impact of the new global economy.

Unions represent workers-and more. Our IAM Local Lodges continuously devote time and effort to their neighbours. It is a tradition of volunteering that is as evident today as it always has been in the past. It is part of our credo of "Service to the Community". One of the ways we have supported our neighbours and communities is through the United Way, a tradition spanning more than 50 years.

The labour movement in Canada and the United Way share a common vision of "building a society which provides a wide range of social and public services which are, accessible, universal and of the highest quality".

When IAM members give to United Way, their money is used in their community to support a number of programs and services that are:

- Building self esteem in young people
- Enabling independent living for seniors and the physically challenged

- Strengthening families
- Preparing people for re-employment
- Helping people in crisis
- Helping women

To encourage our membership's support for United Way and agencies in 2005, Your help is needed.

I am asking the leadership of your Local Lodge to actively support United Way workplace campaigns by:

- Participating in workplace campaigns by providing a Local Lodge representative
- Activating workplace campaigns by influencing management
- Endorsing the United Way by letter to your membership or through your Local Lodge newsletter.
- Raise awareness and support for United Way at membership meetings.

As Leaders in your Local Lodges you know that this country's social safety net is badly frayed. Supporting

United Way will help to ensure services are available to our members and their families.

I urge you to actively support the aims and objectives of the United Way by becoming involved with your own work place campaign. Remember, the United Way is the way to help the most.

In Solidarity

Dave Ritchie GENERAL VICE-PRESIDENT

Message of Vice President

Michel Lavoie



I had the chance and the privilege to stay for a week at the IAM'S William W. Winpingsinger education and technology center, and I would like to share my experience with you.

SITUATION :

The training center is situated in Hollywood

(State of Maryland) in a magnificent site on Placid Harbor Way.

The IAM reserves 2 weeks in July for the francophone members from Quebec. The courses are given by Quebecois trainers.

My experience at Placid Harbor was very enriching in two aspects:

- 1) The quality of the courses
- 2) the meeting and exchanging ideas with

members of other Local Lodges.

I would like to thank my Local Lodge which permitted me to live this experience, and I can say that we should all be proud to belong to the

only Union in America which has created such an education center.

Message of Secretary Treasurer

Pierre Faucher



I am taking the opportunity of using this newsletter to clarify certain questions, which I am frequently asked by our Members.

Why do we have to pay dues? Where does our money go? Why does part of our money go to the United States ?

First of all, our Union is structured in the following manner: headquarters are situated in Upper Marlboro, Maryland.



Our Union, the I.A.M., comprises about 811,000 members, workers who are spread out in about 1143 Local Lodges and 86 districts throughout Canada and the United States.

You pay dues, which are calculated on the weighed hourly average (total of the salaries X number of members). Your Local Lodge is composed of 16 Units, who all pay different dues from one Unit to another. Take, for example, the biggest shop (G.E. HYDRO), which employs 250 unionized members, who pay \$12.45/week, (\$49.80/month). Of this amount, \$20.26 is sent to the Grand Lodge, \$13.35 to District 11, and \$16.19 is left for your Local Lodge. The membership fees and the dues are fixed by the membership, who votes in each Local Lodge, subject to minimum norms established by the delegates to the Congresses.

Now, let's take a look at where your dues go.

The I.A.M. takes the use an education and technology center to a fine point, at the William W. Winpisinger Education and Technology Center in Maryland. This center offers well-lighted, clean dormitories of hotel quality, superb dining rooms, high-technology classrooms and a modern interior and exterior recreation complex. All of these assets combine to offer, to I.A.M. members, an unsurpassed learning environment. The International headquarters of the I.A.M. is situated in Upper Marlboro, Maryland. This Union learning experience is considered as one of the best in North America. The members see, offered to them, the possibility of learning and progressing in an environment free from the pressures and daily needs of their workplace. The center is open 50 weeks of the year and offers the members courses in collective negotiation, handling grievances and arbitrations, in health and safety, in technological change, personal rights, in pension and welfare plans, Union history and communication. Each Local Lodge is free to decide who they will send to the center, and pay only the individual's salary during his or her training. Transport, lodging, meals and the course materials are all furnished without any cost to the Local. We send 2 or 3 members each year, (certain conditions apply) to participate in a week of Union training. The I.A.M. has always recognized that the key to a strong Union lies in having well-educated members. The Grand Lodge also defrays a Unit's expenses when they are on strike, and also offers study scholarships.

