

THE IAM UNION Journal

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THE IAM JOURNAL IS A PUBLICATION OF IAMAW CANADA • REPRESENTING CANADIANS SINCE 1890

CONVENTION, ORGANISING AND NEW DIRECTIONS

PAST, PRESENT, FUTURE • DAVID CHARTRAND	2
COMMITTING TO LEADS • IVANA SAULA.....	3
WHY SECTOR-SPECIFIC PLAN? • DEREK FERGUSON.....	4-5
FIRST LABOUR STAFF CONFERENCE • IVANA SAULA	5
DO WE WANT A RETURN TO NORMAL? • KEITH AIKEN	7
CONVENTION, ORGANISING AND NEW DIRECTIONS.....	8-9
THE IAM HAS A VOICE IN GLOBAL AVIATION • KEITH AIKEN	10
CANADA STILL LEADS IN ORGANISING • SCOTT JACKSON.....	11
CONTINUING TO CHART CHANGE • IVANA SAULA	12-13
CANADIAN AFFINITY PROGRAMS	14



PAST, PRESENT AND THE NEXT TWO YEARS

By Dave Chartrand, Canadian General Vice-President (Twitter: @IAMAWDavid)

It has been almost three years since COVID-19 stormed into our world and changed everything. It affected our members and it affected our union, so much so that we had to quickly think of how to deal with new ways of doing things. And we did it!

We got busier because where COVID hindered us in one sense, it also opened up more avenue to allow us to work in ways we never thought possible. We did our best – and then we did better!

The IAM has steadily continued with organising and more new members are joining. We continue with the work that is crucial for our union to grow and flourish.

Earlier in the year, I toured all local lodges in Manitoba and spoke with rank-and-file members to get their opinions face-to-face. I will continue this work in 2023 to make sure I have my finger on the pulse of the membership.

We finally had the Grand Lodge Convention in Las Vegas - two years later than we had planned. We made some important constitutional changes, which included using electronic voting for ratification votes and non-constitutional Executive Board positions, as well as increasing the amount of strike pay for members who feel it necessary to use all the tools at their disposal to get a fair contract.

This Convention was the largest gathering of the membership since COVID hit and we plotted our course for the next two years - until the next Convention in 2024.

The **Committee on the Future** is another important initiative the IAM has begun. We will talk to as many members as possible across the country to make sure we are in touch with what the IAM needs. As we move forward. The consultations have begun and they will continue.

Organising will again take priority as we will examine how to increase the efforts on the ground by hiring an “army of organisers.” What this means and how we implement it remains to be seen. The bottom line is that we are committed to bringing in even more new members than ever.

We’ve organised members at the Apple Store in Maryland, library workers in Washington, DC, more Canadian labour staff and are expanding into more non-traditional sectors than ever.

Finally, we are planning to lobby Canadian elected representatives in a “sector-specific lobby.” We know how important your industries are and we will make sure the politicians move to make improvements in them (see page 4).

Finally, all sections of the IAM have committed to the LEADS program - see page 3. It is one of the more important initiatives we’ve begun. Please join us!

Although we will have more challenges in 2023, I look forward to the new year because we will deal with those challenges with renewed energy and optimism. I wish you all the very best as we meet the challenges together. It’s how we keep winning! ■



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CANADIAN TERRITORY FULLY COMMITTS TO LEADS

By Ivana Saula, Research Director, IAM Canada (Twitter: @Ivana_Saula)



The IAM's LEADS program launched not even a full year ago, at the start of 2022, and already it's been a success. The announcement of this program was met with support and commitment to its objectives throughout Canada and the U.S., and the numbers speak for themselves.

"We're an evolving union that has thrived for 134 years, and the inception of this program is a testament to the IAM's commitment to diversity, equity and inclusion, but more importantly, ensuring that leadership is reflective of our membership," explained David Chartrand, the Canadian General Vice President. Our organization is making great strides in organizing members in non-traditional sectors, but we need to make sure that there are pathways for participation and advancement, this is critical for our union's survival," David Chartrand explained further.

The program consists of several components, with training being one of the pillars. Equally important are mentoring circles that consist of Sisters from both sides of the border, that allow women to fortify networks throughout the organization. Districts are also required to provide shadowing opportunities, both in terms of District Lodge Executive Board meetings, but also, getting a sense of the important job of business reps, and general chairpersons. The program has been built comprehensively to give insight into the organization, the different



functions and roles members can be involved in, all the while, building on existing knowledge and skills of participants.

