



THE TOOL

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

Year 2006 , No 1
February

63 YEAR...

A STORY TO CONTINUE

Index

| | |
|--|-----|
| Solidarity and negotiation | 2 |
| Collective Agreement Québec Café | 2 |
| The Union | 3 |
| International Woman's day | 4 |
| Modification union dues | 4 |
| Machinist lock up new contract | 5 |
| Nothing left | 5-6 |
| The Union director in Health and Safety | 7 |
| Scholarship competition | 7 |
| FTQ and the SCFP speak out for the nationalization | 8 |
| Francisation committees in businesses | 9 |
| Delegate social | 10 |
| Opinion column | 11 |
| News Briefs | 12 |
| Information local lodge 1660 | 13 |
| Calendar february and march | 14 |

Local lodge 1660 of the International Association of Machinists and Aerospace Workers ([I.A.M.A.W.](#)) was founded by workers of what was then Dominion Engineering Works of Lachine, a suburb of Montreal, in Quebec, Canada. We received our Charter in March of 1943, and signed our first contract with Dominion Engineering Works in March of 1944.

Over the years, our Lodge became a composite Lodge with the addition of Black McDonald in the sixties, followed by Zimcor, Bedarco, and Godfrey-Howden, some of these companies having since closed, or been re-named. In 1962 General Electric bought Dominion Engineering Works, and in 1984 they split up the company by selling the paper-making machine business to Valmet, of Finland. Dominion Engineering Works then became G. E. Hydro, which still remains our largest Bargaining Unit with approximately 280 members..

In February of 1997, we merged with a part of Local Lodge 987, of the I.A.M.A.W., which was being disbanded, and acquired ten new Bargaining Units. In 1997 the Security Guards at G. E. Hydro, members of Local Lodge 2235, of the I.A.M.A.W.,

voted to transfer to Local Lodge 1660, and in November of 1997 the last remaining Bargaining Unit of Local Lodge 1530, of the I.A.M.A.W., which had relocated from Sherbrooke, Quebec to Hull, Quebec, merged with us.



Presently, we represent members of 15 Bargaining Units in 12 different companies, with a total of about 450 active members, 165 retirees, and around 65 unemployed members, (the exact numbers vary from month to month). These units range in size from 4 members up to 225. Since these Bargaining Units have members which earn vastly different

salaries, our dues are based on the weighted hourly average of each individual Bargaining Unit.

Local Lodge 1660 had our own Business Agent at one time, but is now affiliated to and serviced by District Lodge 11, which was founded in December of 1996, and we now deal with four different Business Agents. Our Executive Board meetings are held on the first Monday of the month, and our General Assemblies are held on the third Tuesday of the month.

SOLIDARITY AND NEGOTIATION

Your negotiating committee cannot do their work without the support and solidarity of each one of you and the success of our negotiations depends on the efforts of all of us and not upon the efforts of the five Union representatives at the negotiating table.

The basic principle of a Union is solidarity, and the absence of solidarity makes our Union very vulnerable, when we are up against a multi-national like G. E. Also we must not forget that it was the solidarity and tenacity of our predecessors which brought about the pay raises and the improvements to our working conditions which we find today in our shops.

The cornerstone of a Union is the unity of it's' members, which should be shown in all of our endeavors day after day. A Union becomes fragile when the strength of unity and solidarity of these members diminishes in the ranks.

For some time now, unhappily, we have noticed an increase in the arrogance of G. E. management, who have less and less respect for our Collective Agreement. Upper management of G. E. is not interested in settling our grievances, and they leave them to be dragged out forever, just because they perceive our

decrease in solidarity and unity. Last December, four of our brother machinists and three of our brother fitters lost all their rights to be recalled, because management preferred not to re-integrate these experienced workers (with from 16 to 27 years of experience). At the same time, the fitters at work in the shop can work overtime as much as and whenever they want, and are often threatened by their leaders, that if they don't work overtime the work will be subcontracted out. In 2005, there were 3458 hours of accumulated overtime for the Fitters. In 2005 there were 7887 hours of accumulated overtime for the Machinists. Here we have a perfect example of the consequences of a lack of unity and solidarity in our ranks which helped G. E. to eliminate the jobs of seven of our members.