The District 11, situated in Saint-Laurent regroups several Local Lodges spread out over a vast geographical territory. The fact of grouping several Local Lodges into a single larger unit, enables the Union to deliver more services to

more members, more efficiently. For example, very few Local Lodges have the financial means to hire a full time Business agent, in order to negotiate Collective Agreements, and handle grievances. Since a District represents numerous workers, spread over a vast territory, these members have a stronger voice when it comes to negotiating with elected Municipal, Provincial or Federal officials. Certain ones are formed of all the Lodges in a given city, a metropolitan region or a province. Others are formed from Local Lodges where all of the members work for a given airline or a particular railroad. With very few exceptions, all the Local Lodges in the I.A.M. are affiliated to a District.

Your Business agent or General President work full-time to protect, defend and further the interests of I.A.M. members. Amongst other things, they pay lawyers fees, prepare and negotiate Collective Agreements; also arbitrations, prepare and evaluate grievances, and defend members before the C.S.S.T.

Business agents or General Presidents, (as they are called in the transport industry) are named according to the regulations of the Local Lodge or the District. In larger Districts, one Business agent or General President supervises the work of several other Business agents or assistant General Presidents under him or her. The people who occupy these positions are principally obliged to the members of the Local Lodges and Districts of the Union. However, they also report, as well, to the I.A.M. General Vice-president responsible for their territories.

In most cases, a portion of their salaries are paid by the Grand Lodge. Also, the District assumes responsibility for the costs of affiliation of each member to the Quebec Federation of Labor (QFL or in French FTQ) and to different regional labor Councils and to the Quebec Machinists Council (QMC).

Your Local Lodge is the basic I.A.M. building block. This is where I.A.M. members meet each month to partake with and debate ideas, vote on questions before the hall and elect the leaders who sit at various levels of the Union, right up to the rank of International President.

The personnel of the Local Lodges vary from less than 100 up to more than 10,000 members. The Local Lodge has important responsibilities in the negotiating and applying the Collective Agreements which fix salaries, social benefits, and other working

conditions of the working members for which it is responsible. However, most Local Lodges do much more than negotiate Collective Agreements and handle grievances.

Your Local Lodge can be all that you wish it to be. It's up to you, the members, to provoke things by attending the monthly meetings, and actively participating in Union life. The leaders of your Local Lodge are named and elected by your brothers and sisters, by secret ballot. These leaders include the President, Vice-president, the Recording-secretary, the Secretary-treasurer, and three Trustees. The functions of these leaders are described in Article "C" of the I.A.M. Constitution.

Don't forget that it's the members that decide. They take the decisions during the meetings of their Local Lodge, where all the policies, expenses and decisions are subjected to a vote.

Don't forget that you have rights.

- THE RIGHT to membership, notwithstanding sex, race or national origin.
- THE RIGHT to participate in your Union's meetings, and to free expression.
- THE RIGHT to name members to leadership positions, within the Local Lodge, and to the international Union.
- THE RIGHT to free expression and to vote on the propositions, salary raises, and improvements to the working conditions, which are subject to negotiation with the employer.
- THE RIGHT to denounce any policy or any candidate to a Union position without worry or interference.
- THE RIGHT to a secret vote on starting a strike.
- THE RIGHT to present oneself as a candidate to any Union position.
- THE RIGHT to collect strike pay as stipulated in the I.A.M. Constitution.
- THE RIGHT to know the financial situation of any level of the Union, (Local Lodge, District and International Union).
- THE RIGHT to be well informed on the policies of the Union by way of official circulars and other publications.
- THE RIGHT to propose amendments to the I.A.M. Constitution.
- THE RIGHT to elect local delegates to the I.A.M. Congresses, where any amendments to the Constitution are voted upon.

