

THE IAM

# JOURNAL

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**IAM LOCAL 712**

## FIGHTING FOR US ALL



Photo: UpperKut, Montreal

STAN'S MESSAGE .....2  
LOBBYING IRON FIST .....3  
BCNDP BACK IN POWER .....4  
GLOBAL AEROSPACE .....4

SAVING WORKER PENSIONS .....5  
BERNIE IN TORONTO .....5  
BOMBARDIER + AIRBUS .....6  
GERLACH ACCLAIMED .....11

FUTURE+TECH+TRANSPO .....8  
SCREENERS HEALTH+SAFETY .....9  
FREEMAN - A NEW FACE .....9  
AIRPORT PRIVATISATION .....10

ONTARIO BILL 148 .....11  
JAGMEET SINGH, NDP LEADER .....12  
KILLIPS' LONG TENURE .....14  
STAN'S SITE VISITS/NAFTA .... 15, 16

# IAM MEMBERS: THE MOST SKILLED WORKFORCE IN THE WORLD!

BY STAN PICKTHALL, IAM CANADIAN GVP

As I reflect on 2017, I can say that it was a very busy year for the IAM. In my travels across our country, I had the opportunity to meet and speak with thousands of our members in dozens of workplaces. Together we met numerous challenges, and moved things forward on behalf of our Canadian membership.

It was a year in which our political action efforts blossomed in Ottawa and especially in British Columbia. From humble beginnings at our first Political Action Symposium two years ago, we now have working political action committees in the majority of local lodges, and the IAM membership has become engaged. The IAM was the largest affiliated contingent at the annual CLC lobby on Parliament Hill, and we succeeded in getting the Federal government to ban asbestos imports.

In Ontario, we were instrumental in the Fight for Fairness, a \$15 minimum wage, and Labour Law reform; I'm happy to report Bill 148 is now law. But nowhere was IAM political engagement more satisfying than in British Columbia where the *Machinists Vote* initiative was instrumental in electing the first NDP government in that province in 16 years. Under *Machinists Vote*, IAM members volunteered as political organizers in targeted constituencies. The proof was in the results, Machinists Vote had an 82 per cent success rate in electing NDP candidates in ridings targeted by the initiative. We came out of that election with a tremendous sense of pride in our accomplishments and better yet, a new generation of political activists.

We'll need that enthusiasm in 2018: voters go the polls in Ontario and Quebec. And looking forward to 2019 voters go to the polls in Canada's federal election; we'll also be working to ensure that an NDP government is re-elected in Alberta. Political action never ceases, we continually have to push to maintain what we have and push even harder to achieve what we still need.

Sometimes political action is needed to fight injustice from outside of your borders. I'm referring to the Boeing-Bombardier trade dispute. Last summer, Boeing filed complaints against Bombardier with the International Trade Commission for alleged dumping of C-Series aircraft on the American market. The result was a 300 per cent countervailing duty levied under a Trump administration by the US Commerce Department; there are more hearings on this scheduled for early 2018. In my view, Boeing's actions were predatory, selfish and unwarranted. Boeing does not

even build a competing aircraft in the same class as the C-Series. Our members in Quebec mounted an aggressive public relations campaign and took to the streets to protest.

As this dispute evolved, European aerospace giant Airbus entered into a strategic alliance with Bombardier. Under this agreement, Airbus will partner with Bombardier to build C-Series aircraft destined for the US market at its plant in Alabama. This is expected to nullify any duties by the US Commerce Department.

After meeting with IAM leadership in Quebec, Bombardier has guaranteed jobs for our members in Montreal until 2041. Bombardier's C-Series production on non-US bound aircraft will remain in Montreal, as will its headquarters and R&D.

Clearly, political action is necessary for our survival and that's something I talk about when I meet our membership at their workplace. This year I made over 50 plant visits across Canada so I could communicate face-to-face with our members. This provided me with the opportunity to meet our members on their turf, see the work they do, and discuss first-hand the issues that are important to them. I left each workplace better informed than when I arrived.

I have visited workplaces from Vancouver to Halifax, and met with members in a multitude of industries. Our members work in everything from aerospace and transportation, to cabinet making and electronic systems. They are the most skilled workforce in the world. I have been privileged to meet with them and see the work they do, and I plan to make more visits and meet even more members in the year to come.

My wish for all our members and their families: health, happiness, and the greatest success for the coming year. I look forward to working with you in 2018! 🌸



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# LOBBYING — THE IRON FIST IN A VELVET GLOVE

Ottawa, ON – Whether it's inside the halls of the National Assembly in Quebec City, the media studio at Queens Park in Toronto, on the arrivals apron at Pearson International Airport in Toronto, in front of senate standing committees in Ottawa or in MP constituency offices in Milton and Mississauga, politicians know who the International Association of Machinists are.

We're the squeaky wheel that has learned to attract the political grease for the benefit of our members. In February 2017 when the Canadian Labour Congress mobilized a lobby on Parliament Hill to stop Bill C-27, it was the IAM that formed the largest contingent of any affiliate union. "Bill C-27 proposes to amend the Pensions Benefits Standards Act to allow federal employers to amend existing Defined Benefit Pension Plans to create target benefit plans in their place," explain IAM Canadian GVP Stan Pickthall. "This allows employers to rid themselves of legal obligations that have already been promised to retirees. This puts the risk onto retirees than the plan itself."

The two day lobby of MP's in Ottawa was designed to stop the legislation in its tracks. It was subsequently put on hold. "I'm proud to say the IAM hits above its weight, when we left Ottawa, the politicians knew who we were," said a satisfied Pickthall.

The IAM was front and center in late February in a lobby of federal politicians concerning the saving of the pension plans of workers at Atomic Energy of Canada facilities at Chalk River, Ontario and Pinawa, Manitoba. "While the overall response to our concerns was positive, most of the MP's we talked to didn't know this was an issue affecting employees until we told them," explained IAM Grand Lodge Representative Gary Hynes. "This was a disturbing thread with almost everyone we talked, we had to educate the politicians about this."

The meetings and discussions centered around reversing a portion of a Harper-era Conservative omnibus bill that included moving the management of the nuclear facilities at Chalk River and

Whiteshell, into a Government Owned, Corporate Operated – GOCO model. Employees would be employed by private companies instead of being public servants. "The most troubling part of the act is that current employees also cease participation in the Public Service Superannuation Act (PSSA or pension plan) as of September 2018 and employees hired after September 2015 are not eligible to join the plan," said Hynes. Hynes stated the draw for most employees working at Chalk River and Pinawa, is the pension plan, adding the wages are only average. "Most employees at these facilities are highly skilled and have opportunities to work at other nuclear facilities, not only in Canada but around the world," said Hynes. "Take away the pension and they're gone, these workers are a resource worth keeping."