Many of our members seem to be convinced, unhappily, that the strength of a Union rests on the shoulders of their officers, however in reality, this strength rests on the shoulders of each and every one of its' members.

A worried Union member.



QUÉBEC CAFÉ (Aramark)
Ville Saint-Laurent

A Collective Agreement that was a long time coming!

The employees of Québec Café left the CSN to join the IAMAW (FTQ) because their work contract had expired a year ago, and they had no news of their Union.

These workers decided to join the ranks of the IAMAW in order to remedy the situation. They are members of Local Lodge 1660.

After 13 months of arduous negotiations, these new members have finally concluded an accord to renew their Collective Agreement; a Collective Agreement which had been no longer in force since October 2002.

The new Convention, which is in force until October 2008, allows a raise of 10.5% over the life of the contract, and includes retro-activity from October 2004.

They will receive a lump sum payment of \$400.00 for the first year, and a \$100.00 signing bonus, improvements in the normative clauses and an additional holiday.

Congratulations to one and all.

THE UNION

What is a Union?

According to a standard dictionary union means: an association so formed, especially an alliance or confederation of people, parties, or political entities for mutual interest or professional benefit. In this definition, we find the word association, which, according to the same dictionary means: the action of associating someone with something. V. **Participation: collaboration: cooperation.**

As you may notice, union relates through the word association to three other words, **participation, collaboration, and cooperation.**

We often hear workers say things like “the Union doesn’t do very much”, or “besides taking money off my pay check every week, the Union doesn’t do very much here”.

But where are they, these unionised members, when we need them? I can tell you of the number of unionised members who participate at our General Assemblies, which take place once a month; we’re talking here of about **15 members of a total number of around 450 active and 165 retired members.** Being that there is no Assembly in July or August, we are talking about two hours a month ten times a year, which represents a grand total of twenty hours a year that we ask our members to invest to support **their** Union.

Imagine how the Union looks vis-à-vis the Company when so few of the workers give their support. But you, the workers, must stop thinking that the Union is only the three or four individuals “in an office”. Remember the three words at the start of this article, participation, collaboration, and cooperation, and put them into practise to support the three or four individuals “in an office”, and you would see that together we can do big things.

We are sometimes able to notice the power of a Union when all of the workers unite for the same cause, but unhappily this often happens for little causes. I have already seen it in my shop: once management of this Company informed the workers that they would have amounts deducted from their next pay check to cover the costs of repairs to their work uniforms, dam-

aged during their work, (burns for certain welders, and tears for others, even though these additional costs we not stipulated in the rental contract with an outside Company). This situation brought forth a raft of protests amongst the workers having rented uniforms.

As a pressure tactic, the workers went to pile their uniforms on the floor in the plant manager’s office. This meant that from 150 to 200 uniforms, dirty as well as clean, were deposited on his nice carpet. It was a Friday, and no later than the following Monday, everything was settled. The result was that the workers who were told that they had to pay extra, didn’t have to, any more than any other worker had to.

There also occurred, not so long ago, a hue and cry that was set into motion amongst the workers, when management asked the workers to empty their lockers of all personal objects to make a large clean-up and renovation of the locker room, and after re-assign two lockers to each worker in a totally random fashion. The workers found themselves not necessarily in the same location in the locker room: and upset about it, certain workers went so far as to make up a petition with the pretext that they should not have been moved because of their seniority.

If the first example shows that when the workers unite, things get settled quickly, sadly the second example shows that the members are often ready to unite and bring pressure to bear against the Company, but not necessarily for good causes. One must ask the question, was it because they were directly affected and knew that they were to have amounts taken off their pays that they acted so in the first example? And as for the second example, I would rather not elaborate on the subject.

