



THE TOOL



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

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Remarks about the anxieties concerning the transition from G.E Hydro to TYNESIS HYDRO

The worldwide sale of all of the G.E. Hydro section to the Argentine Pescarmona Group of Companies, (PGC), announced last December, is still being negotiated. The new business will probably be called **TYNESIS Hydro**.

Management of both companies had predicted, in the first place, the conclusion of an agreement for the beginning of March, and then, at the end of March, and today we're talking about the beginning of April.

Very little information has filtered down as yet on the stakes, and we still don't know much about the precise intentions of PGC for the Lachine installations.

This is why a veritable raft of rumours, some of them catastrophic, have circulated in the business since the end of December.

We deplore the fact that management of both companies have neglected to

clearly inform the workers on the future of their working conditions, and have not reacted sooner to cut short the rampant rumours and speculations of all sorts.

In particular, it is just recently that they have assured us that the Pension plan will continue to be maintained. Then, for a while, a rumour circulated of its' termination and the suppression of the supplements attached thereto. In fact, some 80 shop and office workers had hasty evaluations of their future incomes made. They were ready to foresee early departures, along with the losses of revenues that this entails. Others decided to quit to go and work elsewhere, because they feared the changes that were coming.

In fact, for the last five years, the workers have feared a plant closure. A Union Watching Committee had already sounded the alarm on several occasions, amongst others, when the Norway shops closed two years ago.

In itself, the non-closure of the plants and offices is good news. The sale of the business has aroused much anxiety just the same, and the silence from management has served to amplify it.

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During this time the Union was looking for a responsible attitude: they questioned without let-up management and the people in Human Resources to reassure the workers and to counsel those who had important decisions to make concerning their futures.

To counteract the rumours, the Union's first recourse was to **The Law on Working Conditions** which assures and recognises the maintenance of the Union accreditation by a new employer, as well as the respect of the negotiated working conditions, wages and social benefits. The Union also affirmed that the actual Pension plan, 60 years old, was not a privilege given to the workers, but an engagement of the employer towards the workers. The Union also had recourse to legal advice, **to affirm the obligation to maintain the rights of its' members.**

A petition was circulated which gathered more than 175 signatures and letters were sent to the Pension Committee to force them to give out information.

By these actions of the Union, as well as the action of sev-

eral workers who made a work stoppage in protest, showed solidarity in the shop: upper management finally moved to commit themselves to engage to negotiate to maintain the existing conditions of the Pension plan.

They also reassured us that if there were any changes, the employees would benefit from a transition period to make their decisions on leaving, while fully aware of the cause, and without losing any rights.

We maintain the position that information for the workers is not only an obligation, but also an elementary mark of respect.

We are finally happy about the engagements of management as concerns our working conditions. We are now awaiting announcements about the work in the shop, the maintaining of jobs, and, we hope, a restarting of the business.



Unreasonable accommodation for Mister Bush!

Quebec's workers are being discriminated against.

At Mirabel, 24 employees who have double citizenship and work on the production of helicopters destined for the American army at **Bell Helicopter**, have been reassigned within the company. The business is therefore bowing to an American requirement.

Bell Helicopter is forced to submit to the **International Traffic in Arms Regulation (ITAR)**. ITAR obliges companies who use American plans and equipment to assure that no employee holding citizenship from a *suspected* country is implicated in the conception of strategic military material. Amongst the suspect countries, we find Afghanistan, Iran, Korea, Cuba, Syria and Venezuela, which has just been

added to the list.

This reassignment of work is contrary to the Charter of Rights and Liberties. American law holds stereotypes based on the nationality of individuals, and this is exactly what the Canadian law tries to prevent.

Bell Helicopter asked for an exception from ITAR, but the American State Department refused them. The 24 employees, amongst whom some of them have 20 or so years of seniority, have been reassigned to tasks, which don't have any American military connections.

The case of George Nahas :

In Canada for 24 years, George Nahas has worked for 19 years at Bell Helicopter. For several months, he has been involved in the production of a CIVIL helicopter, but the design comes from an American military helicopter used

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during the Vietnam War. An outdated technology, imitated and copied hundreds of times for other models of machines. This doesn't stop the American law, which is clear: because certain parts of the helicopter are "still under the protection of ITAR", because George Nahas is Canadian, but was born in Syria, management asked him to cede his place and to do less sensitive work.

