

# THE TOOL

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

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Number 1, January 2004

### UNION DEMOCRACY

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#### The Right to Vote and be Elected

Our union is an organization of workers comprised of its members and directors of different levels, from the workshop to the Grand Lodge. Whether we are in the factory, at Local 1660, at District 11, at the Machinists Council of Quebec, at the Quebec Workers' Federation or at the Grand Lodge, at all the organization's levels, union democracy must apply. This democracy must live in the heart of our constitution and by-laws. At each union election in our organizations, we have the right to be candidates, to choose and support one or more candidates, to vote, to elect and be elected.

and complicates the practice of democracy. Actually, a candidate must be nominated by five of the ten locals that make up District 11 in order to move to election. With such a by-law, how does a candidate become known to locals other than one's own, unless the candidate holds a position in District 11 that allows them to come in contact with the members and directors of affiliated locals? This is Local 1660's controversy, is it possible to have other candidates as business agents than those that are already in place; those favored by these by-laws.

Why raise the question of democracy at this time? Because elections will be held in District 11 to which Local 1660 is affiliated, as are a dozen others in Quebec. There will be elections for the position of business agent and business agent-director at the beginning of 2004. This raises controversy at Local 1660. The by-laws of District 11, which were modified since its founding, makes the nominating of candidates difficult

Discussions within Local 1660's Executive Committee have raised the question of supporting the nomination of candidates who do not already hold positions as business agents of District 11 on the basis that these people represent another vision of the union's activity and may individually be more capable to represent the membership. This democratic stand by the Executive Committee caused a commotion at November's general assembly and a strange appearance of members at the assembly

#### Are you moving?

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

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

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

who disappeared as quickly as they appeared. The agenda had not justified their sudden enthusiasm for union democracy... Their presence, or rather their absence at this general assembly demonstrates the need for democratic elections in District 11.

We hope that the position taken by our local during the nominating period will allow for new candidates and elections for business agents in District 11. Furthermore, we believe that it would be good for union democracy to see other locals affiliated to District 11 to arrange to hold elections. It will be necessary in the coming years for the Quebec labour movement to have a solid, unified union body, members and directors ready to fight for our rights. May those ready to fight be present at these elections.

## 2003-2004

### THE FIGHT FOR OUR RIGHTS

This number of The Tool contains the text of four letters that were sent by the directors of the Machinists Union to the Charest government denouncing the anti-workers and anti-social bills the Liberals quickly passed at the end of 2003. These laws become effective in



**C**ode caused much ink to flow and still does because the government of Quebec wants to modify it. Article 45 does not prevent subcontracting, on the contrary! How many companies are using subcontractors in Quebec! Why do companies and the government think it is a good idea to change this article? Article 45 of the Labour Code specify that

2004 with all the ill-fated consequences for the workers and their families.

2003 saw the labour movement plunging into battle for its rights. The members of the Quebec Machinists' Union were on the frontlines at the demonstrations against the government in Montreal or Quebec City. There were hundreds, even thousands of machinists at the Port of Montreal blockade. At each of these demonstrations, many members and directors of Local 1660 were present and the various reports tell us that they left their mark... It has been a long time since we have seen such active participation by the local and other machinists, in particular those from Canadair-Bombardier. Outsourcing had caused a lot of damage to us prior to these laws. Now, capitalist enterprises will want to take advantage of this at our expense. We will have to resist and face the battle with all our strength, along with the majority, first and foremost. May those who wish to defend their rights and ensure themselves and their families a decent life come forward in large numbers to the battles of 2004.

The Tool wishes you determination and courage for 2004.

### ARTICLE 45 OF THE LABOUR

when there is a sale or concession, the union certification and the collective agreement have to remain even though there is a change of employer but three conditions have to be observed. If a company has a union certification and has signed a collective agreement with its employees and suddenly decides to have one of its activities done by

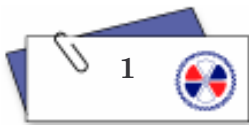
subcontractors, it has to be determined if the

three conditions for the application of Article 45 are there. So, in the event that that the subcontractor already has a company doing the same kind of work and does the job without no transfer of employees, whether for technical or intellectual references, article 45 might not apply.