Pierre Rhéaume



For the last several years, we have been hearing talk about Lean Manufacturing from our employers. What does this term, which is used more and more often, mean?

According to our employers, Lean Manufacturing, which is inevitable because of globalization, consists of a way to reduce production cycles of one or more products by having the employees work more efficiently so as to have the least possible loss of time during production.

I was the Shop Chairman in one of our large Bargaining Units in Local 1660. During my term of office, I was invited to participate in a week long seminar of Lean Manufacturing, as one of the subjects treated during this week was the department where I work.

Here are my conclusions.

At the start, I must say that the idea is not a bad one, but does it apply to a unionized plant???

Let me explain. The way these employers look at it, is that if there is a loss of time in a production cycle because of a bad placement of machinery, for example, they will move the machinery so that the employees take fewer steps in the course of a day.

On the employee's side, they are surely content because they take fewer steps in a day, and consequently, are less tired if they make the same production. But, what happens, if the Company, because of this re-arranging, then asks these employees to boost their production by 10, 20% or even more? The result would be that these employees would be just as, or even more tired at the end of their work shift. And who wins at the end of the line? Ah yes, it's the Company, which makes more profits.

On another front, during my week with this group, management coming from the USA showed us several slide shows on the subject. One of these slide shows explained how, after implementing Lean Manufacturing in a plant, the employees were able to boost production by 55%

with less employees. They then mentioned, and insisted vehemently on the fact, that nobody was laid-off, as all EXTRA employees had been moved to other tasks where the demand was greater because of the re-organization of the work.

Do you see the problem here? In a plant that has a Collective Agreement in effect, we can't move people from one occupation to another without a lay-off in an occupation, and a job posting in the occupations where there is a need.

So, inevitably, where there are too many employees due to Lean Manufacturing imposed by the Company, and accepted and executed by the workers, there will, manifestly be one or more lay-offs. And to fill other posts, the Company would have to make a job posting, or negotiate one or more new occupations with the Union. Afterwards, the Company would reserve the right to hire the personnel that they want and not necessarily those who were laid-off earlier.

Now you see why I think that Lean Manufacturing could be very good for a Company to be more competitive, but at what price for the unionized employees that work for it ?

News Briefs

Health and Safety at ABB LACHINE

At last we can breathe. There is some news on Health and Safety at ABB Lachine.

After an analysis made by the Sectorial Parity Association, management at ABB Lachine agreed to install an air exchanger with the goal of ameliorating the quality of life of their workers.



News Briefs



At G.E. Hydro, where Michel Lavoie is the shop Chairman, the work has picked up, and there have been recalls in several occupations.

WELDERS : There have been twenty recalls. All of the welders have been recalled, and it looks like the employer is thinking of hiring 4 other welders.

MACHINISTS: Ten machinists have been recalled, there are five left to recall, amongst which four will lose their recall rights next December.

FITTERS : Two fitters have been recalled, and there are 3 left to recall who will lose their recall rights next December.

MODELMAKING AND HYDRAULIC LAB : Towards the end of September, some lay-offs will probably be announced in these two departments.

BAR PLANT : Not much work. The plant is, in effect, between 2 contracts, but the work should pick up in a couple of weeks.

Altogether, the work-load is good until the end of the year, and it doesn't look too bad for next year.

ELECTIONS : Between now and the end of September, there will be nominations for all of the Union positions in the G. E. Hydro plant.

NEGOTIATIONS: At the end of October/beginning of November, preparations will begin for our next negotiations.

On the eve of the beginning of preparations for our next negotiations, I would like to say to everyone of you that our strength as a Union is within each of its' members and in the solidarity that we are able to keep between us.

Yves Hautcoeur, **Shop Chairman of the G.E. Hydro Security Guards** tells that one member was suspended for a day for absenteeism.

Benoit St.-Jules, from Weigh-Tronix brings us the news that they have a new Collective Agreement. It has been quiet this summer, but the work-load has picked up now.

Alstom, in Gatineau, will hold a golf tournament for their members. The reason that they are holding a tournament separate from the Local 1660 tournament which was held recently, is that they are considered to be too far away to have participated in our regular tournament.