The four-day lobby targeted members that sit on the Standing Committee on Natural Resources or the Natural Resources party critics. The IAM was among eight unions participating in the lobby, the issue is ongoing.

Twenty Quebec Machinists were among 108 Quebec Federation of Labour delegates who lobbied in Quebec City on April 6th. The delegates lobbied more than 50 members of Quebec's National Assembly on securing a \$15.00 an hour minimum wage, modifications to the Quebec Pension Plan and the elimination of Quebec's disparity clauses. "The fight for 15 is an ongoing campaign and we won't realize it unless we continue to pressure the politicians," explained IAM Quebec Coordinator Dave Chartrand.

The rain was constant, the wind was biting and so was the IAM response to privatization of Canada's airports. IAM members were the most prominent of the airport unions attending the 2017 May Day demo along the departure level at Pearson Airport's Terminal One.

The idea was to bring public attention to the trial balloon floated by the Trudeau government this spring. The government has calculated it can raise between \$7.2 and \$16.2 billion by selling off Canada's eight largest airports and 18 smaller airports to private interests to pay for infrastructure projects.

"Any time you turn over a crown asset two things happen," explained GVP Stan Pickthall. "The costs go up and the worker pays the price." The Greater Toronto Airport Authority (GTAA) is the only airport body in favour of the idea, Vancouver, Calgary and Ottawa airports oppose it, so does Air Canada. "Pearson International Airport is the largest employer in the city of Toronto and we're already fighting with the GTAA for its constant contract flipping of service provider contracts her," explained Pickthall. "You privatize this airport and that problem will escalate and on behalf of our members, we will fight this."

Following the release of the Changing Workplaces Review's final report in the spring, the Wynne government introduced Bill 148 (the Fair Workplaces, Better Jobs Act). It amends two fundamental labour laws in Ontario, the Employment Standards Act for all workers, and the Labour Relations Act for unionized workers only. One of the major improvements is the introduction of a \$15.00 an hour minimum was to be phased in on January 1st 2019.

With 173 recommendations for change in the Changing Workplaces Review's final report, the government found it necessary to hold a series of public hearings across Ontario to acquire public opinion, both pro and con, before a final vote on the legislation. While the IAM made presentations along with the Ontario Federation of Labour and other unions, our activists also made personal lobby visits to their local Members of Parliament. 🌸



## MACHINIST VOTE FUELS THE RETURN TO POWER FOR THE B.C. NDP

Victoria, B.C. – Following their utter collapse in the B.C. provincial election of 2013 despite leading in the polls, the NDP could find little support among the membership of IAM District Lodge 250. There was little appetite for renewed support for the May 2017 election campaign.

“Our members worked hard in 2013 and the results left them more than disappointed, the members and the party were not on the same page,” explained IAM District Lodge 250 Directing Business Representative Walter Gerlach.

“We hit on an idea we borrowed from the United Steelworkers and called it Machinist Vote. Under this initiative we time-released our members from their workplace to volunteer as political organizers in targeted constituencies during the period of the 2017 writ. We invested into our own membership and it worked.”

Following training sessions with USW personnel, the IAM members from Local Lodges 16, 692, 764 and 1857 began to conduct member to member outreach; making phone calls, knocking on the doors of IAM members in targeted ridings, volunteering with individual candidates and becoming part of a team again. With each stage of the three-step program, the positive response grew and the result exceeded all expectations. When the campaign ended May 9th, the IAM had new political activists that are an asset to our organization.

IAM Local Lodge 1857 member Bill MacPherson explained, “People were pleased that their union was doing this; it wasn’t just a party volunteer knocking on their door or calling them at home, but one of their own. They liked the fact we asked them on an individual basis what their concerns were and we listened”. “If we didn’t have the answer, we would get back to them. When we canvassed the home a second time, they were so pleased that the NDP did get back to them with an answer.”

“This type of commitment takes a lot of time and effort,” explains IAM Local Lodge 16 President Rick Singh. “You put in 15-20 kilometers a day knocking on doors and you better have fun doing it and look like you enjoy it because people notice your mood and body language. The training set you on the right path so you knew what was expected before you hit the bricks. You had to know how to get out of bad situations, you learned to recognize the landmines before you stepped on them.”

On Tuesday July 18<sup>th</sup>, NDP leader John Horgan was sworn in as the 36<sup>th</sup> premier of British Columbia. Walter Gerlach was honoured to be attendance that day at Government House. “We have an authentic relationship with John and the Party,” explained Gerlach. “This isn’t something that just fell off the back of a truck, this has taken time and a lot of hard work to develop this new bond. This justifies our faith in the Machinist Vote and it’s something we can build on.” 🌸



*Rick Singh, President, LL16 and Bill MacPherson, President, LL1857*

## GLOBAL AEROSPACE INDUSTRY IS AT A CROSSROADS



Paris, France – “How do we build union power in the Global Aerospace Industry?” asked IAM International President Bob Martinez, speaking to delegates attending the IndustriALL aerospace conference this week in Paris.

He told delegates, including IAM members from Canada and the US that the global aerospace industry is at a crossroads and it must choose between two paths. “The first is a path that views unions as the enemy,” said Martinez. “It is a path that attempts to prevent workers from joining a union, a right recognized by national laws, the United Nations and the ILO. It is a path that blames workers for management failures from the very top.” Martinez said the second path is one that accepts unions as a partner and truly understands the value of a unionized workforce to its company. “The IAM and many of the unions who are affiliates of IndustriALL have solid relationships with aerospace companies that have chosen to take the high-road,” he explained. “These companies embrace the rights of workers to form a union and negotiate industry leading contracts. They recognize that a proud union workforce is the engine that drives their success.”

But Martinez, who chaired the conference, warned delegates not all aerospace companies are enlightened about the benefits of a unionized workforce. “We must improve upon and build stronger global framework agreements that will enhance the ability of Unions to organize,” he said.