But when it comes to action to help one or several members who have a problem where management is unjust and is in violation of the Collective Agreement, there it’s entirely another thing. For example, in this same Company, when there are lay-offs in a given department, those workers remaining profit by it by working overtime. Or else they remain passive. I can tell you that when management moved two workers to another shift and totally by-passed their seniority and totally ignored the Union representatives when these people tried to intervene and make the Company re-

(Next page 4)

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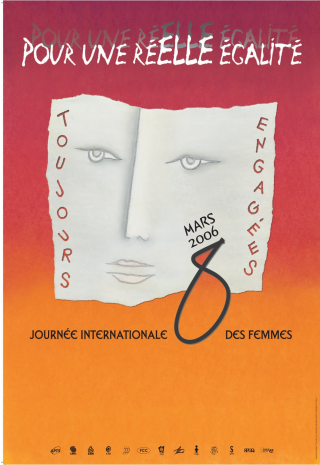
spect the seniority of the Collective Agreement. The other members completely ignored what was happening, and wouldn't deign to do anything to help them, even going so far as to say that these two workers "deserved what was happening to them".

Now imagine the atmosphere in this plant: the morale of those who are laid-off and know, even before they go, that the majority of those left will work overtime

after they are gone... the morale of the two workers who were unjustly treated by management, and this in spite of their seniority.

This is everyone for himself, and it doesn't really rhyme with PARTICIPATION, COLLABORATION and COOPERATION.

Pierre Rhéaume



Next March 8th, International Woman's Day will be celebrated. Different activities have been organized to underline the gains and the fights of women to achieve equality. March 8th, gets its origin from the fight of women for the right to vote, and also from the Union movement for female worker's rights.

The March 8th collective, amongst others supported by the QFL (FTQ), will organise different activities that we will Publicize. Have solidarity with our work sisters and support

The fight for salarial equality.

NOTICE

This is to advise you of a modification in the Union dues of Local Lodge 1660, I.A.M.A.W. according to our by-laws, modified in December of 2005.



| Compagny | Weekly Dues |
|----------------------|-------------|
| Alstom power | 12.25\$ |
| ABB Lachine | 12.25\$ |
| ABB Saint-Laurent | 12.25\$ |
| Aramark | 8.75\$ |
| Échantillon | 8.75\$ |
| Dominion | |
| G.E Énergie Usines | 12.90\$ |
| G.E Énergie Gardiens | 12.25\$ |
| Johnson Dandy | 11.25\$ |
| Kefor | 8.75\$ |
| Caoutchouc Lion | 8.80\$ |
| Metso Papers | 12.90\$ |
| Plastic Decorators | 8.75\$ |
| Roboc | 9.80\$ |
| Weigh-Tronix Atelier | 12.25\$ |
| Weigh-Tronix Service | 12.90\$ |

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

MACHINISTS LOCK UP NEW CONTRACT

WITH SAFE MAKER

Toronto, ON - Members of IAMAW [Local Lodge 235](#) of [IAMAW](#) have ratified a new four-year collective agreement with Lee-Scott Industries.

The new agreement provides wage increases of 4 per cent in the first year, 2 per cent in the second and third year and 2.5 per cent in the fourth year. The agreement also includes wage adjustments of \$1.56 to \$2.60 per hour for some workers. Other agreement highlights include:

- ⇒ Pension contribution improvements
- ⇒ Safety equipment provision improvements

- ⇒ Vacation improvements
- ⇒ Creation of a schooling program

There were also significant contract language improvements in the areas of overtime, sub-contracting out and the right to review benefit packages.

Lee-Scott manufactures floor and wall safes and employs welders and metalworkers.

NOTHING LEFT

Hello everybody

During my stay at the Fonds FTQ college, I had the chance to attend conferences touching on various subjects, all of which were very interesting.

In the course of future publications of our journal "The Tool" I will apprise you of what I learned from the conferences which I attended.

One of the lecturers that I met was Mr. Steven Guilbeault, Director of Greenpeace Quebec. He told us about the various climate changes, which have occurred on our planet in the past several years.

I will be frank with you; I was little aware and very unsensitised to the daily actions that we can take to help the survival of that which permits us to exist on this planet.

Two events which occurred in the last several months, allowed me to reflect on the question of the environment, first, my meeting with Mr. Guilbeault, and second, and more important for me, a little ten-year old girl, who, after having listened to a song performed by the Frignant Cowboys titled Nothing Left, that speaks of the depletion of the planet's resources, became uneasy, and asked a lot of questions.