Local Lodge President and Shop Chairman at ASEA Brown Boveri in Lachine Christian Bilodeau reports that his shop committee lost an arbitration concerning a dismissal. He tells us that there is lots of work, with some new hirings expected. They have re-opened the Collective

Agreement to settle certain points regarding classifications and Raises. They are now up to 26 members in this Unit.

The big news from this Company is that they are embarking on a H.P.W.O. (High Performance Workplace Organisation) agreement with management, which, in theory, makes the Union and management co-managers in the way things are done in this plant.

Christian has also organised a paintball battle for members in his Company, and he may organise a Local-wide one next year. Money from the Social Club fund was allocated for prizes etc.

ASEA Brown Boveri Saint-Laurent Shop Chairman currently has two grievances in process. He says that the Company has work until at least the end of the year.

Sister Julie Longtin from Aramark, one of our newest Bargaining Units tells us that they are now going to conciliation for their first Collective Agreement, which they still haven't negotiated with the Company.

Your Local Lodge sent two of our newest officers to the Leadership 1 course at the William W. Winpingsinger Technology and Education center, also known as Placid Harbor, in lower Maryland this summer. President Christian Bilodeau and Vice-president Michel

Lavoie both spent a week there

I.A.M. overall membership is down in recent years, and recruitment is a big priority for us. As reported in the last issue of "The Tool", I.A.M. recruiters offer prizes to any of our members who can supply them with names of contacts who could help them start the accreditation ball rolling.

These prizes are payable upon receipt by the District of the first per capita payment after the accreditation of a new Bargaining Unit, and go as high as \$5000.00, based on the number of new members signed up.

Report on the nominations

According to Grand Lodge and Local Loge 1660 by-laws, a new Executive Board must be elected every three years, and-guess what? The three years are up. To that end, at the September General Assembly, nominations were held for all the positions on the Executive Board, as well as the General Director of Health and Safety for the Lodge and the three Auditors.

The new Executive board will comprise:

President, Christian Bilodeau, re-elected by acclamation.

Vice-president, Michel Lavoie, re-elected by acclamation.

Recording-Secretary, Pierre Rhéaume re-elected by acclamation.

Secretary-Treasurer, Pierre Faucher re-elected by acclamation.

Conductor-Sentinel, Raymond Soucy newly elected by acclamation.

Trustee, Normand Lussier re-elected by acclamation.

Trustee, Mike Rivet newly elected by acclamation.

Trustee, Julie Longtin, elected by acclamation

Our new **Director of Health and Safety** will be Yves Lauzon, newly elected by acclamation.

Also elected by acclamation were three auditors, being Jean-Tremblay, the incumbent for several terms now, Yves Hautcoeur, and Yves Grondin, both newly elected.

Their new three-year Mandate will begin after they are sworn in at the January General Assembly.

Scholarship Competition

TO ALL LOCAL LODGE 1660 MEMBERS

The IAMAW is pleased to announce its 2006 Scholarship Competition which offers renewable awards each year:

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 school - \$ 2,000 per year until certification is reached or for a maximum of two years, whichever occurs first.

A parent of an applicant or a member must have a two-year continuous good standing

membership by February 24, 2006.

You must first fill in the request for the application form and send it to the address mentioned on the request form.

Grand Lodge will send you an application form.

The deadline for returning your application form

back to Grand Lodge is February 24, 2006.

Local Lodge 1660 contributes annually to the IAM Scholarship Fund.

We encourage our members to apply and wish them the best of luck.

Buying local does not only mean
Buying in your own town ...

It is also saving jobs here.

A small gesture that only takes a few minutes:

Read the label

If it is not "Made in Canada"



We simply do not buy !

Assert one's rights

Words that have a negative meaning. The fear of being judged by our Brothers and Sisters or our bosses, leads us to holdback.

The collective agreement is a contract in itself in which both affected parties are committed. Be assured that the employer knows what's in the collective agreements as well as the ins and outs or administrative decisions within a collective agreement.