This sentiment was echoed by IAM Canadian GVP Stan Pickthall: “One of the biggest challenges facing Unions in this industry is the ability of corporations to move work to low wage countries in order to increase profits at the expense of workers globally. On behalf of the IAM in Canada, David Chartrand – IAM Quebec Coordinator – gave delegates a comprehensive report on Bombardier Aerospace while Gerald Tremblay – IAM Canadian Aerospace Coordinator – reported on activities at Rolls Royce Canada and Siemens Canada Aerospace division.

Using the backdrop of the Paris Airshow, the IndustriALL conference provided an opportunity for many global unions to share strategies and work toward international solidarity. “We need to take international solidarity to a New Level,” said Martinez. “And taking solidarity to a new level starts today with this IndustriALL Aerospace Workers Conference. I started my comments with one simple question – How do we build union power in the Global Aerospace Industry? – The answer is simple, we do what workers all over the world do every day, we form a union!” 🌸



# PRIVATE MEMBER'S BILL INTRODUCED TO SAVE WORKERS' PENSIONS!

Ottawa, ON – It was somewhat fitting on the 150th anniversary of Canada's first Parliament, NDP Finance Critic Scott Duvall introduced a Private Member's Bill to save workers' pensions.

"This bill is designed to amend the Company's Creditors Arrangement Act which currently permits legalized theft of workers' pensions when an employer files for bankruptcy," Duvall told a crowd of protestors on the steps of Parliament Hill. "When it comes to creditors, workers are at the bottom of the list. The lenders get their money, the shareholders are compensated and the executives get their bonuses but the workers get nothing. Remember these pension plans are deferred wages on money that was earned, it's the workers' money, not the employers."

"In our view the law must be changed," said IAM Canadian General Vice President Stan Pickthall. "The law must be changed to put the workers at the top of that compensation list. The Sears Canada bankruptcy is only the most recent example. It highlights the problem in the starkest terms."

Duvall's bill amends the Bankruptcy and Insolvency Act and the Companies Creditors Arrangement Act (CCAA) to ensure that claims in respect of unfunded liabilities or solvency deficiencies of a pension plan are accorded priority in the event of bankruptcy proceedings. It also provides that an employer has to maintain group insurance programs that provide benefits to or in respect of its employees or former employees. The NDP introduced a similar bill when the Conservatives under Stephen Harper were in power and at that time the NDP was the official opposition. The Liberals said they would support the motion, but when it came to a vote, the Liberals voted with the Conservatives and the bill was defeated. 🌸



*Speaking outside the House of Commons, Duvall said the theft must stop. "I'm asking all of the members to put aside their political differences to support this amendment. After the Bill was introduced Monday afternoon it received first reading however there is no indication when a second reading will occur."*



## SENATOR BERNIE SANDERS IN TORONTO: "PUBLIC HEALTH IS A HUMAN RIGHT!"

**TORONTO** – U.S. Senator Bernie Sanders addressed a vibrant speech on the Canadian public health care system to an enthusiastic and energized crowd at the University of Toronto.

Senator Sanders was visiting Canada to get ideas from experts, politicians and medical workers on the Canadian universal health care system. He introduced a Bill in Congress to bring a government funded health system to his home country.

Sanders put the emphasis on the fact that access to quality and universal health care is a human right and denying that right is a fundamental flaw in the U.S.

His Bill intends to address a huge gap in terms of access to the health care system. "Right now in the United States of America, we have 28 million citizens who have no healthcare whatsoever," said Sanders, adding that because of costs associated reasons, a lot of people cannot simply afford to go see a doctor, a dentist or get the medication they need.

He praised the Canadian health care and shared with the audience that he makes a point to counter misinformation and misconceptions on the Canadian health care system spread by Republican Senators on a regular basis. 🌸

# BOEING GETS A BLOODY NOSE IN C-SERIES SQUABBLE

*Airbus comes to the aid of beleaguered Bombardier with majority purchase of program*

Montréal, QC – When Bombardier announced on April 28, 2016, that Delta Airlines had agreed to purchase 75 of its C-Series 100 passenger jets with options for a further 50 aircraft, many thought things were finally turning around for the company fortunes. The Delta order followed an Air Canada order in February 2016 for 45 C-Series 300 aircraft with options on another 30. But since then the well had run dry, no new orders were forthcoming and Boeing, the world's largest manufacturer of commercial aircraft poisoned the well with a law suit against Bombardier.

This followed complaints filed in April, 2017 with the International Trade Commission (ITC) and the U.S. Department of Commerce. Boeing claimed that Bombardier sold the C-Series to Delta for \$19.6 million, a price so far below production costs that it constitutes dumping under legal definitions. In testimony before the U.S. International Trade Commission, Boeing stated its very future and that of the US aerospace industry is at risk if Bombardier's deal with Delta is not fined for price dumping. Although Bombardier and Delta denied the charge, the die was already cast.

The protectionist sentiment of the Trump administration fed the frenzy of the U.S. Department of Commerce and it penalized Bombardier not once but twice. In September it imposed a 220 per cent countervailing duty on Bombardier C-Series aircraft. "This is an absolutely wrong-headed and protectionist decision by the U.S. Department of Commerce," said IAM Canadian General Vice President Stan Pickthall. "The Boeing Corporation launched this action earlier this year over a contract that they did not bid on, in a market where they do not even compete. This is about a giant corporation seeking to eliminate competitors and build a monopoly in the aerospace industry."

Pickthall was right in his assessment. Boeing views Bombardier as a threat similar to one posed by Airbus when it entered the North American market. Boeing didn't react to the Airbus incursion at the time and it paid dearly with a substantial

loss of market share. It vows not to make the same mistake with Bombardier. However Boeing is using the protectionist sentiments of the Trump Administration as its hammer. "Boeing's actions are predatory and selfish," stated Pickthall. "This is about protecting their territory in monopolistic fashion. It's about Boeing's fears of competition from a superior product designed, engineered and built in Canada."

The IAM's Quebec Coordinator David Chartrand, speaking on behalf of their members employed by Bombardier, likewise denounced the judgement: "The U.S. Department of Commerce sends a clear message that it has no consideration for the 7,000 workers of Bombardier in Canada, or for the 22,000 U.S. workers who build components for the aircraft."

But the department wasn't done. On October 6, 2017, the Department added a further 79.82 per cent to the duties against the C-Series.

"This decision makes me say again that the dice are loaded on this issue," deplores David Chartrand. "How should commercial partners such as Canada and Quebec interpret the fact that a U.S. Government department has become an extension of Boeing's arm and that they use it to attack them economically? If this trend is confirmed, we risk job losses on both sides of the border and if our aerospace industry gets hurt, it is our whole society and the economy that will be affected."

All of this was unfolding during several rounds of talks trying to renegotiate the North American Free Trade Agreement (NAFTA). Machinists believe that this attack targets our ability to invest in key sectors of our economy. "We have been asking ourselves if the Trump administration is not utilizing this whole masquerade as a strategy to obtain concessions from the Canadian government in the NAFTA agreement renegotiation," said Chartrand. After Aerospace and softwood lumber what will be the next target? Certainly going forward, no product manufactured here and exported to the United States is safe from protectionism, deplores the Machinists Quebec coordinator.

CONTINUED ON PAGE 7



**PART OF THE AD CAMPAIGN FROM IAM LOCAL LODGE 712 AND AIM DISTRICT 11**



# GERLACH ACCLAIMED AGAIN TO BC NDP PROVINCIAL EXECUTIVE



*Premier John Horgan's ties to the IAM have been strong for some time and he hasn't forgotten the help he received from the members of IAM District Lodge 250. Here he proudly displays the IAM coin he always carries with him (from left to right) Dave Betker – IAM Local Lodge 1857, Roland Jame Sturt-Smith – Recording Secretary IAM Local Lodge 692, Premier John Horgan, Walter Gerlach – IAM District Lodge 250 Directing Business Representative and BC NDP Provincial Executive Labour member at Large, John Humphrey – IAM District Lodge Business Representative*

Victoria, BC – IAM District Lodge 250 Directing Business Representative Walter Gerlach will once again serve as Labour's member at large on the Provincial Executive of the B.C. New Democratic Party. Gerlach was acclaimed for the second consecutive time at the BC NDP 45th convention held recently in Victoria.

Provincial Executive members are elected for two year terms and help guide the efforts of the party. This is Gerlach's third term as Labour's member at large, Aaron Ekman, Secretary Treasurer of the BC Federation of Labour is the other labour member on the executive.

This was the first convention for the party since forming the new government in May. "This was a tremendous convention, the first one since 2000 when we last held power," said

Gerlach. John Horgan's address to the 800 convention delegates, his first since taking power centered on the accomplishments of the first one hundred days in office. Ending big money in politics and reforming lobbying laws to ensure public interests, not private interests, drive government decisions was the first point that Horgan drove home. He also spoke of renewing the Human Rights Commission, creating a Ministry of Mental Health and Addictions to tackle the growing opioid crisis as well as supporting people and businesses affected by the wildfires.

"Friends, if this is what we can do in 109 days, imagine what else we can do," said Horgan. "Together, we will build a stronger, fairer, more just province, where no one is left behind." 🌸

## BOEING BLOODY NOSE (CONT'D)

We use the moniker, 'The Fighting Machinists' and the mood of defiance has erupted in the streets and along the highways of Montréal leading to the Bombardier plant in nearby Mirabel. There have been demonstrations, newspaper editorials and a public awareness campaign mounted by IAM Local Lodge 712. "We are Aerospace! We have proven that we deserve our place in this industry through our professionalism and know-how, and we will not let anyone destroy what generations of workers in this country have built with the sweat off their foreheads," said Chartrand.

On Monday October 16, 2017, the very day that IAM District Lodge 11 unveiled its 'Standing up for Aerospace' billboard on the highway leading to the Bombardier Mirabelle plant, Bombardier announced it had sold 50.01 per cent of its C-Series program to Airbus SE at no cost. The reaction was immediate.

"A major player has now entered Québec's aerospace cluster, and we intend to do our part to make sure that it benefits the whole of Québec's workforce and economy," said Chartrand. The C-Series headquarters, Research & Development and production will remain in Montréal but a second assembly line for the 100-150 seat aircraft will be set up at Airbus's facility in Mobile, Alabama to produce aircraft for the American market. This move may circumvent the duties imposed by the U.S. Commerce Department.

We will benefit greatly from access to Airbus's supply network where we can purchase materials for less than we can now, and it gives Airbus the best product in the world in its class to offer to its airline customers," says Chartrand. The partnership with Airbus makes us strong enough to weather the protectionist storms of the American market, keep jobs in Québec and maintain the cohesion of our aerospace cluster."

The only way to deal with a bully is to give it a bloody nose, once again Airbus has got the better of Boeing. 🌸

# OUR FUTURE, TECHNOLOGY AND TRANSPORTATION

BY CARLOS DACOSTA - IAM CANADIAN AIRLINE COORDINATOR

I recently read an article written by Robert Goldman called Future Predictions. It was a startling and very eye opening story which impacted me deeply as it discussed possibilities about what the future holds for us all.

There are new technologies emerging every day and here are a few terminologies which you have heard of already: 3D printing, robotics, Just in time delivery, UBER, Facebook, artificial intelligence, electric cars, self-drive cars, drones and lasers to name a few.

Nothing is new here as in the past we have experienced the industrial revolution and survived. The Wright brothers flew their first plane in 1903. The flight lasted 12 seconds and covered 120 feet and flew 20 feet above ground at a speed of 11 km/hr. The plane was made of wood, cloth and some metal parts.

Fast forward to today we have the Airbus A380 and the Boeing B777 and other aircraft that can fly around the world non-stop for over 22 hours on a stretch of 11,664 nautical miles, close to 45,000 feet at speeds of 1,000 km/hr. Further we have spacecraft that have flown to the moon, Mars and other planets flying a lot faster and taking anywhere from hours to many months or years to get there.

In the automotive industry the first car was built in the 1880's and now we are experimenting and perfecting self-drive cars and using other various methods of energy besides gasoline to propel the vehicle.

In the 1940's the first commercial computer called the ENIAC was built followed by the first personal computer built for home use, the MITS Altair 8800 in 1975 and now we have computers and laptops which are capable of writing for us while we talk to software and is able to conduct calculations, and communicate with others around the world.

The first talking telephone was developed by Antonio Meucci in 1849 and eventually we saw the first cell phone made by Motorola in 1973 and made public for use in 1983, which was the size of a brick and could only be used to talk and listen. Now we have cell phones or smartphones capable of taking

photos, recording movies, and serving as a computer to do many tasks a home computer can do. These came out in the 1990's.

Another technology introduced recently was 3D printing. We can now make shoes, aircraft parts, and auto parts which is reducing the need for machinery, inventory, eliminating jobs and at the same time producing a product much more efficient and durable.

New software scanners and sensors with the help of computers are capable of conducting tests faster and much more accurately than was performed by technicians in the past.