The case of Jaime Vargas:

An ex trainee of Bell Helicopter lodged a complaint before the Human Rights Commission against the Mirabel business. The man, originally from Venezuela, said he lost his trainee position last September because of his ethnic origin. Jaime Vargas, 52 years old, is claiming \$110,000.00 in material, moral and punitive damages.

In his group of about 20 trainees, Mr. Vargas and a man of Arab origin were the only ones excluded from the computer program training because of ITAR.

Two days before the scheduled end of his training, the person responsible for Human Resources told him to "pick up his tools". His training came to an abrupt end, and there was no question of his being hired. "I was in shock. I felt humiliated. My last evaluation was 100%. Everyone was satisfied with

my work"

Mr. Vargas, in spite of this, succeeded in obtaining his study diploma at the Montreal Aerospace Trades school. But, because of the abrupt finish of his training, he is unable to find a job in the sector. The father of four is currently working as a labourer.

Venezuela was added to the list of countries judged hostile last August 17, just several days after the start of Mr. Vargas' training.

Mr. Vargas' complaint concerning the policy of ITAR is the first in Quebec, and the third of this type in Canada before the Human Rights Commission. **Standard Aero** Company of Manitoba, and **General Motors**, in Ontario have had similar complaints lodged against them.

There are also other cases of discrimination against **CAE** and **Pratt and Whitney**.

The USA is imposing an indecent choice between well-paying jobs, which come from the production of material under American licence and human rights.

If you have already witnessed or been subjected to this sort of discrimination, we invite you to communicate with us at 514-637-3031

Union education

Union education seeks to promote knowledge, the will and confidence in members elected to the position of Shop Steward in order for them to be able to defend their rights and those of others.

Militancy in the workplaces, in the picket lines and in the community takes an important place.

OUR GOALS AND OBJECTIVES Provide a basic education to the members elected to the position of Shop Steward regarding their rights and obligations, as well as the history and structure of their union.

We have to train local militants in order to represent the members effectively in the workplace.

It is not enough for the militants to have a good knowledge of their collective agreement, they also have to comprehend the world surrounding them as well as possessing notions of history and solidarity.

Throughout the years, a great amount of excellent courses were offered with reference to refresher training of skills and development of the collective agreement.

In the last several months, your Union has sent many of its' members on training. This training concerns several subjects,

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the CSST, defence of grievances, basic and advanced steward's training, on the question of women in the workplace, on the use of French in the workplace, on the work of the Social Delegate, (personal aide), on negotiations, public speaking, the phenomenon of globalisation, retirement plans, etc...

If you decide to get involved at the Union level, rest assured that you would receive the training and support of your Union.

The Harper Government should intervene to influence Boeing.

The International Association of Machinists and Aerospace Workers (I.A.M.A.W.) denounces the decision and attitude of the Federal Government in not requiring important economic fallout from Boeing in exchange for the 3.4 billion contract for the purchase of C-17 aerial super-transport granted without calling for bids.

The answer of Federal industry Minister Maxime Bernier, to "let the market decide" is not very convincing, and denotes a lack of commitment to support the Quebec aerospace industry, which numbers more than 240 businesses.

Gerald Tremblay, aerospace co-ordinator of the I.A.M.A.W. is revolted: "We must repeat without end, the same arguments, to make it known that the aerospace industry belongs to Quebec, and the automobile industry belongs to Ontario; a well-defined gap wherein exists a synergetic concentration that we must not neglect. We expect the Quebec parliament, all parties together, to intervene energetically to influence the Conservative Government, so that they require Boeing to accord a fair amount of the contracts to Quebec."

"Quebec's reputation as far as aerospace is concerned is already made, we are known all over and all parties in the sector expect that we should be supported!" adds Jean-Leo Cote, President of District 11 of the I.A.M.A.W.