On the contrary, if this company on top of giving the job to a subcontractor, transfers equipment and hands over employees, article 45 could then apply. However, if Prime Minister Charest goes forward with the reform of article 45 of the Labour Code, as the FTQ said it, he will have to face a general mobilization on subcontracting.

The unions won't stay there, doing nothing while the working conditions of thousands of

workers are being threatened. Last Wednesday November 26, the parliamentary committee met about the bills that Mr. Charest wants to modify of which the article 45. The group organized a mobilization in Quebec city in front of the Parliament. Near 7000 workers protested against the bill 31 in front of the national assembly. The machinists were present of which some representative of the local section 712



## DOMINATED BY A CONSERVATIVE LIBERAL

Lachine, December 19<sup>th</sup>, 2003

Mister François Ouimet  
Member of Parliament for Marquette  
655, 32<sup>nd</sup> Avenue  
Lachine (Quebec) H8T 3G6

How can you explain that a true Liberal, who moved Heaven and Earth to save the jobs of the ex Dominion Bridge employees, and let us not forget the Survival Committee put in place to revitalize G.E. Hydro, and even your participation in the new vocation of the old Lachine General Hospital, which saved many Unionized employees' jobs.

How do you explain your changing hats by rallying behind a Federalist destroyer, who has only one wish, which is to destroy the middle class by weakening the Unions?

How can you close your eyes before your electors of Marquette, Lachine riding, who believed in you, and will remember you in the next election?

Fraternally yours,

Normand Neas, President  
Pierre Faucher, Treasurer  
Pierre Rhéaume, Recording

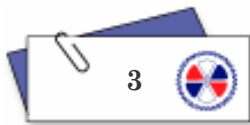




## A CONSERVATIVE LIBERAL

Lachine, December 18<sup>th</sup> 2003

If we cross a Conservative with a Liberal, this then causes deafness. These last days the Charest Government is claiming that a situation of extreme urgency exists, thereby allowing them to scoff at all Parliamentary rules and procedures, to adopt with full speed 8 laws, which are anti-Union, anti-democratic and extremely controversial. The opposition Party had already used this strategem, but the laws tabled were not as retrograde. Now, the population is asking “what good is an Opposition Party when a Government controlled by business management holds the majority of seats.” Charest believes that he really holds the **long** end of the stick



## A TRUCKLOAD OF LIES

Lachine, December 8, 2003

The Honorable Jean Charest  
Premier of Quebec  
Honoré Mercier Building, 3<sup>rd</sup> floor  
835 René Lévesque boulevard east  
Quebec QC. G1A 1B4

Mister Premier,

In your electoral program, you promised to maintain Day-care services at \$5.00 a day. Where has the money gone from the parents who have lost various family allowances, without even mentioning the tax credits which they have also lost?

Now, Mister Charest, let's talk about subcontracting, that offensive weapon against our

Daycare charges are being hiked 40%.

Abolition of Article 45, which is equivalent to a 30% drop in salary.

Abolition of the CLSCs with law 25 “Fusion of health-care establishments”

What is the use of having Parliamentary Committees, when the Government doesn't listen to the citizens, who are the paying class, made up of Unionized workers?

Charest with his truckload of laws is taking advantage of divisions in the different layers of society to give business management exactly what they want.

Divide to conquer.

Fraternally yours,

Normand Neas, President

working conditions. The Law project 31, will modify Article 45 of the Labor Code, and will bring us backwards 40 years. You won't have to worry about our working conditions anymore. We won't have anymore work, it will be the cheap labor that business management has wanted all along, and they will get even richer on our sweat and our health.

With your Law projects, You will trample on the most fragile workers, those without specialized skills. While you're at it, Mister Charest, get out your steam rollers and roll them right away over social welfare benefits. We won't even mention the lower taxes that you promised everyone, because that too was another lie in the truckload.

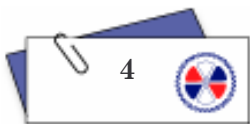
Mister Charet, you are bringing us back to square one, you have forgotten about the industries which have rendered thousands of workers sick with professional diseases, etc. If you put out the light at the end of the Union tunnel, it will be total chaos. Over the years, Unions have brought social peace to Quebec, and you would destroy all of this work within months.