As a result of these new technologies, we are seeing the possibility of needing a smaller workforce in the future when aircraft, cars and other goods are manufactured with more of these technologies. At some point we might even see a disposable product whether in part or as a whole rather than have it repaired as we have already starting to see in many cases such as: electronic boards, appliances, etc.

At the end of this century or even sooner, we will see fewer cars on the road, using less energy, with less congestion, resulting in fewer accidents and fatalities, needing fewer repairs which will impact many industries like our Hydro requirements, hospitals, insurance companies, auto manufacturers, and repair shops. I think you are now starting to see the point. The world will change very fast.

The future holds many exciting inventions and products for us to use and make our lives comfortable, safer and freeing up time for us to spend time in other activities. But if we don't have a job or even a good paying job, who will support our families, buy our food? Who will buy these goods and how will companies survive?

What is very important for us all today is to discuss the ever-growing use of even newer or smarter technologies, like drones, lasers, robotics, and artificial intelligence and their impact on society. We obviously need to work in order to sustain ourselves and families. The future of transportation and other sectors and how they evolve is critical to all of us. 🌸

*If you are interested in reading more, I suggest you read Robert Goldman's article, for a sample of what is happening in several sectors.  
<https://www.facebook.com/robert.goldman2/post/s/10209535135194637>*





## HEALTH AND SAFETY IS A MAJOR CONCERN FOR SCREENERS!



Ottawa, ON – Health and Safety was the biggest concern voiced by Airport Pre-Board Screening officers at a two-day conference in the nation's capital. The two largest unions representing more than 6,000 Airport Pre-Board Screening officers in Canada met to discuss operational issues at airports across the country.

The International Association of Machinists – IAM and the United Steelworkers – USW, represent over 90 per cent of screening officers at major airports in Canada.

“The health and safety of pre board screeners is a major concern expressed by delegates here this week,” said IAM Canadian General Vice President Stan Pickthall. “The delegates feel an independent study on X ray leakage from screening machines and rules to stop the abuse of screeners by the travelling public are necessary.”

USW National Director for Canada, Ken Neuman addressed another concern. “While pre-board screeners are deemed an essential service, there is no job security protection for these workers should the federal government change companies that provide this service,” he explained. The collective agreement for the majority of these workers expire on March 31, 2018.

Although both the IAM and USW negotiate directly with the corporations providing the pre-board screening on behalf of the federal government and CATSA (Canadian Air Transport Security Agency), many of the issues need to be addressed by the federal government.

However it became clear that Transport Canada and CATSA were not aware of many of these issues. Representatives from CATSA and Transport Canada attended the conference and heard first-hand how these issues placed additional stress on the screeners. “Relationship building betwe and give assurances they will take these concerns back to their superiors was a major step forward for this conference,” said IAM Airline Coordinator and conference co-facilitator Carlos DaCosta. “We hope to have them back for the next conference.” ✿

## FACTOIDS:

**FIRST IAM LOCAL LODGE IN CANADA WAS LOCAL LODGE 103, FOUNDED IN STRATFORD, ONTARIO IN 1890**

**THE FIRST IAM LOCAL LODGE AT AIR CANADA WAS LL2603 IN WINNIPEG (1939)**

## A NEW FACE TO MEET THE CHALLENGES

Toronto, ON – He has been a fixture of sorts at Toronto's Pearson International Airport since graduating from Centennial College as an Aircraft Maintenance Technician in 1987. Through the grapevine David Freeman heard Wardair was hiring and his first job started him on his career. “I liked the idea that it was a family-run business, loved it there, no regrets,” he explains. “I gained a wealth of extensive experience doing C checks, and they rotated you through all of their shops.” What followed was the Wardair merger with Canadian Airlines and then the merger with Air Canada. Through it all, he continually acquired experience, respect and admiration from his co-workers.

It wasn't long before he became the go-to-guy on the shop floor, serving on the IAM Local Lodge 2323 Shop Committee negotiating some substantial local agreements with national impact within Air Canada. “I was the Shop Committee Chairperson for four years and recognized this position gave me the opportunity to have greater influence over the

company and thus make the life of our members better,” he explained. “All of that experience gives me a leg up on the Air Canada management I deal with because they change their management team every few years,” says Freeman. “When I talk operations I'm the one with knowledge, it's about knowledge with them, knowledge is power and knowledge gives you confidence.”

He was elected in December 2016 to replace Lou Pagrach as General Chairperson for IAM Transportation District Lodge 140, who was appointed Grand Lodge Representative in charge of Political Action. “He's exactly what we need in Toronto because he's a known commodity, the members on the shop floor know him and respect him,” said IAM Transportation District Lodge 140 President and Directing General Chairperson Fred Hospes.

The IAM is the largest union at Air Canada and Local Lodge 2323 represents over 3700 members at Air Canada in Toronto and Ottawa. David's responsibilities consist of representing members at Air Canada who include Aircraft Line Maintenance, Stores Personnel, Ground Support Equipment, Aircraft Tooling and Equipment in Categories 1, 13, 14, 19, 23, 24, 26, 27, 38, Mechanics and Cat 33 Cleaners as well as Ottawa Line Maintenance and Airports. He also represents technicians at Air Transat and Field Aviation in Toronto. In total about 1,135 members come under his umbrella. ✿



# AIRPORT PRIVATIZATION: A REAL THREAT TO WORKERS AND THE CANADIAN PUBLIC

BY AURÉLIE SARRABEZOLLES,  
IAM DIRECTOR OF RESEARCH FOR CANADA

The Liberal government of Justin Trudeau is contemplating the idea of selling off Canadian infrastructure, such as airports in order to generate revenues in a very short term. Many of our members work at airports, from pre-boarding screening officers to aircraft mechanics and ground handling workers, and they are very critical of any attempt to either fully or partially privatize such vital public assets to the Canadian economy. Since the Emerson Report was released in June 2016, the IAMAW has been very clear in our opposition to the privatization of Canadian airports and we have provided a position paper to the federal government in response to that report (<http://www.iamaw.ca/iamaw-canada-submission-on-the-emerson-report/>).

With airport privatization, the prospect of job losses for workers is real. There are some 45,000 direct jobs at the Toronto Pearson International Airport alone, with some 8,000 being performed by IAM members. Many of these members' livelihoods could be directly impacted by airport privatization.

The Liberal government currently generates a lot of revenue through airports, but airport privatization would prevent Ottawa from generating tax revenues and airport authorities from generating income on a regular basis, and would weaken Canadian airlines. As a result, higher fees would be put on passengers' shoulders. In other words, privatization means rising costs for the travelling public.

The UK and Australian experiences of privatizing airports have proved to be disastrous for airport workers and for the travelling public. Studies show that costs increased despite assurances they would not. Rather than privatize Canadian airports, the IAMAW is seeking to engage with the federal government in a discussion on how to improve working conditions of our members and the mandate of the airport authorities, such as:

Improving the legislation to allow airport authorities to better manage their operations and have better access to funding to improve facilities without raising costs.



Introducing a Labour voice into their boards to bring forward concerns from the tens of thousands of workers who work at airports across Canada.

Eradicating the growing trend of contract-flipping – which hurts workers, impacts upon services and costs the travelling public. Regulatory changes to end this practice should be implemented as soon as possible.

Use taxes collected from the Air Travelers Security Charge (ATSC) for airport security exclusively, as originally intended.

Ensure safety is held at the highest level for all workers and passengers using the airport.

Raise the minimum wage for airport workers so they can live in dignity.

IAM members are very concerned of the prospect of Canadian airports becoming privatized. The Canadian Office launched a campaign last spring calling on the government to reconsider his intentions and an important lobby effort. Many local lodges got involved into the fight against that Liberal corporate-driven agenda and have been lobbying MPs on this issue.

The fight is not over and the IAM will continue to put pressure on the Government not to go ahead with selling off our public airports. ✿

## FACTOIDS:



LABOUR DAY IS DECLARED A NATIONAL HOLIDAY  
IN 1894

SUPREME COURT OF CANADA AFFIRMS THE RIGHT  
TO STRIKE IN 2015

THE RAND FORMULA WAS INTRODUCED IN 1946

SUPREME COURT RULES COLLECTIVE BARGAINING  
IS PROTECTED BY CANADIAN CHARTER OF RIGHTS  
IN 2007



# ONTARIO BILL 148: THE FAIR WORKPLACES, BETTER JOBS ACT, 2017

BY LOU PAGRACH - IAM GRAND LODGE REPRESENTATIVE FOR POLITICAL ACTION

The Special Advisors to the *Changing Workplaces Review* have released a 419-page *Final Report*. A *Summary Report* has also been issued.

The Report, which proposes amendments to *Ontario's Employment Standards Act, 2000* and *Labour Relations Act, 1995*, contains 173 recommendations.

In 2015 Minister of Labour Kevin Flynn initiated the Changing Workplaces Review by appointing C. Michael Mitchell and John C. Murray as Special Advisors to lead the largest review of Ontario's labour laws conducted within decades and report back to the Minister. The review was to consider issues brought about in part by the growth of precarious employment.

The Review's first phase of public consultation involved 12 sessions held across Ontario that heard over 200 presentations and received over 300 written submissions.

On June 1, 2017, the Ontario government introduced Bill 148, the Fair Workplaces, Better Jobs Act, 2017, legislation which, if passed, will make significant amendments to the Employment Standards Act, 2000 (ESA) and the Labour Relations Act, 1995 (LRA). On the same date, the Bill was referred to the Standing Committee on Finance and Economic Affairs.

Among other things, amendments to the ESA would:

- increase the minimum wage on January 1, 2018 to \$14/HR and again on January 1, 2019 to \$15/HR
- add a new Part VII.1, Requests for Changes to Schedule or Work and a new Part VII.2, Scheduling
- include Family Day as a designated public holiday
- amend the rules for the calculation of public holiday pay
- provide a minimum of three weeks' vacation entitlement to employees who have worked for five years or more
- provide an entitlement for equal pay for equal work, including an entitlement for assignment employees of temporary help agencies to receive equal pay where they perform substantially the same work as an employee of the agencies' clients
- increase length of unpaid leaves for: family medical leave, crime-related child disappearance, if a child of an employee dies for any reason



From left: Francis Fernandes, LL2413; Talwinder Rayat, General Chair, DL140; Sam Jabbar, Organiser DL140

- extend personal emergency leave entitlement to all employees, not just those of employers with 50+ employees, and provide for two days of paid leave; employers would not be permitted to require a certificate from a qualified medical practitioner for these absences
- require temporary help agencies to provide assignment employees with one week's notice or pay in lieu in specified circumstances where an assignment with an estimated term of three or more months is ended before the expiration of the term
- amend the provision relating to notice of contravention to provide, among other things, that the amount of the penalty shall be determined in accordance with the regulations
- establish new provisions relating to collection.

**Among other things, amendments to the LRA would:**

- add a provision allowing a trade union to apply to the Ontario Labour Relations Board to direct an employer to provide the union with a list of the employer's employees
- for employees of specified industry employers (building services, home care, community services, temporary help agencies), provide an alternative process for certification of trade unions as bargaining units for those employees
- provide for first collective agreement mediation and first collective agreement mediation-arbitration
- establish rules governing the reinstatement of employees at the conclusion of a lawful strike or lock-out
- prohibit employers, during bargaining periods, from firing or disciplining workers in affected bargaining unit without just cause.

While the legislation makes great strides forward towards fairness, major shortcomings of the labour code remain unaddressed. The problem of contract flipping, prohibition of replacement worker (scabs) and every industry wide card check certification were not included in the proposed legislation. 🌻

**Editor's Note:**

**This bill was passed as law on 22 November, 2017**



From left: Gord Falconer, Chief-of-Staff, IAM Canada; Dave Flowers, President, LL2323; Mike Crilly, LL2323 Shop Committee; Mark Pacilla, LL2323 Shop Committee

# JAGMEET SINGH

## THE PERFECT FOIL FOR JUSTIN TRUDEAU!

Ottawa, ON – It's the first really chilly day in early November for Ottawa, people are bundled up against the wind, more than one pedestrian is wearing gloves, others have their heads down trying not to walk into each other and then suddenly a flash of powder blue crosses your peripheral line of vision. It's a man wearing a powder blue turban, racing up O'Connor Street toward Parliament Hill on a collapsible bicycle, his trench coat flapping in the breeze, his legs pumping furiously... he has made the light, my co-worker and I have not. As we patiently wait for the light to change, Jagmeet Singh has crossed Wellington Street and arrived at the Confederation Building to join a demonstration supporting a private members bill to protect worker's pensions.

One moment he's on the steps of the Center Block speaking to a crowd of Machinists and Steelworkers here to support fellow NDP MP Scott Duvall's private members bill, the next he's in the members gallery to witness Bill C-384 receive first reading in the House of Commons, then stands with Duvall at a news conference. It's a normal day at the office for the new leader of the federal New Democratic Party.

He was elected as an Ontario MPP for the riding of Bramalea-Gore-Malton in 2011 and the last two years he has held the post as Ontario NDP Deputy Leader before throwing his hat into the federal leadership ring. "I have campaigned for the NDP across this great country," he explained. "I feel the awesome potential of our movement and our party in my bones. They said the NDP would never sweep Québec and we did. They said we'd never form government in Alberta and we have. They say we'll never form government at the federal level, and we will.

.....  
*"New democrats believe in social justice. We want to see a country that really, meaningfully welcomes everyone, makes sure that everyone has an opportunity to succeed."*  
.....

Singh knows that it will be an uphill struggle to win over the voters in Quebec for he is not a traditional candidate. The best way to get your message out is to meet face-to-face with as many prospective voters as you can, as he did here meeting with the members of the IAM District 11 Executive Board.



It's hard not to draw comparisons between Singh's rise to leadership power and that of the late Jack Layton. Both took over the reins of the federal NDP as leader without a seat, shunning the opportunity of a bye election and waiting until the next federal election. Layton gave the NDP something it never had before, true charisma, a style that appealed to Canadians from all walks of life. He was the anti-

Harper and he delivered at the ballot box making the NDP the official opposition. Unfortunately cancer would take Jack Layton before he could accomplish that goal that many believed was possible, the first federal NDP government.

Singh, 38, is a lawyer by trade, criminal defense to be exact, he is articulate, charming, a good listener, speaks fluent French and Punjabi, a martial artist and the newest Beau Brummel on Parliament Hill in his stylish three-piece suits. He says his sense of fashion helps disarm stereotypes about Sikhs with turbans and long beards. He also gives the NDP the much needed counter to the media darling Justin Trudeau. As one political pundit put it, he's the one politician who might out Trudeau Justin Trudeau and he's ours!





While Justin Trudeau campaigns from the left and governs from the right, Singh sticks to his roots. “We deserve a government that gets it and is willing to fight unfairness and oppose injustice and with a progressive vision that will make lives better,” he told delegates at the recent BC provincial NDP convention in Victoria.

Jagmeet Singh is a strong supporter of the IAM on issues such as contract flipping, airport privatization, precarious work and a \$15 an hour minimum wage. After speaking to delegates at the BC Provincial NDP Convention, BC Premier John Horgan said of Singh, “He’s the total package.” He is seen here with IAM District Lodge Directing Business Representative Walter Gerlach, IAM Local Lodge 692 Recording Secretary Roland James Sturt-Smith, IAM District Lodge 250 Business Representative John Humphrey and IAM Local Lodge 1857 delegate Dave Betker

Singh believes in a vision for expanding universal health care to include Pharmacare and dental care instead of cutting it. “I have a vision for tearing down barriers to education and making investments so that all levels of education are accessible to all,” he explained. He was brought up in Newfoundland, where his father studied medicine, and later moved to Windsor, Ontario. He says the racism he faced as a child made him sensitive to victims of discrimination and motivated his career choice as a defense lawyer. It’s because of this background he feels he can address these issues. “The values that guide me today, and will continue to guide me as federal leader, are the progressive, social democratic values rooted in my experiences growing up,” he said. “I see a vision of real reconciliation and a true nation to nation relationship with Canada’s Indigenous peoples. Only the NDP has the courage to fight injustice because at the core of every New Democrat there is an intense drive to fight inequality.”

.....  
*“It takes an act of love to realize we are all in this together and an act of courage to demand better, dream bigger and fight for a more and just and inclusive world,” added Singh. “If we lift up the people around us, we all rise.”*  
 .....



Singh campaigns in all type of weather and he was front and center with the IAM members at Toronto’s Pearson Airport protesting contract flipping and the need for a

\$15 an hour minimum wage. Many of constituents from his former riding of Bramelea-Gord-Malton are among the 45,000 people who work at the airport and struggle as a result of contract flipping and precarious work.

Jack Layton wrote a letter to Canadians just before he died, asking us to consider the alternatives; and consider that we can be a better, fairer, more equal country by working together. Don’t let them tell you it can’t

be done. My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we’ll change the world. ✨

## FACTOIDS:

**IAM BECOMES CANADA’S LARGEST AIRPORT SECURITY SCREENERS UNION IN 2012**



# KILLIPS TENURE MUST BE A RECORD!

Edmonton, AB – The IAM doesn't keep tabs on how long someone serves his or her Local Lodge as president, but after Glen Killips stepped down as president of IAM Local Lodge 1722, we might consider doing so. When he handed over the reins of the Local Lodge in February of this year, Glen Killips had served as its president for more than 30 years!

The legacy he leaves behind is one of transparency and honesty. "Not everybody wants the job of president but if you're going to do it right, you have to be transparent and honest with the membership," he explained. "We would report on the local's finances at every meeting, we kept the membership informed as to grievances and arbitrations – win or lose and everybody knew who was attending courses and why because I made a point of telling the members. I'm convinced they appreciated that and perhaps that was why I kept getting re-elected."

Over the last three decades, the local has done right by Killips fiscal approach. "People will look at a \$750,000 budget and want to spend the money on things before they're aware of what it's needed for," he explained. "It takes money to pay for grievances and arbitrations, negotiations, meetings, and hall rentals. You just can't go out spending money like water and I think the membership appreciated my budget handling."

Killips, a Heavy Duty mechanic at Cummins Western Canada for 39 years, first became an IAM member in December 1978. He was a shop steward before assuming the role of president of IAM Local Lodge 1722 in May 1986. The secret to his success: a good listener, even tempered, capable of seeing both sides of a dispute, honest and not afraid to tell a member they were wrong if necessary. "He was my mentor," explains IAM District Lodge 14 Business Representative Dan Uchacz. "He's the reason I became a Business Representative. Glenn always has the best interest of the member in mind, he had a calm method in the way he approached things, he listened and he was reasonable."

"Most of all", Uchacz adds, "If he thought you were wrong he would tell you. Not every member liked the truth but you knew where you stood with him and I think the members appreciated that approach. They must have, he held the post for 31 years, that's got to be some kind of record."

Killips refuses to take all of the credit for the success of the local over the last three decades. "You can't do this alone, you have to have good people around you," he explains. I have

been blessed over the years with good Secretary Treasurers and Vice Presidents, I could not have done this or lasted this long without them."

So what does the longest standing IAM Local Lodge President in Canada do for an encore. "Well my wife says if you can run a Local Lodge for over thirty years, now you can do the family banking, so that's my new job," he says with a smile. His days now are divided between morning coffees with other retirees, more time with his granddaughter and preparations for his annual fishing trip – a ritual for the past 20 years.

Glenn, we wish you well in your retirement and thank you for your service! ❁



*IAM District Lodge 14 Business Representative Dan Uchacz presents Glen Killips with a gift from his Local Lodge for 31 years as president.*

## FACTOIDS:

**MEMBERS OF IAM LOCAL LODGE 2332 IN SAULT STE. MARIE, ONTARIO LOCKED OUT BY THREE AUTO DEALERSHIPS FOR 119 DAYS IN 2009**



# PUTTING A FACE TO THE NAME — SITE VISITS ARE WORKING!

Toronto, ON – Every union in Canada has a leader but just how many of the rank and file union members really know their leader beyond a picture on the Union website or in a brochure. It wouldn't be a stretch to say that many trade unionists don't even know who their leader is.

Many Union leaders are elected at conventions which are made up of delegates selected or elected to represent their locals and the wishes of their individual membership. The delegates choose the leader, they hear the speeches, but the rank and file do not and that leaves a vacuum.

With the IAM, it is the responsibility of each member to exercise their democratic right and vote for their International President, General Secretary Treasurer, and the General Vice Presidents of their respective territories every four years. When Stan Pickthall succeeded Dave Ritchie at Canadian Vice President he set a goal to meet as many Canadian members as humanly possible. Given the size of our country, that has been a tall order, one which he has met through the use of site visits to the workplaces where our members are employed. In 2017, Stan Pickthall and Chief of Staff Gord Falconer have made close to fifty site visits from Sydney, Nova Scotia to Vancouver British Columbia and many locations in between.

"You can't beat face-to-face communication," says Pickthall. "It's my intent to meet the members in their comfort zone: where they work. It's a WIN-WIN situation for the Union and the members. It's an education process for me as well because our members are very dedicated, hard-working and talented people who make an amazing variety of products and provide a large number of services that Canadians use every day."

It's not often you get to show your leader what you do and how you do it, but IAM members in Canada have the opportunity throughout the year. "We can't help our people unless they tell us what's on their mind," said Pickthall. "Accompanied by our Grand Lodge Representatives, Directing Business Representatives and Business Representatives, I'm put in touch with the members and I hear first-hand what concerns them. I come away with a greater appreciation of what our members like and don't like and they have responded well to this approach. It often makes for long days when you tour several plants and then attend a meeting in the evening."

"I wouldn't have any other way. It's one thing to reply to an email or respond to a phone call, but when you're face-to-face with someone, it's communication 101 and you have to seize the opportunity." Next year, Pickthall plans to make at least 50 to 60 site visits across Canada. 🍁







# NAFTA

## NORTH AMERICAN FREE-TRADE AGREEMENT

### FACTOIDS:

OVERALL, IT IS ESTIMATED THAT NAFTA HAS COST US WELL OVER A MILLION JOBS.

U.S. MANUFACTURERS PAY MEXICAN WORKERS JUST A LITTLE OVER A DOLLAR AN HOUR TO DO JOBS THAT AMERICAN WORKERS USED TO DO.

SOURCE: [HTTPS://GOO.GL/PVPH5Y](https://goo.gl/PVPH5Y)

### NAFTA TERMINATION A REAL POSSIBILITY OLD FTA NOT A SLAM DUNK!

The next round of NAFTA talks are slated for Montréal from January 23-28, 2018 and as the expression goes, the words may change but the song remains the same. U.S. President Donald Trump says he'll cancel NAFTA if he can't get a deal but no deadline has been established.

Still the fifth round of talks which concluded recently in Mexico City, were very technical in nature. In contrast the fourth round was the most substantive, heated and so far the longest of the negotiations to bring about a new deal. Washington upped its ante presenting "Buy American" policies in auto manufacturing, phasing out Canadian dairy supply management and scrapping the NAFTA dispute resolution system coveted by Canada. The latter is a deal breaker and could see Canada walk away from the talks.

So without NAFTA, not much would change for Canada's economic relations with its biggest trading partner right? We would simply dust off the old Free Trade Agreement (FTA) and continue to trade without tariffs. That may be not only naïve but terribly wrong. There appears to be considerable disagreement among experts that with the demise of NAFTA, the Canada-U.S. Free Trade Agreement of 1987 would simply pop back into place.

It's naïve because the Trump administration started this whole process with a desire to renegotiate or scrap NAFTA if a better deal for American interests could not be reached. So if they want to renegotiate NAFTA it would be foolish to assume the old FTA would be treated any differently. As stated before, the words would change but the song would remain the same!

Another aspect is the legal questions this brings about procedure. What are the rules for cancelling NAFTA and what are the rules for bringing FTA back? As one expert was quoted, FTA was suspended but what are the rules to revive it. FTA was suspended for NAFTA, with NAFTA gone, someone or somebody has to UN-suspend FTA.

In the U.S. that responsibility would fall upon the U.S. Congress. Since taking office, President Trump has been at odds with congress on several fronts and is often quick to pen Presidential Executive orders in lieu of congressional support. It means that congress would have to have Trump's support to re-introduce the old FTA or have an overwhelmingly two-thirds majority vote in congress to overcome a presidential veto. The U.S. constitution does give congress the power over international commercial agreements like NAFTA and FTA. Usually, Congress has merely lent that power to the president and worked out a compromise set of rules commonly known as fast-track legislation.

There are rumblings suggesting that Congress could try to get back its rightful power, block any effort by Trump to cancel NAFTA and avoid all of this angst over NAFTA, FTA or trade in general. But experts state Trump has nothing to fear in that regard for this current version of congress has failed to pass a single piece of policy legislation since it took office.

Still, Canada cannot be complacent that FTA is an insurance policy if NAFTA goes to the grave. Too much has changed since 1987 including the U.S. political climate which almost guarantees that America would not be fine with the status quo.

So what do we have if there's no free trade in North America at all? Tariffs would average 3.5 per cent in the United States, 4.2 per cent in Canada and 7.1 per cent in Mexico. Some experts say it would reduce Canada's Gross Domestic Product by some 2.5 per cent over the long term.

How does this impact on your daily life?

That remains to be seen! 🌸