If you file a grievance in regards to the non-compliance of one or many articles of the collective agreement, be persevering and do not abandon until you see the end of it. The intelligent employer will understand and might even recognize in you a liable person.

As for the image you project to your Brothers and Sisters, rely on your confidence in yourself and in the solidarity of your union.

Source : Section Locale 712



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

Let's not encourage companies where prevail inhuman working conditions, mediocre salaries, too many forced overtime often not paid, no health and safety protection at work, the right to get unionized being hardly repressed and, in many cases, harassment and violence against workers.

Let's try to buy products made in Quebec or in Canada most of the time. A union manufacturing label from Quebec or Canada is worth that we linger over it.

On the other hand, the label does not say everything. The label on a shirt or a pair of pant can show it was made in Canada while it is not exactly true. Only one operation is done here and a Canadian coalition, ETAG, is making a campaign in order for the federal government to modify the rule on labelling. They want to be able to find on the label of the clothing sold in Canada, the name and address of the workshop where it was made. This would allow us to check more easily if the piece of clothing was made in sweatshop.

Source : Section Locale 712

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

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

Opinion Column

This writer has recently observed a bad case of the misuse of personnel in a shop, i.e. assigning the wrong employee to a given type of work. This sort of thing probably happens often in many shops.

By assigning the wrong employee to a given type of work, we mean that certain employees, who are perfectly happy and content doing one type of work, can become quite depressed and miserable when assigned to another type of work to which they are not suited, or are no longer suited. This can lead to a lapse of concentration, and to mistakes being made.

Some cases in point come to mind. An employee who had never learned to operate a C.N.C. (Computerised Numerically Controlled) machine tool, and all of whose experience was on conventional machine tools, being assigned to a C.N.C. lathe. Even though this employee had many years of experience, he was totally lost on the C.N.C. machine, and had no clue how to operate it. The result of this was that the employee, frustrated beyond all normal tolerance, and despite pleas to his foreman to reassign him, became thoroughly depressed and went on sick leave for depression.

In this same shop, in the machining department, we have what some of us call our “kingpins”, i.e. our exceptionally good machinists. These employees, for the most part, are never or rarely reassigned to other machine tools, because they are capable of producing excellent work, quickly, on the particular machine tool that they are currently working on. But, if these “kingpins” were reassigned to other types of machine tools, they might not produce such excellent work, nor as quickly, so the foreman leaves them where they are. Other employees, not so capable, therefore not “kingpins” are sometimes re-assigned to other work, for which they are not always suited.

In the first paragraph, mention is made of being no longer suited. Another case in point, in this same shop, is the case of an employee who had spent the last twenty years working on milling machines, both conventional and C.N.C. with

only occasional work on Vertical Boring Mills, (Like a large lathe turned vertically.), although he had operated Vertical Boring Mills earlier in his career. The machine on which this employee had worked, a large gantry C.N.C. machine doing sculpting, was temporarily closed due to a lack of work, and the need for some repairs.

This employee was reassigned to a large Vertical Boring Mill, a machine that he had essentially not operated for twenty years, doing types of parts, worth hundreds of thousands of dollars, which he had not worked on for twenty years. At that time, in his thirties, and now in his fifties, and under medical restriction to avoid work at heights, (roughly 75% of the work on this type of machine), the employee became frustrated and depressed. One could make a case that this particular employee was no longer suited to this type of machine tool, or work.

Meanwhile, there was another employee, who relished this type of work, but he was not sent to work on this machine, he was sent to work on a small C.N.C. machining center, where the previously mentioned employee had a lot of more recent experience.

Sometimes, one has to wonder what is going on in the heads of these foremen, when, it would appear, they have no clue as to where to assign their employees.

An unhappy member

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

Your executive council

PRESIDENT	CHRISTIAN BILODEAU (christian_bilodeau@sympatico.ca)
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THE OFFICE IS OPEN FRIDAY OF 8H00AM.

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

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

Next assembly

18 october
22 november
20 december

Any total or partial reproduction of articles is allowed, and even encouraged, on the condition of indicating the source of it.

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

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.

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