"This reputation of Quebec for excellence in aerospace, notably because of its' highly qualified manpower, benefits all Canadians by making Canada an important player on the world stage in aerospace. We must uphold this well-earned

reputation," declared David Chartrand, President of Local Lodge 712 of the I.A.M.A.W., which represents the employees of Bombardier Aeronautic.



A persistent rumour indicates that Boeing will accord only 20% of the industrial fallout to Quebec because Bombardier Aeronautics' C Series will take some of the future market away from them. This attitude, if confirmed, is petty and intolerable towards the 250 businesses and 46,000 workers of the Quebec aerospace industry.

"If Quebec's manpower represents more than 55% of the Canadian aerospace industry, it is primordial that Quebec receive an equivalent share of the industrial fallout arising from this contract. It is the responsibility of Federal Conservative Ministers and MPs of Quebec to act in concert with Minister Bernier to see to it. The opportunity is there for the Harper Government to show that they recognise Quebec's expertise at its' true value," added Tremblay.

In Quebec, the I.A.M.A.W. represents 25% of the workers employed in the aerospace industry. The I.A.M.A.W. represents, among others, the employees of **Bombardier Aeronautics**, of **Rolls Royce**, of **L3 Communications**, of **Heroux-Devtek**, of **Messier Dowty**, of **Air Canada** and **BF Goodrich**.

AGAINST PSYCHOLOGICAL HARASSMENT AT WORK

Put the freeze on a colleague...

It's childish!

I AM IN FAVOUR OF A HEALTHY WORKPLACE

Severance packages and salaries of CEOs!

During a recent interview given to the newspaper *La Presse*, Henry Mintzberg, professor of economy at McGill University reported that at the beginning of January 2007, Robert Narelli, CEO of *Home Depot*, received a severance package of 210 million US dollars. They were “thanking” him in exchange for the performance of the Company’s shares! The same month, Laurence Danon, ex CEO of *Printemps* also received several million in severance pay after having managed this French group for the last six years. She herself negotiated the conditions at the signing of her contract.

For Mr. Mintzberg, CEO’s that expect such golden handshakes should simply not be hired. As far as he’s concerned, severance premiums negotiated in advance by Directors of large Companies, such as remuneration based on the value of shares, are a blight as big as, if not bigger than, the stock market scandals of recent years. It’s legalised corruption.

“There is no reason to justify that those who are higher up in an organisation, are, as well, better protected. It’s not because they took risks that they deserve such treatment. All of the employees took them. Certain ones even risked their health

and lives. Why don’t they get the same protection?”

“By expecting such contracts, they show that they are not team players, they don’t care about the Company that they manage and its’ long-term development. They are narcissists.

“By hiring them, the Company will, sooner or later, have serious problems. These CEOs make short-term decisions, in order to forward the course of action as fast as possible to enrich themselves.”

He added that recent research has revealed that the 100 best paid CEOs in Canada earn an average of 9 million dollars a year, that is to say 238 times the annual average salary of the workers, \$38,100.00. In comparison, in Japan, CEOs salaries are equivalent to 11 times the salary of a worker. The whole of the Administration Board of Toyota earns less than a single Director of General Motors.

According to him, “CEOs should earn a reasonable and known multiple of their workers salaries. If CEOs raise their own salaries, they should also raise that of their employees.”



One must ask if the CEOs of Olymel would also give themselves a salary cut of 30%?!?

The Poorest Retirees

Francis Vailles; taken from the newspaper *La Presse* of December 29th 2006

Quebec’s retirees are getting poorer and poorer from year to year because their pensions are not indexed to the cost of living. In 2007, their buying power lessened by about 225 million dollars.

A study with the support of the Quebec Association of Retirees of the Public and Para-public Sectors, (QARPPS) or (AQRP in French). Even though the QARPPS represents the public sector, the study, made by Laval University economist



Gerard Leblanc covers retirees coming from both private and public sectors.

“We wish to alert the Government to this problem which concerns retirees, their impoverishment. With the non-indexation of their plans, retirees won’t be offered the same services in 15 or 20 years. And the problem is getting worse, because life expectancy is climbing,” says Luc Vallerand, General Director of the QARPPS.