Start of the Conference

To begin, Mr. Steven Guilbeault informed us that since the Liberals have been in power, researchers of 500 environmental groups in Quebec, have not had any grants, therefore it's very difficult for them, especially as the government promised them that there would be another program three years ago...but they are still waiting.

Then Mr. Guilbeault informed us of the concentrations of CO². For the last 400,000 years, the concentrations of CO² particles varied between 180 to 300 PPM (parts per million), but today, they are on the order of 365 PPM. Since the 19th century, the mean temperature of the planet has climbed by .6 degrees Celsius, but in Canada we are talking of a mean temperature increase on the order of 1.1 degrees Celsius. These conclusions are acknowledged by the international community, including the United-States. The number of smog days went from 7.8 days/year, to 28 days/year in 2004, and there are cities, which have never had smog, which have it now, for example the city of Trois-Rivières in 2004.

Scientists predict that in the course of the next 100 years, the mean temperature will climb 1.6 degrees Celsius in an optimistic assessment, and in a worst case scenario could climb as much as 5.8 degrees Celsius. But the experts believe that governments will incite people and industries to modify their usage

(Next page 6)

(Continuation of the page5)

habits, that is to say solar energy, electric cars, etc.... Even with these changes, the global mean temperature would climb by 3.0 degrees Celsius!

Melting glaciers and the rising sea level

There was one group of researchers in 2004, which made a study of the movements of glaciers on the coasts of Greenland. They observed that an immense glacier moved 5km in just 11 months, never seen before. What should have taken decades disappeared in just one year's time. In 2001, a part of icelandis, one of the largest glaciers, broke off. This glacier has a surface area equivalent to the island of Montreal and weighs more than 500,000,000 tonnes.

Nearly all northern glaciers lose a little, bit by bit each year, including those in mountains. We coat the Western Canadian glaciers with films to prevent them from disappearing.

The sea level has risen 25cm in the last several years because of the combined effects of various pollutants which emit greenhouse gases, and also the heating of the oceans which has a swelling effect. Scientists believe that the sea level will rise another 50 to 90cm in the next 50 years.

Many island populations are already endangered and must leave their countries, so that we will see a new type of refugee. We can already say that as concerns Canada, British-Columbia will be much affected by the rising sea levels.

We can already see that there is a significant increase in natural disasters in the world, Tsunamis, Typhoons, hurricanes, earthquakes, and closer to home the Saguenay flooding and the ice storm of January 98.

Ending of the conference

What can we do?

To begin with, we stress the point that the Kyoto protocol has been ratified by 155 countries in 1997, but that the largest polluter in the world, the United-States, hasn't signed it. The Kyoto protocol previews a diminution of greenhouse gasses of 6% for Canada. In Quebec, greenhouse gasses emissions come from transport, 39%, industry at 41% and residential

at 20%.

The report is worrisome, and there is an urgency to do something immediately to at least insure that we limit the damage as much as possible. There must be concrete actions on an international level to adopt laws on a planetary scale, and that these laws must be ratified by all of the countries. Economic sanctions could be taken against countries that do not conform.

We must act on a political level, at all levels of government because they are permeable to the claims of their citizens...in principle of everybody. We must be as one in showing our indignation at the actions of our political leaders. Remember the march for women in 2000, at the Summit of the Americas (2001), of the demonstrations in 2003 all over Quebec against the present government who excised our acquired rights from the Labour Code.

We have a potential to develop in the domain of wind, solar and hydroelectric energy. We can incite companies and the private sector to produce their own energy by giving them grants upon the installation of this equipment. We can act now. Do it individually and collectively and the planet will be in better health for future generations.

Christian Bilodeau

President Local Lodge 1660

IAMAW

*Wrote in collaboration with M.Alain Lacrois du syndicat des métaallos.

www.greenpeace.com

THE UNION DIRECTOR IN HEALTH AND SAFETY

Dear Brothers and Sisters

Hello, I'm Yves Lauzon, a machinist at G.E. Hydro, and representative in Health and Safety. I'm also the new Health and Safety Director for Local Lodge 1660. For any information, don't be shy to call me at 514-637-3031 or by E-mail at yves-lauz@videotron.ca. I am profiting by this occasion to ask the people responsible for Health and Safety in other shops of our Local Lodge to send me a monthly report of what is going on in your shops.

