



# THE MACHINIST

Solidarity | Equality | Justice

## Political Action

On February 25th, during the CLC Lobby day at the Federal Parliament, our colleagues from the Political Action Committee, Frédéric Labelle and Hrvoje Golek were present in Ottawa.

They met Pablo Rodriguez, Leader of the Government in the House of Commons and Liberal Member of Parliament for Honoré-Mercier as well as Louise Chabot, Member of the Bloc Québécois for Blainville.

Topics covered: Universal Pharmacare for all Canadians, protection of pension plans in the event of bankruptcy, federal minimum wage of \$ 15, fight against violence and harassment in the workplace, amendment to article 47.3 of the Canadian Labour Code to eliminate the practice of contract flipping at our airports and presentation of the IAMAW Policy aimed at a national aerospace strategy.

## Message from the IAMAW

A message from our International President Robert Martinez Jr. and our Canadian general Vice-President Stan Pickthall concerning the COVID-19 can be found at [www.goiam.org](http://www.goiam.org) and [www.iamaw.ca](http://www.iamaw.ca).



## COVID-19 pandemic

The COVID-19 pandemic has hit us hard in recent weeks, not knowing if the provincial government's measure will end on April 13th. This is one of the reasons why the Union could not accept the employers' proposal. This would have caused the members to be indebted to the Company for 150, 200, 300 hours or even more, without having realistic means to repay this "debt". For the Union, this proposal was by no means a possible option.

Since then, a large volume of emails, comments and questions have been sent to the Union, in particular those dealing with our group insurance during the emergency layoff situation. As specified in other union communications, we will be technically covered until April 30th, but knowing that things change every day and that we do not currently know the intentions of our governments, as regards to our group insurance during this pandemic. We will keep in touch with our union representative for group insurance and our Pension Committee in order to obtain the answers to your questions.

### *Staying united to overcome Employer misinformations*

During this crisis, we are seeing the same things we should expect from the Employer during the upcoming negotiations. That is to say, they expect more concessions. For this same reason, we ask you to continually consult the *Practical Handbook During Collective Bargaining* that we provided to you last October.

As mentioned in this handbook on page 14, the Employer will try to manipulate certain employees into being "moles" in the Union, in addition, they will use periods of crisis to portray us as irresponsible. It is therefore essential to keep this in mind and to pay special attention to pages 11-12, 14, and 17 of this handbook.

### *Disclosure of information relating to RRC HR requests*



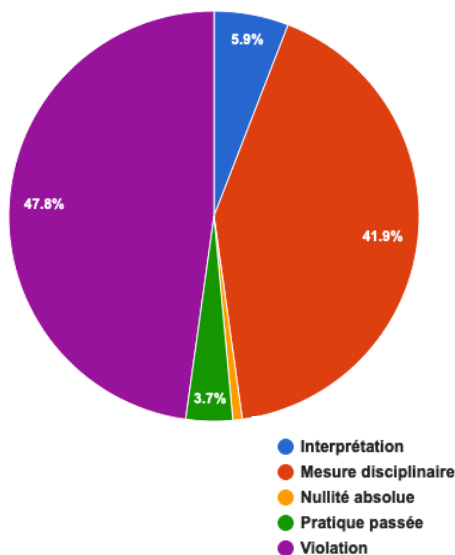
## RRC Shop Committee report

As of March 30th, 2020, the Shop Committee noted that there were currently 50 grievances open at various stages of the grievance process. Of these, 25 grievances are pending arbitration, some of which already have a hearing date.

With regard to grievance 18-027 for the Test bed camera, the hearings are closed and we are awaiting a judgment from the arbitrator.

The implementation of the grievance management software, *Grievance Manager*, on January 1st, 2018, allowed us to analyze a summary of all the union grievances filed since. Here is an overview of the reasons for litigation.

(See chart below)



Some members have told us that supervisors tell them to "ask the Union" for answers to group insurance questions, among others, and for all other inquiry relating to the emergency lay-off. This is unacceptable because the Employer has a duty and an obligation to respond to his employees' questions, and within a reasonable time. You are therefore invited, for any insurance question, to contact Mr. Hosam Azara at Rolls-Royce Canada at the following email address [hosam.azara@rolls-royce.com](mailto:hosam.azara@rolls-royce.com).

Regarding employment insurance and how to apply, please consult the Employment Insurance Package which is available on our website [www.aimta869.ca](http://www.aimta869.ca). This comprehensive document was prepared by our sisters Heather Kelley and Ivana Šaula from the Canadian Office of the IAMAW to guide and support you, members across Canada, who are going through these difficult times.

We know that the current situation facing the whole world is very worrisome, especially for all the workers in our industry. Know that we are by your side and we will overcome this crisis together. Please follow the guidelines of our governments for social distancing and only go out when necessary.

## Updates on our Collective Agreement negotiations

Your union representatives want to thank you for taking the time to complete the survey which was distributed last October. Since then, all comments and responses have been analyzed and categorized. The union request booklet was written and developed according to your requests. Know that you have been heard.

A meeting with the Employer had been scheduled for May, but we believe that this date will be postponed due to the current global pandemic We will stay in touch with our membership to keep you informed of any new developments concerning our negotiations.



**In Solidarity,**

**MORE UNITED THAN EVER**