Retirees in Quebec are covered by three types of plan: the well-known Federal Old Age Pension, The Regime des

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Rentes de Quebec, (RRQ) and the complimentary plan of the employer. The benefits of the first two plans are indexed, but, for many years now, the incomes from complimentary pension plans are not or are only partially so. In the private sector, the majority of plans don't offer indexation of benefits.

In 2007, according to Gerard Leblanc's study the 255,000 or so government retirees are short a global earning power of 72 million dollars. Their income has an indexation rate of only 0.9%, compared to an annual inflation rate twice as high. On the other side, the 400,000 plus retirees of the private sector are being impoverished by 153 million in 2007. In combining

both sectors, the problem of indexation would cost 225 million to beneficiaries of a Quebec complementary retirement plan.

The QARPPS is taking advantage of the imminence of an electoral campaign in Quebec to sensitise those who are elected to this question, says Mr. Vallerand.

Note: In Quebec, public sector incomes were fully indexed before the recession and the salary cuts of 1982. Since 2000, the public sector indexation corresponds to half of the Consumer Price Index (CPI).

Income tax period!

Yes, April has arrived. Spring is there but it is also time for income tax. If you are amongst those who will have to send a check to the government or ask the company to take off a little more off you pay, read this.

There is a perfect tool called Solidarity Fund QFL. It's true, for a few dollars per week you can become one of the 3,700 shareholders from Local who every year, save while putting money aside for retirement. So instead of giving \$10 more each week to both governments, contribute to the Solidarity Fund QFL. Furthermore, as a shareholder you contribute to employment maintenance in Quebec. Don't forget that you can do it at anytime of the year by direct debit from your pay. (514) 637-3031

More than 33 000 lost jobs in the manufacturing sector in Quebec between January and February 2007

"How much more will it take before the Governments wake up?" Rene Roy General-secretary of the QFL (FTQ)

"More than 33,000 jobs were lost in the manufacturing sector in Quebec between January and February 2007 and the Governments continue to watch the parade go by without lifting as much as a little finger. What will it take to wake them up?", asked the General-secretary of the Quebec Federation of Labour (Fédération des travailleurs et travailleuses du Québec - FTQ), Rene Roy who was

commenting on the latest tabulations by Statistics Canada on the active population.

Quebec cops more than its' share

Remember that Quebec had already lost more than 100,000 manufacturing jobs since November 2002. We are talking about 133,000 manufacturing jobs lost in Quebec against 250,000 jobs lost in this sector for all of Canada.

"We are copping more than half of the lost manufacturing jobs in Canada. And these are jobs in which average \$20.68 hourly. What stronger message can we send to the different levels of Government on the necessity of a strong and urgent intervention?" stressed the QFL leader.

A summit more relevant now

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than ever

“Our appeal for the holding of a summit on the manufacturing sector has never been more urgent and pertinent. The Quebec manufacturing sector is today in the heart of the hurricane, and if we don’t act now, there won’t be much left tomorrow morning”, insisted Rene Roy.

“On the eve of the next Federal budget being brought for-

ward, and in the face of the laxity shown by the Harper Government in the distribution of the benefits of the Boeing contract, we were awaiting an important change in the portrait on the part of this Government”, concluded Mr. Roy.



The QFL is the largest Union Federation in Quebec with more than a half-million members.

Union 101: The monthly meeting

What does monthly meeting means?
who attends or should attend?
what do they talk about?

The monthly meeting is a part of our By-laws structure and serves as a guide for conducting the order of the Local Lodge business.

The monthly meeting allows members in attendance to ask any questions on the Local Lodge on going business. They are also allowed to give instruction to the union officers concerning motion and procedures

Retirees and all members paying union dues to the Local Lodge could attend the monthly meeting Financial reports, committees' reports (health & safety, shop committees, District, pension etc.), Minutes of the previous meeting, new business, unfinished business elections and a vast number of issues related to your working conditions are all concerns discussed at the monthly meeting .

Decisions subsequent to a vote are taken at the meeting, many different motions are moved. For that reason and since the power of decisions belongs to the membership, it is important that you be present.

Actually, there is a lack of participation but then again, I often hear "What is the union doing for us? Since this is everyone's concern, I reverse the question "What have you done or what are you actually doing for the union?" Don't be shocked, but!

How many meetings have you attended this year?

Did you vote at the previous elections?

Were you involved in a committee or in a working team this year?



What have you done for improving your fate?

When was the last time you got involved in union business?

All of the above-mentioned questions give you an idea on the union's state of health. Somehow we're ALL more or less to blame for the situation. A word to the wise.....

It is true that injustices did happen in the past, but turning our backs on the union is definitely not the answer to the problem.

Hoping to see you all at the next monthly meeting!

AGAINST PSYCHOLOGICAL HARASSMENT AT WORK

To lower someone's self esteem, humiliate, insult...

It hurts!

I AM IN FAVOUR OF A HEALTHY WORKPLACE

Are you moving?

When you move, please inform your Union Steward of your new address.

Members can get a change of address form on line at the following address.

sectionlocale1660@videotron.ca

The United Quebec Council

Unite Here, with the support of the QFL (FTQ), asks the Federal Government to respect the recent House of Commons vote on the motion to reduce clothing imports from China.

Mrs. Lina Aristeo, director of The United Quebec Council Unite Here and Vice-president of the QFL, and Mr. Henri Masse, President of the QFL, today exhorted the Federal Government to act in the case of the clothing industry in Quebec. Following the adoption of the motion in the House of Commons, concerning the implementation of saving measures laid down by the World Commerce Organisation, (WCO) limiting the growth of imported clothing originating in China, we are asking the Government to begin bilateral negotiations with China.

“Today, the Conservative Government should absolutely respect this vote and the promises made to workers before

resuming power. In Canada, 60% of jobs in this industry are in Quebec,” declared Mrs. Aristeo.

It must be known that the loss of jobs in the clothing industry in Quebec has attained an alarming rate. Since January 2002, when customs duty was abolished in many categories of clothing, more than 25,000 jobs have been lost. “The QFL is calling for Conservative MPs and Ministers of Quebec to put pressure on the Government. Thousands of jobs are at stake, jobs principally held by immigrant workers. Ottawa has the responsibility to support them,” concluded the President of the QFL.

The United Quebec Council Unite Here is a Union of more than 50,000 members in Canada.

The QFL is the largest Union Federation in Quebec with more than a half-million members.



You are victim of an industrial accident or an occupational disease

You feel pain and you must see the company’s doctor in order to declare a current event? Mention the facts only and avoid talking about your week-end activities.

You’re in work stoppage and you get a phone call from an employer’s representative asking you questions about your home schedule? Be careful and discreet in your answers and respect your functional limitations during that work stoppage. You must bring medical papers to the company, do not talk about your personal life, keep it to the fact only and you will avoid problems with the CSST.



<http://www.aim1660.org/>

Do you know about your Union's Web Site? It has just distinguished itself by capturing third place in the 2006 I.A.M.'s Newsletter/Website Contest in Baltimore.

The credit belongs to our secretary **Nancy Cousineau** and our Treasurer **Pierre Faucher** who devote a lot of energy to keep it updated, attractive and easy to consult.

Go and have a look!

Our Newsletter **The Tool** also collected an Honourable Mention.



Investment Funds: The world's Unions sound the alarm.

Source Patrice Novotny Le Devoir, 16.03.07.

A world conference of workers' Unions, in which the American labour federation AFL-CIO is a participant, (I.A.M.'s machinists are affiliated to them) has sounded a cry of alarm against the great preponderance of investment funds in the economy. For them, the activities of these funds are a menace to workers' security, their working conditions, and finally the businesses themselves.

Certain types of these funds, (such as private equity and hedge funds), hold a place of high position in the world economy. In trying to achieve maximum profits rapidly, they mature in the short term. They buy businesses that can be resold after only several weeks, or at the most, after three to five years in order to collect important benefits as fast as possible.

These transactions, which are known as leverage buyouts, have reached 600 billion dollars in 2006, a leap of 70% when compared to 2005. In the quest for maximum profit, these funds, which buy a business, attack jobs, retirees, working conditions and even put the viability of the business into



question.

The *Permira* Fund, the largest private equity type of fund, of Europe, in 2004 bought out the breakdown service *The Automobile Association*. The fund immediately got rid of 3500 of the 13,000 employees, and demanded that those who remained work harder.

The Unions that attended the conference stressed the absence of all responsibility as employers. They only hold responsibility to their shareholders.

In Dusseldorf in 2005, striking *Gate Gourmet* workers, a company bought out by the *Texas Pacific Fund*, had just managed to scratch out an agreement with their local management. *Texas Pacific* disallowed the signature of the agreement, but in the same breath affirmed that they were not the employers to the Union that had come to negotiate with them.

These funds require from their businesses a profit of 15% per year, they invest nothing in innovation or research, and to boot, they don't pay taxes. Their activities, which hit large numbers of workers, and destabilise numerous businesses,

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are the source of instability and financial crises.

The conference of Unions wants to put pressure on the European and G8 Governments to regulate the activities of these funds.



Organizing committee

Over many years, thousands of workers have fought and struggle to bring union representation to their workplaces.

Now several years later our membership has dropped significantly. This is partly due to job cuts, closures, redundancies, retirements, etc.

It is our obligation to use all means possible to increase our membership.

With this in mind the Grand Lodge has undertaken a new mandate to reach out to their members in an effort to promote recruitment. They have allocated 30 million dollars from the strike fund. The interest generated by this amount will be sufficient to finance 50% of the costs incurred by the local lodge's recruitment campaign.

As well they have undertaken measures to enable us to recruit new members by offering training courses,

which provide union leaders with skills and techniques necessary to go into the general public and promote unionization.

Local lodge 1660 has formed its own organizing committee and has offered additional training to those members, they are committed to our union as well as to our various communities because being part of a union promotes a better quality of life and they believe that increasing membership through organizing is key to the survival of trade unions.

A possible way to obtain new contacts and recruit new members could be as simple as maintaining contact with retired members, those on layoff, and those gone to new jobs. In addition just talking with family members, friends, neighbors.

So with the task of growing the union and in an effort to attract new members these incentives are being offered. The Grand Lodge will defer for a period of 1 year the per capita tax based on the union dues of newly unionized

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

sectionlocale1660@videotron.ca



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groups.

As well, District 11 is offering a financial incentive to each member who supplies a contact or lead which results in that group becoming unionized.

The amount of money paid will be based on the number of unionized members.

Between 20 and 50 new members : A cheque in the amount of 100\$

Between 51 and 100 new members : A cheque in the amount of 250\$

Between 101 and 250 new members : A cheque in the

amount of 500\$

Between 251 and 500 new members : A 1000\$ value gift

Between 501 and 750 new members : A 2500\$ value gift

Between 751 and 1000 new members : A 3500\$ value gift

More than 1000 new members: A 5000\$ value gift

Recruitment is absolutely necessary for our union and should be thought of as an investment in our future.



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



2nd IAMAW blood donor clinic (March 26 to 30, 2007)

The IAMAW union organization invites everyone to its second blood donor clinic.

Our objective for this year is 350 donations. The first blood donor clinic organized by the Machinists was a big success. Citizens from

ville St-Laurent and from surrounding areas were very supportive. Members from other Local Lodges and from the Machinists Council were also part of that successful event.

Denis Yelle, coordinator of the clinic, sincerely thanks all the volunteer workers involved in the first blood donor clinic

Your executive council

Christian Bilodeau
President
Michel I Lavoie
Vice president
Cédric Poulin,
Recording Secretary
Pierre Faucher
Secretary Treasurer
André Bergeron
Dir. Healt and Sec.

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**THE OFFICE IS OPEN
AT VARIABLE HOURS
FROM MONDAY TO
THURSDAY, AND ON
FRIDAY FROM 8:00 A.M.
TO 3:00 P.M. LEAVE US A
MESSAGE ON OUR
VOICE MAIL AT
514-637-3031**

Communicator
André Charbonneau
Page setting
Nancy Cousineau
English translation
Mike Rivet

Next Assembly

Is présent(e)s, it is that Solidarity
April 17 , May 15, June 17
07h00

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.