Dangerous work: **The right to refuse work**

A worker has the right to refuse to do any given work if has good reason to believe that this work is dangerous, either to himself or to another person. Nevertheless, he may not exercise this right if his refusal will endanger another person, or if the conditions of the task are considered a normal part of the work.

When a worker decides to exercise his right to refuse, here is what he must do:

The worker must advise his employeur or immediate superior as soon as possible, and give him the reasons for his refusal.

He must then remain available on the premises to do other work that his employer may assign to him, or that he is capable of doing.

The employer must then ask for a meeting with the Safety Representative so that they can examine the situation together, and decide on any corrective measures which may be taken. If a Safety Representative is not available, the employer may ask for a

meeting with a Union Representative, or another employee designated by the worker who has exercised the refusal.

If the employer and the Safety Representative both deem that the refusal was justified, the necessary corrective measures should be taken before the employee can resume the work.

If they deem that there is really no risk, the employee may return to his work, or if he persists in his refusal, he may ask for an intervention by a C.S.S.T. Inspector.

If the employer and the Safety Representative cannot agree on the existence of a danger, nor on the corrections to be made, either one of them may ask for the intervention of a C.S.S.T. inspector.

The Inspector's decision should be made on site, even if the parties disagree. This decision, nevertheless, may be contested on appeal at the revision office.

In certain cases, the employer may ask another employee to replace the one who has exercised his right to refuse. He must, however, inform the other employee of the refusal, and of the reasons which were given. This employee, in turn, may also refuse to do the work.

The worker who exercises his right to refuse continues to collect his salary. Even if he refuses to execute a task, he is, in effect, considered to be on the job. Also, any other employees affected by the work stoppage will continue to be paid. However, they also must accept to do other work which their employer may assign them, as long as they are able to do the work.

No sanction will be taken against an employee who has exercised his right to refuse, unless he has abused this right.

Earplugs are mandatory for everyone



SCHOLARSHIP COMPETITION TO ALL LOCAL LODGE 1660

The IMAW 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 Bache-

(Suite page 8)

(Continuation of the page 7)

lor'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

FTQ AND THE SCFP SPEAK OUT FOR THE NATIONALIZATION OF WIND ENERGY.

Montreal, Sunday December 11th, 2005 – Following the United Nations Conference on climatic change which ended at Montreal, the FTQ and the Hydro-Quebec Unions affiliated to the SCFP-FTQ, representing more than 17,000 employees of the public utility, are asking for the nationalization of wind power. They have also announced that they will mount a sensibilization campaign on this subject at the beginning of 2006.

Develop an expertise wholly from Quebec.

"The wind, as with the water, belongs to nobody" state, with a single voice, FTQ President Henri Masse, and Union leaders. They don't understand why the Charest Government refuses to develop a wholly Quebec expertise in the wind energy sector, and gives it systematically over to private enterprise. "We have immense potential. We can become the world experts in this area as we did with hydro-electricity. Instead of that, we are letting the technology develop elsewhere, and we will lose control of this technology of the future", stated Henri Masse, FTQ President. Private production of electricity, whether it be small dams or wind turbines, have no

place, nor will it profit the aggregate of the citizenship.

Why be content to watch the parade pass by?

With the recent opening of tenders for the production of 2,000 MW of wind turbine produced energy, and the end of consultations on the new energy strategies, the moment seems opportune to inform the population on this orientation of the Charest Government. "Certainly, it isn't the mandate of Hydro-Quebec to build masts and blades! However, we could build an expertise in the production of wind energy, of the developpment of wind energy parks and in the integration of this source of energy into the existing network. Why be content to watch the parade pass by? In the long term, it would be very worthwhile that the production of wind energy be public. The best proof is hydro-electricity, which supplies the better part of the Quebec population with efficient, clean energy at an affordable price," outlined Henri Masse.

