



THE MACHINIST

Solidarity | Equality | Justice

Bill 59

Concerning the Act to modernize the occupational health and safety regime, the FTQ launched, on January 17th, a vast campaign to publicize its demands for the bill to be amended in order to ensure real protective measures that do not exclude anyone.

To do this, there were days of mobilization to deposit the FTQ's position at 125 constituency offices of our provincial deputies, from January 19th to 22nd. Obviously, members of our local lodge participated by presenting themselves to the constituency office of their respective deputies such as, Lyne Turbide, Frédéric Labelle and Maxime Pineault.

Executive Committee elections

Following the elections of the Executive Committee of Local 869, the new committee was sworn in on January 11th by our Business Representative, Stéphane Paré. Here is the composition of the committee:

President: Frédéric Labelle; Vice President: Richard Dufour; Recording Secretary: Bradley Phillips; Secretary-Treasurer: Sylvain David; Conductor-Sentinel: Frédéric Morency; 3 Trustees: Michel Perron, Hrvoje Golek and Benoit Blanchette. Congratulations to the new and re-elected officers of the Local 869 Executive Committee!

News from our Unit

On December 30th and 31st, the Union team demonstrated its solidarity with its members, forced to work during these two days. Although the Collective Agreement specifies that during the holiday

season the plant is partially closed, the Employer decided, for undisclosed reasons, to circumvent the Collective Agreement and remain open.



The team decided to serve coffee and donuts to all workers on both work shifts. Although the logistics were difficult given the sanitary measures put in place, the

distribution was successful. The members on site appreciated this small gesture from their Union, the Employer, not so much. Unfortunately, we were unable to distribute coffee on the evening shift on December 31st, because the Tim Horton's on Côte-de-Liesse Road closed at noon, a nice gesture by management to respect its employees.

Newsletter, Website and Social Media Awards

The IAM Communications department annually presents awards to those Districts and Locals that have excelled in their efforts to keep IAM members informed. Unfortunately, with the cancellation of the IAM Grand Lodge Convention this past year, these presentations, like so many others, were forced into a virtual sphere.

This year Canada has distinguished itself with numerous awards and once again Local Lodge 869 stole the show! Brother Benoit Blanchette took third place in the *Website - Best Layout and Design* category www.aimta869.ca and fellow member Hrvoje Golek also received third place in the *Social Media* category for our Facebook and Twitter pages / [aimta869](https://www.facebook.com/aimta869). This is the third consecutive year that our Lodge has placed in the Top 3 in these categories.

Grievances and Arbitrations

The year 2020 was marked by a sharp increase in grievances submitted, for a total of 72. Currently 81 grievances are active, of which 25 have been approved for arbitration by the District 11 Business Representatives Committee.

Unfortunately, the Union's disapproval of having a camera installed at the Test Bed No. 6 (grievance 18-027) was lost. It was decided, together with the Union lawyer, to challenge the arbitrator's decision and an application for judicial review was sent to Superior Court.

With regard to grievance 20-001, the Union was successful in arbitration. Arbitrator André Sylvestre confirmed Rolls-Royce's obligation to pay the salaries of our Union representatives released on a full-time basis, which the employer officially contested by sending a letter addressed to the President, Frédéric Labelle, in December of 2019. In this letter, Rolls-Royce Canada threatened to stop paying the salaries of the President of LL869, the RRC Shop Chairman, the Assistant Shop Chairman and the Prevention Representative, and this, as of the expiration date of our current Collective Agreement.

As for grievances challenging disciplinary measures, there appears to be a perception in the shop that an inordinate number of disciplinary measures are given by the employer. The analysis made with the help of *Grievance Manager* shows that this perception is false. In 2020, 32.6% of grievances filed related to disciplinary measures, while in 2019, they represented 35.8%, and in 2018, 54.3%.

Pay errors and Grand Lodge elections

Numerous errors were found and several complaints regarding the January 21st pay were referred to the Shop Committee. Although payroll errors have persisted for over a year and a half, the pinnacle has been reached. Union lawyers were instructed to send a formal notice to Rolls-Royce Canada, which was done on January 25th, 2021.

In this formal notice, the requests are simple; correct errors of large values immediately, those of smaller monetary values, at the latest on the next pay, as well as having a dedicated person at HRSSC to answer by phone, in French.

Elections will be held on Saturday, February 13th, to determine the candidate that Local Lodge 869 will endorse in the Grand Lodge election next April. In particular, the members of Local 869 will have to vote between David Chartrand or Walter Gerlach, for the position of Canadian General Vice-President. Members will also have to vote for five of the six candidates, who will sit on the Committee on Law. The Local's Executive Committee will take a position on February 8th and disclose who it intends to endorse for the positions mentioned above, before the February 13th election.

What is happening with the negotiations?

It's no secret that the current negotiations with Rolls-Royce Canada are progressing slowly. After having urged the Union Bargaining Committee to reach an agreement before June 30th, the Company seems to have changed course, following the announcement of the numerous investments dedicated to the Montreal plant. The last day of negotiations was over a month and a half ago, and new dates have been officially scheduled for the end of February and March to resume talks.

It is understandable that the slow pace of these negotiations can be frustrating for some members, however, we must not forget that the Collective Agreement, currently expired, remains in force. Considering the current circumstances of the pandemic, it would be justifiable to prepare for a possible strike or ratification

mandate vote, by electronic means. For all those who have not yet provided their personal email to the Shop Committee, please do so as soon as possible, because this vote, as provided for in article 20.2 of the *Labour Code*, will be done electronically by a safe and specialized firm, approved by the IAMAW Canadian office. Please always refer to the *Practical Handbook During Collective Bargaining* during the next few months.

