

L'OUTIL

BULLETIN D'INFORMATION DE LA LOGE 1660. A.I.M.T.A.

Special edition for GE HYDRO

Number 2, march 2004

The role of the individual, or the strength of the organisation

INDEX

The role of the individual, or the strength of the organisation	1
Contract submissions at G. E. Hydro	2
One-Way Integrity	3
Information Local Lodge 1660	4

The President has stepped down... The rumor has become reality, the rumor has become a supervisor.

It begs the question, is the role of the individual more important than the role of the organisation, or, more to the point, is the role of a President more important than the role of a Union?

Let's be clear, we can have a Union without a President, but we can't have a President without a Union. Presidents come and go, but the Union remains because the workers need an organisation to collectively bargain with management and to defend their interests. We're in a shop where the workers have more than 50 years of experience with their organisation, and each period that has passed during these years has seen individuals occupy Union positions with more or less efficiency and with more or less

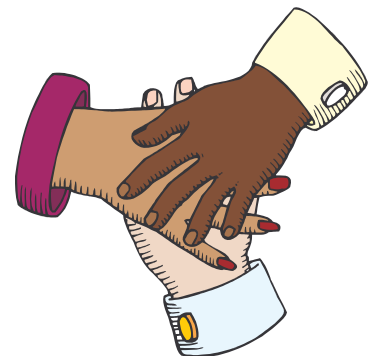
conviction, but most definitely it has been the participation of the members in the battles which made the difference and gave strength to the Union. It is still this that will make the difference today in our Union. The actual times and the necessity to be better educated and more aware of our rights have caused a new generation of Union representatives to arise, who cannot fail to reinforce the strength of the organisation. Any individual who wants to contribute to our battles must understand that it's not the time for individual heroes, but for the strength of the organisation.

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



Contract submissions at G. E. Hydro

A certain vision of the Union's role during the period which we have traversed has ended. Certain of our Union representatives had participated with Company representatives on submissions on several contracts. The justification invoked was to bring work to the Lachine plant, as well as the belief that this would diminish the layoffs and also to create conditions by which several employees could be recalled.

This collaboration allowed the Company to use our submissions to negotiate better prices with their sub-contractors. They were manipulated without their knowledge. Your Union committee and its representatives will no longer participate in any submissions, and we recommend to all Union members that they not participate in any submissions.

According to the Collective Agreement, there is no task description which obliges you to participate in the submission process.

The reason to be of a Union is to respect your Collective Agreement. As of now, your Union will concentrate its efforts on the respect of your rights.

For your information, according to "Le Petit Robert" dictionary, here are two definitions :

Submission : Written act by which a competitor who seeks to be awarded a contract in a given market makes his conditions known

Submission : Action of submission after a war, to accept an authority against which we fought.



CHANGE OF ADDRESS

First Name _____ Name _____ Union Card No _____

Address _____ Apt. _____ City _____ Postal code _____

Phone _____

Give this form to your Union Steward or mail it to Local Lodge 1660

THE OPINION COLUMN



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

In our time, company top management used globalization as an excuse to subtly pick our brains, the only thing that they can't have with our consent !!!

I'll explain myself and give some examples :

We have all been, more or less, close to people who have been PAYED to make us compile books on our products, our fabrication methods, supposedly with the goal of improving our performance and production, i.e. "KNOW HOW BOOKS".

Hey well, we have increased our performance so much, that now, the number of workers in certain activities in the plant have been reduced to half or less.

And where are they, these well conceived books, what are they used for, in this same Company which told us that they were to make our lot better, my eye.

***THEIR OWN LOT, THESE HIGH PLACED PEOPLE, IS TO LINE THEIR POCKETS WITH THE FRUIT OF OUR KNOWLEDGE !!!!**

They haven't stopped there, they pushed even harder by letting sub-contractors take pictures of our set-ups, accompanied by people from this same Company.

I WAS TOLD ON MY FIRST DAY OF EMPLOYMENT IN THIS COMPANY THAT I MYSELF, AN EMPLOYEE, HADN'T THE RIGHT TO TAKE PICTURES OF ANYTHING THAT WAS SECRET.

Times have certainly changed. Now this company sends employees into developing

countries like Mexico, Brazil and now China with our knowledge and our expertise acquired over nearly $\frac{3}{4}$ of a century and hands them all of this ready made on a silver platter.

As if this wasn't enough, they want more. The latest lucky find of these INTEGRAL people is to have submissions on projects which are not made here, supposedly to find a new market, and add to our order book.

Hey well, once again they have been clever and malicious, the efforts of the employees implicated in these projects who have invested their time and energy in what they believed was a solution to an incessant decline.

Once again we have been hoodwinked by these people who are only INTERGAL WHEN IT COMES TO THEIR POCKETS.

The Company, on their part, want to make more profit, but on whose backs? From these workers that they ask to be INTEGRAL towards them. And us, in the near future, what will we have left? The crumbs that our neighbors in these countries can't produce because of a lack of means, knowledge or resources, where is INTEGRITY then? The conclusion of these observations is that integrity doesn't have the same meaning for the Company.

INTEGRITY = I WILL USE YOU. IF YOU LOSE YOUR JOBS, THE IMPORTANCE IS THAT YOU GENERATED HUGE PROFITS for your employers.

INTEGRITY = I MUST GIVE EVERYTHING TO THE COMPANY, EVEN IF I AM KILLING MYSELF BY DOING IT.

AN INTEGRAL EMPLOYEE WHO HAS NO MORE HOPE.



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

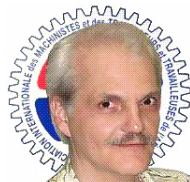
If you are a new employee, and have been working for several weeks or months in the Company, and you haven't yet filled out an application to become a regulation Union member, ask your Union Representative.

The form for paying unemployed dues is available on our Web Site, as well the Collective Agreement.

Executive Board



Stéphane Laurin
President



André Bergeron
Dir. Health and Sec.



Pierre Rhéaume
Archiviste



André Davignon
Communicator



Pierre Faucher
Treasurer

In the future you must pay the \$2.00 monthly dues yourself, for as long as you are not working, by sending us a check, or by paying in person at the office.

For all unemployed workers and workers on C.S.S.T., the Local Lodge has, in the past, paid the \$2.00 per month to keep you in the database, and to keep you on active status within the Union.

If you decide not to pay the \$2.00, we must delete you from the database, and you will lose your continuous status within the Union. When you return to work, you will start again at zero.

You can pay your \$2.00 by sending us a check (made out to A.I.M.T.A. - S.L.1660) or by coming to the office located at **663 2nd Avenue, at Lachine, any Friday between 8:15 a.m. and 3:00 p.m.** to pay your monthly dues.

This has been in effect since the 1st of December 2003.

The office is open every Friday from 8 :30 to 3 :00 p.m.

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

Communicator—André Davignon



EXECUTIVE BOARD OF LOCAL LODGE 1660

President : Normand Neas
Courriel: sectionlocale1660@videotron.net

Vice-president : Stéphane Laurin

Treasurer : Pierre Faucher
Courriel: trésorier@aim1660.org

Recording-Secretary : Pierre Rhéaume
archiviste@aim1660.org

Health and Safety Director
André Bergeron

Communicator
André Davignon