An plan of action for 2006

Judging this move to be critical for Quebec society,
(Next page 9)



Your union support Mira

MIRA pursues this objective: bring greater autonomy to the handicapped people and facilitate their social integration by providing them dogs fully trained for the person's individual needs of adaptation and rehabilitation.

<http://www.mira.ca/>

(Continuation of the page8)

the four Unions have agreed to launch, at the beginning of 2006, an information campaign on the importance of preserving the production of energy as a public possession belonging to everyone. As well as wind turbine. energy, the campaign will outline equally the dangers and costs of small private dams.

“The production of electricity by the private sector, will bring certain shareholders important profits and dividends. In fact, these profits would return to the Quebec population if these companies were nationalized. Don’t forget that the amounts invested by Hydro-Quebec profits the better part of the population, which is not the case with private enterprise”, insists Charles Paradis, coordinator of the SCFP for the hydro-electric sector.

Don’t create gaps in the public control of the electricity resources.

It’s important to remember that most of the businesses that have their eye on the Quebec market for wind turbines are outsiders, Americans or Europeans, and the expertise that they develop here in this line, will be of benefit to their expansion elsewhere in the world rather than to Quebec businesses.

This is without taking into consideration that a gap would allow private access to Quebec wind power,

such as we have seen with small private power houses, could beget privatization ideas in other aspects of Hydro-Quebec, a state-owned business, remember, born from a popular desire to control the resource at the beginning of the 60s.

A collective treasure risks slipping through our fingers

The Unions will profit from the awaited deposit of the Governments new energy strategy to pass on the message. “Publicity, flyers, representations and public activities are all previewed to assure maximum visibility throughout Quebec. We want to sensitize people on what is happening when a collective treasure risks slipping through our fingers. We will do everything to enable Quebec business to keep full profit and control of energy production”, concluded the President of the FTQ, Henri Masse.

The SCFP represents some 17,500 members in the hydro-electric sector. The SCFP is also present in 10 other sectors, amongst which are, health and social services, education, municipalities, Quebec state-owned businesses and public organisations, urban and air transport and communications. Having a total of nearly 100,000 members in Quebec, it is the most important Union affiliated to the FTQ which represents more than a half-million members.

FRANCISATION COMMITTEES IN BUSINESSES

For 30 years, soon, the Charter of French language controls the use of the working language of Quebec. Businesses of more than 50 employees, where the use of French is not usual at all levels, are obliged to put into place francisation programs. In order to accomplish this, francisation committees are put into place, the Union participates in the G.E. Hydro francisation committee, and delegates representatives to it.

We publish here extracts from the law concerning the working language, and the objectives of these committees.

139. An enterprise which employs fifty persons or more for a period of six months must register with the Office within six months of the end of that period. For that purpose, the enterprise shall inform the Office of the number of persons it employs and provide it with general information on its legal

status and its functional structure and on the nature of its activities.

The Office shall issue a certificate of registration to the enterprise.

Within six months of the date on which the certificate of registration is issued, the firm shall transmit an analysis of its linguistic situation to the Office.

140. If the Office considers, after examining the analysis of the enterprise's linguistic situation, that the use of French is generalized at all levels of the firm according to the terms of section 141, it shall issue a francization certificate. If, however, the Office considers that the use of French is not generalized at all levels of the enterprise, it shall notify the enterprise that it must adopt a francization programme. In the case of an enterprise to which section 139 applies, the Office may, in addition, order the establishment of a francization committee of

(Next page 10)

(Continuation of the page⁹)

four or six members; in that case, sections 136 to 138 are applicable with the necessary modifications.

The francization programme shall be submitted to the Office within six months of the date on which the notice is received. The programme requires the approval of the Office.

141. The francization programme is intended to generalize the use of French at all levels of the enterprise through

- (1) the knowledge of the official language on the part of management, the members of the professional corporations and the other members of the personnel;
- (2) an increase, where necessary, at all levels of the enterprise, including the board of directors, in the number of persons having a good knowledge of the French language so as to generalize its use;
- (3) the use of French as the language of work and as the language of internal communication;
- (4) the use of French in the working documents of the enterprise, especially in manuals and catalogues;
- (5) the use of French in communications with the civil administration, clients, suppliers, the public and shareholders except, in the latter case, if the enterprise is a closed company within the meaning of the Securities Act (chapter V-1.1);
- (6) the use of French terminology;
- (7) the use of French in public signs and posters and commercial advertising;
- (8) appropriate policies for hiring, promotion and transfer;
- (9) the use of French in information technologies.