A lesser known component of the program, and one that's a Canadian contribution is the involvement of men and building solidarity. Underway is the development of training for allies and advocates of women in workplaces and local lodges. The training is premised on training titled, "Be More Than a Bystander" that comes out of a collaboration with the B.C. Lions football club. The training teaches men about gender based violence in our communities and workplaces, and ways in which to stand in solidarity with women and become allies against gender-based violence.

In order for LEADS to be successful and for continued inclusion of women in our organization, men's involvement and support are critical. Ivana Saula, Research Director and Territorial Liaison for Women and Human Rights pointed out why the involvement of men is important, "programs like LEADS for women in male dominated environments isn't enough, the support of men is

equally, if not more important for lasting impact and long-term change. We need to build solidarity and lean on one another to keep our union strong as we change with the times."

She further commented that, "Juggling work, life and union duties is an enormous challenge, but women always find ways, and given participation numbers, you wouldn't know it's a challenge; all 22 participants regularly attend training, and mentoring circles. Women always make it work and make it look easy!"

David Chartrand expressed his support and commented how proud he is of all participants from the Canadian Territory, saying that, "it not only speaks to the need of this type of opportunity, it is also a testament to our Territory's firm commitment to LEADS. I am excited for the future and anticipate with excitement what this program will grow into, and foster future generations of activists." The Canadian GVP added that, "a union's greatest strength are our members, this is one way of investing in the development of our members, and in turn, our sustainability into the future- initiatives like these only make us stronger."

Additional information about "Be More Than a Bystander" will be shared as we develop the program. ■



By Derek Ferguson,
Grand Lodge Representative,
Political Action
(Twitter: @IAMDerekF)

WHY A SECTOR-SPECIFIC PLAN?

With over 50,000 active and retired members across Canada, representing workers in a broad range of workplaces, across many sectors from Air-transportation, and aerospace manufacturing to Healthcare/Homecare and the Hospitality sectors.

The IAM believes that before politicians pass legislation that could have a negative effect on workers and their families, they need to hear from you. They need to hear the workers' side of the story.

As you know the IAM has always been a strong advocate for our member's rights, and we are determined to continue pushing for legislation that improves our members lives at work and in their communities but we need your help.

Who better to lobby and advocate on an issue than a worker from that sector who has first-hand knowledge of the issue? We need to work together, on issues that affect us.

This is the IAM's vision for a Sector-Specific Plan

IAM members working together in groups all across the different regions in Canada – members from British Columbia lobbying their local politicians on issues, members in the Atlantic Region advocating for their members, Quebec members speaking with their elected representatives, and members from all the provinces and territories doing the same – “IAM Members Advocating for themselves and their families, their co-workers and the communities they live in.

Please get involved – come forward and be part of our IAM Sector Specific PAC Plan.

Please forward your contact information to the Canadian Office at dferguson@iamaw.org ■

SECTORS IN THE IAM AND WHERE THEY ARE LOCATED

The IAM thinks our elected representative need to hear from you before passing legislation that might be harmful to workers, their families and their communities. The workers' perspective has to be heard. IAM members need to be heard!



Map courtesy of FreeVectorFlags.com

IAM CANADA HOSTS FIRST LABOUR STAFF CONFERENCE

By Ivana Saula, Research Director, IAM Canada (Twitter: @Ivana_Saula)



Over the last several years, the IAM's organizing initiatives have not only reaped major successes, but have also moved us into new frontiers. The IAM is quickly gaining the reputation of being THE union to represent labour staff groups across the country, which is built on strong representation in workplaces. As we grow to represent members in non-traditional sectors, there is recognition from leadership that our strategies and approaches to servicing must also evolve to reflect the needs of new members. In recognition of this, and in efforts to welcome and foster relationships with labour staff groups, a conference that was first of this kind, was hosted by the Canadian Office at the Winpisinger Centre, better known as the Harbor.

As part of a weeklong event, members were welcomed to the union, and introduced to the IAM's history, practices, structure, policies, and organizational culture. Members were also taken on a tour of headquarter offices, where they met staff from different departments.

David Chartrand, the General Vice President for Canada, explained that, "introducing members to the broader organization gives them a sense of how large our union is, and the number of resources we have to support and fight for them when needed. It's important they know this union was the right choice, and that no matter the issue, we have the resources to support them."

Throughout the week, important work was also done. Members spoke candidly about their needs, and challenges they face in their workplaces, which are made more complex given that our members' employers are other unions, and for that matter, affiliates of the Canadian Labour Congress. Navigating these waters is not easy, and requires tact, skill and strategy. Among other topics, the group also voiced their opinion on where they as a unique group fit into our structure, and how they in turn, could support union initiatives. The gesture was welcomed and appreciated, since it showed the IAM's commitment to ensuring labour staff groups are well represented.

The Harbor, too left a lasting impression; after all, it is one of our union's most important meeting places that rarely leaves anyone indifferent. The GVP noted that the Harbor holds an important place within our organization, "it's where we gather, meet each other, build relationships and solidarity across borders, and share experiences, that more often than not, show us we're all fighting the same fight." One member noted that it felt good to be part of a union where you're greeted as a Brother or a Sister, it made her feel part of a community and something bigger. Another member noted that all the displays of what IAM members produce evoked a sense of pride in our union, solidarity with other members, and in general, pride in belonging and fighting for the working class.

"It's an exciting time for the IAM", said David Chartrand, adding that he looks forward to working alongside this new group and that he hopes to build this kind of relationship with other members within the IAM. "These types of interactions and events go a long way in building up our organization- we're only as strong as our members support for us, and this conference let us know, we're on the right track." he said in closing. ■



It's crazy how things have changed in this year alone. We have gone from lockdowns in many provinces in January 2022 to travel rebounding to 80% of pre-pandemic levels throughout the summer and fall of 2022. The rapid escalation of air traffic hasn't been without major turbulence. Worker shortages at major airports throughout Canada caused delays, cancellations and major chaos through the busy summer travel period and into the fall. The question is: Do we want a return to normal?

First, let's define what "normal" was.

At the beginning of summer 2022, politicians scrambled to find a

scapegoat for the long lineups, delays cancellations and lost luggage. One minister, who will remain nameless, suggested it was out-of-practice travellers that were causing the delays. "Taking out the laptops, taking out the fluids-all that adds 10 seconds here, 15 seconds there". Something more sinister, that has been a long time in the making, was causing the worker shortages at Canadian Airports.

Truth is, the air transportation industry pre-pandemic "normal" was rife with deregulation, outsourcing, contract flipping and precarious, unsafe employment. Precarious work and the race to the bottom at Canadian airports caused many workers that were furloughed or laid off during the pandemic

left to find other employment with safer conditions, out of the elements and with greater pay. Wages at airports became stagnant with many workers not keeping up with inflation. Inflation skyrocketed this year to further

impact airport employers search for employees. Many employers at airports across Canada are in a constant hiring cycle.

We cannot want for things to return to "normal" because the conditions were not good enough for workers in air transportation.

At IAM Canada, we will continue to lobby government on important issues affecting the sector, fight hard at the bargaining table to ensure our collective bargaining agreements are industry-leading and ensure we are the voice at airports across Canada. We will continue to fight hard to make sure that the new "normal" of airports will be a place where workers are respected, the culture of safety is solid, and workers are fairly compensated for the important work they perform. The IAM will ensure that our members will have a voice as we navigate out of the pandemic and make Canadian airports a place where people want to work. ■



CONVENTION, ORGANISING

The Grand Lodge Convention was held in Las Vegas - originally planned for San Diego, but because of COVID, it was postponed and relocated. Our delegates to the convention came through and passed some much-needed changes.

The Convention, which is the largest gathering of IAM members, plotted our course for the next two years - until the next Convention in 2024.

"I've attended many Conventions, but this was the first where I had a glimpse of what it takes to properly coordinate a large event. I want to thank everyone who worked to make this Convention successful," said Chartrand.

"I also want to thank the Canadians who made their presence known by participating and making the Convention the success it was."

Some major items were put forward and voting on by all delegates:

ELECTRONIC VOTING has been on the radar for many IAM members, including many Canadians. Delegates passed this important constitutional change, which allows locals and districts to use electronic voting for ratifications and non-constitutional Executive Board positions.

The IAM was aware that the amount of **STRIKE PAY** for those on the line needed to be increased so they could pressure employers more. Delegates voted to increase that amount UP-to \$300, with locals or districts having the discretion to top up that amount. When workers have the right to strike, that right should be strengthened - and that's what we did!

COMMITMENT TO LEADS

The IAM's LEADS program launched at the beginning of 2022, and met with great success. The program was lauded all throughout Convention, with promises to embed it more into the daily business of the IAM. (See Ivana Saula's article on Page 3 of this issue.)