Remember, Mister Charest, when workers protested in the streets of Quebec and how they succeeded little by little in acquiring laws that protected their future, that brought them a little more agreeable standard of living and made them realize that they were well off living in Quebec.

If you continue on the road that business management has drawn for you, I will, perhaps one day, tell my grandchildren that all of this is the fault of one named Charest, Premier in the 2000s, who destroyed everything good that the working class once had.

Marcel St-Jean

Legislative and Political Director, Quebec Machinists Council



Mr. Prime Minister,

Since your election last April 14, noting the bills presented to the National Assembly last November, we conclude that your government wants, at all costs, to re-engineer the state but at what cost?

The representatives of Local 712 of the Machinists' Union and its members find it deplorable to touch those social laws that have made Quebec a society respectful of its people. Your bills will impoverish middle-class workers. Take Bombardier for example, who savagely got rid of our members to the detriment of an American company like Aramark. The result after 15 weeks on strike was a 30% salary cut and the complete abolition of the retirement plan. This is what outsourcing leads to, totally unacceptable!

Our government must take a futuristic view and not have a backward vision. Moving the workforce back to the 50's is what you are doing with your modifications to article 45 of the labour code. This gives employers a chance to get rid of union accreditation and of the collective agreement. Rights which have been established for a long time now.

Do you think, Mr. Prime Minister that the people of Quebec will accept such changes to their quality of life? The people of Quebec are much more than the council of employers you listen to so attentively. So stop saying you want to help the middle class and that it will not be the unions who will lead Quebec because the middle class is the unionized worker.

It is not by complicating the laws governing childcare centers that you will increase the birthrate of our people, when you yourself admit that we are facing an aging workforce.

It is not in confrontation that you will succeed to improve Quebec society.

Hoping that you will take the opinion of the workforce into consideration,

Sincerely,

Michel Lauzon,  
President  
Local 712, A.I.M.T.A.



IT IS IMPORTANT TO RELIEVE  
*WITHIN THE ORGANIZED LABOUR*

**T**he organized labour was founded by a group of workers who were fed up by the abuse of employers. Our union ancestors had the brilliant idea to get united

in order to create federations and amalgamation of organizations to join forces and ideas to fight management. Many things were won by the unions throughout the years, i.e. health care insurance, employment insurance, as well as everything there is in your collective agreement and much more.

Why were we strong and feared? Because we were all united, but with time, the employers got together and created the Quebec Employers' Council, which helped them establish strategies. Twenty years ago, making money by using the workers was part of their strategy. Also, their ideology is to divide the workers in order to control better, in other words, they wish to undermine the fundamental principle of unionism which is Strength in Unity. We are facing today a great battle: subcontracting. This battle may be a long one; we will have to establish a strong relieve to face the issue at stake, which can only deteriorate the quality of

life of our members. It is also important to educate de youth. For all social partners, education is a reality of life, which is impregnated by the daily activities and is in line with it. The values acquired by young people and the tools they use will create tomorrow's society. Yet, the young people know very little about organized labour and the image they have of it is the one of an out of date organization. We are already acting to change this, but if we want to do more and better, it is important to develop organized, targeted and coordinated strategies.

If the youth wants work environments adapted to their needs and if they want the union representing them to put forward their claims, it can hardly be done

without them taking a stand and getting involved in the union structure. If they don't do so, it is wishful thinking to imagine that, unless an important work of union training and information supply is done, young people will become a "spontaneous generation" of experimented active union members.

**CHANGE OF ADDRESS**

First Name \_\_\_\_\_ Name \_\_\_\_\_ Union Card No \_\_\_\_\_

Adress \_\_\_\_\_ Apt. \_\_\_\_\_ City \_\_\_\_\_ Postal code \_\_\_\_\_

Phone \_\_\_\_\_

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

## ACCIDENT REPORTING



**Y**ou are victim of a work accident? You feel constant pain to an arm, a shoulder or another part of your body? Are you waiting for pain to disappear with time? Are you afraid that people will make fun of you at work? The more you wait, the more it will be difficult to tie your pain with your job. The results of all this, the CSST refuses to pay and the employer challenges you.

### What to do?

1. You must inform your immediate supervisor as soon as possible before leaving work.
2. You must see a doctor immediately. Do not forget that you can choose to see the

doctor you want. You are the only person who can decide who you want to see. Your Shop Steward can suggest that you go to a place like the CMI.

**Example:** you hurt your back at work on a Thursday. You endure the pain until the next Monday. When coming to work, you inform your Supervisor of an event that occurred a few days ago. Your side of the story might not be believed in and the Company will probably presume that something happened during the weekend. So, inform your Supervisor immediately, ask him to fill the accident report, see a doctor as soon as possible and don't forget to mention that it is for the CSST.

### What to declare?

Declare all working injuries and diseases coming from work; you never know what their consequences will be.

**Example:** If, when lifting something, you feel pain, you must declare the following: at work, while lifting something weighting X, I hurt my back. These three elements must always be found in your claim:

1. Where you had your accident: at work
2. Description of the accident: by lifting something...
3. Where you are hurt: back, leg, arm...

Do not forget that you can ask the help of a Prevention Representative at all time.



### Health and Safety Director

André Bergeron  
(514) 485-4289  
Fax: (514) 634-3209



## 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

Recently, in one of our larger Companies, some exalted do-nothing in management, with, we suppose a lot of spare time on his hands, passed the word to one of the foremen to sweep through the plant, and remove all of the padded chairs. This Company also preaches Health and Safety in the workplace above all else.

These chairs, were originally purchased for the cafeteria. They are low, padded chairs with backs, much like a chair one might find in a Doctor's waiting room, or a school cafeteria. They are rather Spartan, not overly comfortable, nor overly padded, but at least they eased the pressure on ones back. The reason that most of them were in the shop, is that they were torn or stained, or otherwise no longer good for the cafeteria. We will bet a dime to a dollar, that these chairs will be scrapped, rather than being kept in the shop for the workers to use. Who cares about the worker's sore backs and backsides?

One realizes that this is a working shop, and one doesn't usually find chairs in a shop. There are, however, some jobs in this particular shop, which are best done from a seated position.

Some examples of this are operating machine tools, both conventional and numerically controlled. On a conventional machine such as a large vertical boring mill, of which this shop has several, one could start a finishing cut which might well take the whole 8-hours shift to complete. Surely, management doesn't expect the Machinists to stand the whole time and watch the cut?

Similarly on a numerically controlled machine, a finishing program could take 8 hours or more. Not with- standing this, some of the machine control pendants are placed at a height where they can only be viewed from a seated position, because they have no adjustment for height.

This shop has a Mickey Mouse type of D. N. C. system. (Distributed Numerical Control), wherein programs, generated on an ordinary P.C., are then sent via a network to individual P.C.s at each machine tool. They are then uploaded to the machine control. Working on one of these P.C.s is, of course, far more efficient and ergonomic from a seated position.

Another example of work which is best done seated, are certain tasks performed by Fitters, such as deburring small parts, or certain types of assembly work.

We will have to skip over the Welders, who can only do certain types of welds from a seated position. The problem here, is that they must sit on something which will not catch fire.

To be fair to management, they do supply us with high steel stools with utterly useless low backrests, or wooden back-less benches. One can't help but wonder what is going through this particular manager's mind.

"Well let's see now. Today, in order to justify my job here, and my high five-figure salary, I think I'll pass the order to remove any chairs that might seem too fancy for my peons this way I'm sure that they will produce more work and try even harder".C'mon, give us a "bleeping" break.Four or five years ago, when this shop was very busy, nobody would have given a flying "bleep" what the workers were sitting on. This is an exemplary example of management with too much time on its' hands and not enough to do



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 local1660@aim1660.org

**Check out our  
Web sight!**

[www.aim1660.org](http://www.aim1660.org)

**I**f 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 office is open every Friday from 8 :30 to 3 :00 p.m.**

#### EXECUTIVE BOARD OF LOCAL LODGE 1660

**President :** Normand Neas

Courriel: sectionlocale1660@videotron.net

**Vice-president :** Stéphane Laurin

**Treasurer :** Pierre Faucher

Courriel: tresorier@aim1660.org

**Recording-Secretary :** Pierre Rhéaume

archiviste@aim1660.org

**Health and Safety Director**

André Bergeron

**Communicator**

André Davignon

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.**

## Message of the treasurer



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