142. A francization programme must take account of

- (1) the situation of persons who are near retirement or of persons who have long records of service with the enterprise;

- (2) the relations of the enterprise with the exterior;
- (3) the particular case of head offices and research centres established in Québec by firms whose activities extend outside Québec;

- (4) in enterprises producing cultural goods having a language content, the particular situation of production units whose work is directly related to such language content.

- (5) the line of business of the enterprise.

143. After having approved the francization programme of an enterprise, the Office shall issue an attestation of implementation in respect of the programme.

The enterprise must comply with the elements and stages of its programme and keep its personnel informed of the implementation thereof.

In addition, the enterprise must submit reports on the implementation of its programme to the Office, every twenty-four months in the case of an enterprise employing fewer than one hundred persons and every twelve months in the case of an enterprise employing one hundred or more persons.

144. The implementation of francization programmes in head offices and in research centres may be the subject of special agreements with the Office to allow the use of a language other than French as the language of operation. Such agreements are valid for a renewable period of not more than five years.

The Government shall determine, by regulation, in what cases, on what conditions and according to what terms a head office or research centre may be a party to such an agreement. The regulation may prescribe matters which must be dealt with under certain provisions of such an agreement.

While such an agreement remains in force, the head office or research centre is deemed to be complying with the provisions of this chapter.

More information on web site:

<http://www.olf.gouv.qc.ca/>

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 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: 514-637-3031
514-485-4163

Email: n.lussier@aim1660.org



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

I read with interest the letter on **Integrity** published in the last issue of The Tool. I would like to make a commentary. I believe, effectively, that when we speak of integrity, the bosses don't always speak "the same language as we do". I will further add that they speak of it less and less often.

With more and more stronger vertical integration, of tiny G.E. Hydro in immense G.E. International, it's more and more Big Brother that dictates the law.

Relations with the employees are more and more rigid, we see it in the treatment of the grievances. The question of Health and Safety is more and more bureaucratized, and they are more and more aggressive towards claims made by injured workers. The organigram of the Company is more and more incomprehensible to us locally.

Latterly, we are expected to be happy about a plant closing in Norway (it brings us a little work), latterly we are expected to be enthusiastic at the transfer of our technology to China (if we want to survive worldwide competition...).

What happens to integrity when the interest of the

shareholders is the only worthwhile cause?

I found the letter from our Brother very pertinent, however, I have misgivings when he questions the classification **of other workers**. I think that in the large majority of the cases, people who are classified in such and such an occupation are so because they deserve it. It happens that workers cannot qualify in superior classes, but it isn't in demeaning those that are already classified that this will happen. I am against calling into question the classifications already acquired by workers. It's always a question that is repeated when job security is threatened by a lay-off. **"Why am I laid-off when I am better than so-and-so!?" This attitude is also a lack of integrity.** It's a direct calling into question of the right of seniority and the principle that we are **all represented by the Union** before the employer as a group, and we reject small individual arrangements and understandings.

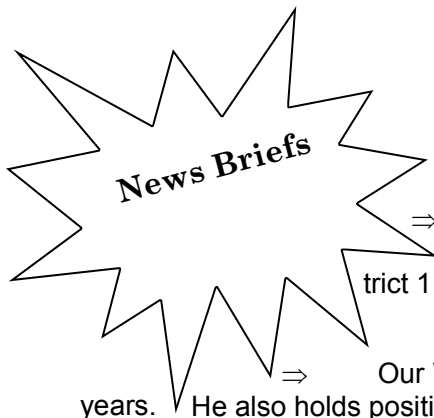
The other point with which I don't entirely agree, is that of the portrait of the big bosses who **"take two hours for dinner" and who don't work much**. For my part, I know of many small fish who work 50 hours or more a week, servilely breaking down the production capacity of Lachine and who are more interested in distinguishing themselves in the hit-parade of lean-manufacturing than in that of reinforcing the Lachine plant.