The **COMMITTEE ON THE FUTURE** is another important initiative the IAM has begun. We will talk to as many members as possible across the country, and North America, to make sure we are in touch with what IAM members need.

The Convention in Las Vegas also showed how strong IAM Canada is in organising new members, where Canada was once again recognized for our hard work (See Scott Jackson's article on Page 11.)

"While we accomplished a lot in 2022, we have a lot more work to do for the 2024 Convention in New York City," said GVP Chartrand. "I look forward to many more Canadian members participate in shaping the direction of the IAM in North America!"

Among other items passed at Convention:

- Delegates passed access to build an **"ORGANIZING FUND"** to hire an army of Organisers to help build our organization.
- Convention passed a **"DISASTER RELIEF"** resolution to help support members who have been affected by the changes in global warming, hurricanes and floods.
- **COMMITTEES TO BE ADDED** at the local lodge level: Local lodges to add Women's, Human Rights and Veteran's Committees.
- **UNEMPLOYMENT STAMPS** to limit to 24 months, for out-of-work members.
- **"ARTICLE L" CHANGES** to allow IP to dismiss a charge that is "not valid". It also requires filing charges within 30 days of the alleged infraction.



Canadians at the Grand Lodge Convention in Las Vegas.
Do you see anyone you know?



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G AND NEW DIRECTIONS



re photos from Grand Lodge Convention, Las Vegas, 2022



IAM HAS A VOICE IN GLOBAL AVIATION THANKS TO ITF CIVIL AVIATION!

By Keith Aiken, Canadian Air Transportation Co-ordinator • (Twitter: @KeithAikenIAM)



The IAM and other ITF affiliates were hard at work this year preparing for two important events: the ITF Civil Aviation Conference and the ICAO 41st assembly.

The ITF held its bi-annual civil aviation conference in Montreal, Quebec from September 5-9, 2022 and labour activist from around the globe attended.

Delegates of the IAM had a strong showing. Transportation General Vice-President, Ritchie Johnsen, Transportation Chief-of-Staff, Edison Fraser, Chief-of-Staff to the International President, Monica Silbas and Canadian Air Transportation Coordinator, Keith Aiken were all in attendance.

Conference delegates heard and participated in presentations on de-regulation, recovery and expansion, health and safety, sustainability, digitization and the future of work to contemplate a path forward.

There were also breakout sessions dealing with the ITF's involvement in Qatar, preventing violence against aviation workers (ILO C190), building airport-wide agreements and collaborating for a sustainable and resilient aviation industry.

Throughout October 2022, the ITF attended the ICAO 41st assembly where governments convened to debate and plan the future of aviation globally. The ITF put forward four working papers for consideration and they are as follows: 1) the Successful development of a sustainable aviation industry needs a just transition to a zero-carbon future, 2) Health crisis response program to mitigate the spread of infectious disease associated with commercial air travel, 3) Attracting and developing the ecosystems workforce to ensure the industries long term sustainability/resilience and 4) Air Navigation should be funded as a public good.

Preparations have already begun for the next ITF Civil Aviation Conference, which will be held in Morocco in 2024 and work is ongoing for the 42nd ICAO assembly to be held in Montreal in 2025.

The conference and the ICAO 41st assembly were a great success. The ITF and their affiliates have been doing a great job navigating through the challenges the pandemic has put in front of us. The ITF has a clear vision for a path moving forward and will continue to lobby and advocate on behalf of all transportation workers worldwide.

The IAM is honoured to be affiliated to the ITF as it is a strong voice for transportation workers globally - and the work that has been done in 2022 show cased this.

The ITF was founded in 1896 through the motives of international solidarity and belief in the maxim that 'unity is strength'. ■



CANADA CONTINUES TO LEAD

By Scott Jackson, Territorial Organising Leader, IAM Canada • (Twitter: @IAMSJackson)



IAM Canada has been actively and successfully organizing new groups of workers for the last few years. Even during COVID-19, we were leading all IAM Territories in organizing. This past September at the Grand Lodge Convention in Las Vegas, Canada shared the trophy with the Eastern US Territory for leading in organizing in 2021.

Much of our success in organizing has been with the help of our membership. By sharing the name of a friend or family member whose workplace needs a Union, you have assisted in growing your Union. But even more than that, you have helped the workers in that new IAM represented workplace. Higher wages, better benefits and even just someone having their back are all benefits of joining the IAM.

The importance of organizing can't be overstated. When the IAM grows, it enables your Union to offer more services, such as the recent additions of new services like disaster relief, and veterans assistance. By organizing more workers in a particular sector and raising the conditions of work in that sector, it benefits all the workers in that quarter. It's difficult to raise

your wages when the non-union competition pays much less.

In 2022, IAM organizers and representatives have once again been stepping up and bringing new groups into the IAM. Another main reason we are being successful, is the diverse sectors that we are looking at and organizing in. You can ask our new members at the Yukon Government Employees Union, or the Manitoba Government and General Employees Union, why the IAM is becoming the Union of choice for workers that work for Unions.

The IAM has traditionally been the union of choice for air transportation and aerospace manufacturing. That continues to be the case, with several groups of workers at various airports across the country joining District 140. District 11 in Quebec has been especially busy, (as always) organizing in the aerospace sector, with successes in places like RTI Claro and Blondel. Auto technicians in BC continue to organize with IAM District 250, while truck technicians in Ontario have started to join IAM District 78.

District 78 in Ontario, has placed a priority on organizing in healthcare

and continues to help workers in that sector. Some healthcare workplaces that joined the IAM in 2022 and now enjoy the benefit of a collective agreement, include nurses at ParaMed, the nursing and counselling staff at a Salvation Army location, and the team at Emerald Retirement home.

IAM District 14 in Alberta has continued to grow in the manufacturing area, bringing workers at Belterra into the IAM. They are also continuing to diversify the membership by negotiating a solid first agreement for healthcare workers at Shepherds Care retirement home.

With your continued help passing on those leads, the IAM will carry on its growth into 2023. Your Union organizers and representatives have other campaigns already underway which we hope will grow the IAM, so that we can continue to improve the services your Union offers. Additionally, by achieving higher sector density, we will be better able to improve the working conditions of ALL our members, within ALL sectors of the IAM Union. ■



(L to R) Vinny Addeo, Director of Organising, Dora Cervantes, General Secretary-Treasurer, David Chartrand, Canadian GVP, Dave Flowers DL140 PDGC, Todd Haverstock, GC, Robert Martinez Jr., International President



(L to R) Vinny Addeo, Director of Organising, Dora Cervantes, General Secretary-Treasurer, David Chartrand, Canadian GVP, Al Cyr DL250 Business Representative, Robert Martinez Jr., International President

CONTINUING TO CHART CHANGE:

Technology is embedded into our daily lives that we often don't think about the level of sophistication nor pace of technological advancements; in some ways, we've become blind to these changes. Technology itself has become so complex, particularly, artificial intelligence that the term itself is ambiguous, carrying various meanings depending on who is defining it. It's something that we know is all around us, but we can't quite pinpoint what it is. Therein lies the danger; to fail to understand what it is we're experiencing, makes it difficult to prepare for what's coming.

Embarking on a study of automation gave insight into which sectors are most vulnerable to technological change, but perhaps more importantly, the report's findings separate fact from fiction, demystifying technological change and artificial intelligence. The report also revealed the ways in which technological change impacts jobs, other than job losses. In fact, job losses are the last stage of automation, other markers indicate that technological change is underway and in some cases, leading to job obsolescence.

In 2021, the report, *Charting Change* launched providing important information about automation, as well as, direction on steps that needed to be taken at the bargaining table, and through legislative action. But, it wasn't enough to study the issue and develop recommendations, the real work began as the IAM took next steps.

Starting the Conversation: Canadian Labour Congress

The IAM is certainly not the only union whose members have experienced technological change, but we can be proud of starting the conversation through the Canadian Labour Congress with other affiliates. We were the key to the establishment of an AI Task Force, a forum organized by the CLC bringing together public and private sector unions. Those meetings confirmed what our report indicated, technological change is no longer just an issue for blue collar workers, it is a feature of many white collar workplaces. It was evident that the labour movement as a whole needed a unified approach to tackle changes that are on the horizon in almost every sphere of our society.

CLC affiliates stressed that for many remote work posed a serious threat to jobs, and indeed, remote work has the

potential to open labour markets beyond a region where an employer is physically located. Remote work also eroded the quality of work, and living conditions as work hours seeped into after work hours. In other cases, artificial intelligence was used to manage and streamline the work of professionals, taking away autonomy and decision making.

Most recently, we began collaborating with the AFL-CIO and learning from their strategies and approaches. Notably, the Institute of Technology is a strong ally as we work on a cross-border strategy, particularly when it comes to difficulties international trade poses in ability of domestic governments to regulate AI.

Identifying Vulnerable Sectors

The study revealed that some sectors and classifications of workers were experiencing technological change at an alarming rate. Air transportation is one of those sectors, and for anyone who has traveled by air, the travel experience is drastically different than before the pandemic. In some sectors, the pandemic and customer preferences have only sped up automation. On the heels of the pandemic came labour shortages, which in many cases were the direct result of low wages, which also led to employers relying on automation. While some of these technologies have the potential to replace workers, it is equally alarming that worker surveillance is intensifying, while the skills and knowledge of skilled trades is being eroded.

Workplace surveillance that members indicated was a concern across sectors, and in some instances, surveillance is a public interest issue, as well. Biometrics, use of apps and other ways of collecting and verifying information has shown to not only impact workers, but also traveler's privacy and confidentiality. The ultimate question is who is responsible for protecting passenger's personal information as they enter the airport? Is it airlines, airport authorities, contractors? The answer isn't entirely clear.

Technological change in air transportation is further complicated when parties with whom we don't have a bargaining relationship with introduce new technology, such as airport authorities.

Our report also revealed that members working in hospitality have seen the erosion of their jobs through

AUTOMATION AND ARTIFICIAL INTELLIGENCE

By Ivana Saula, Research Director, IAM Canada (Twitter: @Ivana_Saula)



technology, and much like air transportation members, workplace surveillance was a problem. In hospitality, employers often relied on forms of surveillance to discipline workers, made more difficult when clients are empowered to act as another form of surveillance through capturing videos or taking pictures that are shared with management.

Deskilling is a major concern among members who are skilled tradespersons. Not only is technology a factor in the process of deskilling, but agencies that regulate training and education play a role, too. Members noted that deskilling of certain trades has made those jobs repetitive to the point that there is no difference between an off the street worker and one that's trained. Members in this category also noted that the trend is to not be skilled at many things, it's as if they want you to just be good at one thing.

Advocacy On Parliament Hill

Once again, the IAM took the lead in conversations about automation on Parliament Hill. Lobbying efforts were limited to Ministers who had direct involvement in automation, either through investments, or through regulating labour relations, and developing policy and legislation. Minister Champagne's office had assembled an Advisory Council on artificial intelligence, comprised of the business community that was tasked with developing a national strategy on AI. This was deeply concerning for several reasons, and we worked through the CLC to request a labour seat on the Council.

Given air transport's vulnerability to automation, we reached out to the Minister of Transport with recommendations specific to this sector. One of our key demands, and at minimum, are sector specific codes of ethics that regulate how technology is used. These codes of ethics would effectively close the gap in instances where automation is initiated by parties the IAM doesn't hold a collective agreement with, and protect both workers and the public.

Our conversations with the Minister of Labour are ongoing, and we've outlined areas that need to be addressed. A successful meeting was arranged by the Minister's office with several departments, including Minister Champagne's.

All these efforts culminated into the government establishing a union roundtable to discuss automation, just transition and EI reforms to support workers who will need retraining. Our members can be assured that we're taking every opportunity to influence and work with government on strong legislation that will protect our members and the public.

Codes of Ethics

Addressing automation can be done in several ways, and there are multiple solutions, so we looked to other jurisdictions and how they've managed technological change. Taking our cue from the Port of Seattle, we have recommended sector specific Codes of Ethics both in our lobbying sessions, as well as, airport authorities. Airport authorities are significant since in many cases, they receive direct money from the federal government for infrastructure improvements. At airports, these monies have been used to introduce more technology.

Codes of Ethics in the context of airports would not only speak to the ethical use of AI, such as biometrics, but also ensure passenger privacy is protected and misuse of technology is prevented.

Collective Bargaining

The first and strongest line of defense against automation are collective agreements. Developing strong language on workplace surveillance, prevention of deskilling, ensuring opportunities for upskilling and retraining are available, health and safety, use of new materials and methods, are top of mind. This process requires selecting the strongest language for negotiations committees to use as templates.

While legislation can take years to develop and come into effect, with every new opener, we have an opportunity to improve on clauses that speak to impacts of technological change.

As we continue to chart change, so too, our efforts are unwavering in taking on a major challenge. For a full list of the IAM's recommendations, please download the report at: <https://www.iamaw.ca>

...and follow **The Dispatch** for regular updates.

WHAT'S IN IT FOR YOU?

When you join the IAM, you also have added benefits. Through our "affinity" programs with various service providers, you have access to many more perks than most members of other unions.

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