It is, above all, these people that are making use of inhuman integrity, very far from the interest of the workers.

Let's defend Union integrity, it's our real strength, and it serves the group.

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.



The Executive Committee of our Union has been reformed with the following elected representatives :

- ⇒ Our **President, Christian Bilodeau** is a Cabler-assembler at ABB Lachine. He also holds positions as Shop Chairman at ABB, and Trustee at District 11.
- ⇒ Our **Vice-president, Michel Lavoie**, has been a machinist at GE Energie for many years. He also holds positions as Shop Chairman at G.E. Hydro, and Delegate to District 11.
- ⇒ **Pierre Faucher** has been a machinist at GE Energie for many years. He holds the position of Local Lodge 1660 **Treasurer**. He also holds positions as a Delegate and verifier to District 11.
- ⇒ Our **Recording-Secretary, Pierre Rheume** has been a shipper at GE Energie for many years, and is also a delegate to District 11.
- ⇒ Our **Conductor-Sentinel, Raymond Soucy** is a storekeeper at ABB Lachine. He also holds the position of Health and Safety representative at ABB.
- ⇒ **Trustee Mike Rivet** is a machinist GE Energie . He also holds the positions of Chief Steward at G.E. and Trustee at the CMQ.
- ⇒ Our **Trustee Norman Lussier** is a Tinsmith at GE Energie and is also The Local's Social Delegate.
- ⇒ **Trustee Yves Grondin** is a Machinist in the Laboratory at GE Energie. He also holds the position of Shop Steward
- ⇒ Our **Health and Safety Representative, Yves Lauzon** is a machinist at GE Energie and is also Health and Safety Representative at G.E. Hydro.

The Executive Committee is also joined by the following designated persons.

- ⇒ Our **Educator, Reynauld Bertrand** is a Cabler-assembler at ABB Lachine.
- ⇒ **Andre Charbonneau** has been an Inspector at GE Energie for many years. He holds the position of Local Lodge 1660's **Communicator**.
- ⇒ In the framework of IAM's Union **recruiting campaign**, a Committee has been formed. It will be composed of **Mike Rivet, Cedric Poulin, Alphonse Raphael, Michel Lavoie, Reynauld Bertrand** and **Christian Bilodeau**. The Brothers who will follow a training course on recruiting during the month of February, will work towards recruiting new members.
- ⇒ **Yves Hautcoeur** was re-elected as Shop Chairman of the **G.E. Energy Security** Unit. The next negotiation committee has been formed. He will participate along with brother **Pierre Antoine Louikens**.

SAVE MORE TAXES



Contact your local representative: Mario Bérubé at GE Energie (514-485-4163) and Claude Vanier at Metso or any union representative. Visit our web site Fonds de Solidarité FTQ

<http://www.fondsftq.com/>



Communicator

André Charbonneau

Page setting

Nancy Cousineau

English translation

Mike Rivet

(A.I.M.T.A.) International Association of
Machinist and Aerospace Workers

Local lodge 1660

663, 2e Avenue
Lachine, Québec
H8S 2T3

Phone : 514-637-3031

Fax : 514-637-1917

Email : local1660@aim1660.org

*Collaborate to the Union's bulletin
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local1660@aim1660.org or by
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space Workers in Lachine



E-mail address I would like to receive your e-mail address in order to create a monthly mailing list to develop communication. We often hear: no news is good news, however some members wish they would receive updates on a regular basis regarding our performances or the progress made by the union. By supplying us with your e-mail address, you are giving us the necessary tools to make this program a success. Ask your Brothers and Sisters to register to this program, all together, we will be able to communicate better. local1660@aim1660.org

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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

FEBRUARY 2006

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------------------------------|--|-----------|----------|--------|----------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 <i>Executive Council 4h15</i> | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14  | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 <i>General meeting 7h00</i> | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | | | | | |

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

MARCH 2006

| Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|---------------------------------|--------------------------------|-----------|----------|--------|----------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 <i>Executive Council 4h15</i> | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 <i>General meeting 7h00</i> | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |