

# **IAM**

**BUILDING A BETTER FUTURE FOR WORKERS.**

**GREETINGS,**

**WELCOME TO THE IAM UNION FAMILY! YOU ARE NOW PART OF A PROUD UNION THAT REPRESENTS 600,000 WORKING MEN AND WOMEN ACROSS NORTH AMERICA, INCLUDING 50,000 DEDICATED MEMBERS IN CANADA.**

**I HOPE YOU WILL COME TO SHARE MY BELIEF THAT THE IAM IS THE BEST UNION IN NORTH AMERICA. WE HAVE A LONG HISTORY, DATING BACK TO 1888, WITH OUR CANADIAN PRESENCE ESTABLISHED IN 1890. FOR OVER A CENTURY, WE HAVE FOUGHT FOR JUSTICE ON THE JOB, SECURITY FOR FAMILIES, AND SERVICE TO OUR COMMUNITIES.**

**THE IAM UNION HAS ACHIEVED NUMEROUS VICTORIES AND MADE SIGNIFICANT PROGRESS IN ADVANCING WORKERS' RIGHTS AND MEETING THE CHALLENGES OF EMPLOYEE REPRESENTATION IN AN EVER-EVOLVING WORKPLACE.**

**THE IAM IS A UNION ON THE MOVE, AND WE ARE ALWAYS EXPANDING OUR FAMILY OF WORKERS WHO TRUST US TO SAFEGUARD THEIR RIGHTS AND ENSURE SECURITY IN AN INCREASINGLY COMPLEX WORLD OF WORK. IT ALL BEGINS HERE, IN YOUR LOCAL, WHERE MEMBERS TAKE PRIDE IN UPHOLDING THESE TRADITIONS AND VALUES.**

**I ENCOURAGE YOU TO BECOME ACTIVE IN YOUR LOCAL, ATTEND MEETINGS, AND FULLY PARTICIPATE IN THE DECISIONS THAT AFFECT YOUR LIFE ON THE JOB AND IN YOUR COMMUNITY.**

**YOUR VOICE MATTERS, AND THROUGH COLLECTIVE ACTION, WE CAN CONTINUE TO STRENGTHEN OUR UNION AND ENSURE THE WELL-BEING OF ALL OUR MEMBERS.**

**GOOD LUCK, AND I LOOK FORWARD TO WORKING ALONGSIDE YOU.**

**IN SOLIDARITY,**

**DAVID CHARTRAND  
GENERAL VICE-PRESIDENT OF IAM UNION IN CANADA**



5455 152<sup>nd</sup> Street  
Suite 203  
Surrey, BC V3S 5A5

(604) 513-3883  
[iamdistrict250.ca](http://iamdistrict250.ca)

## NORTHWEST DISTRICT 250

### Northwest District 250

- Your District is the central administrative body servicing the six (6) affiliated Locals: 11, 456, 550, 692, 1857 and 2711.
- Your District is responsible for the maintenance of all membership records, certifications, Collective Agreements, grievances, arbitrations, legal, matters, and all correspondence pertaining to the above.
- Your District is responsible for all operating costs of the Union, other than the exemptions outlined in the District Bylaws.
- Your District collects all initiation fees, membership dues, and other assessments from you employer on behalf of your local.
- From the money collected each month, your District funds to each Local five hundred dollars (\$500.00) plus four dollars and twenty-five cents (\$4.25) for each regular paying member in that Local, plus and Local assessments.

### Northwest District 250 Offices:

#### Main Office:

#203-5455 152<sup>nd</sup> Street  
Surrey, B.C.  
V3S 5A5  
Tel: (604) 513-3883  
Fax: (604) 513-3853

#### Prince George Office:

#208-1990 Ogilvie Street  
Prince George, B.C.  
V2N 1X1  
Tel: (250) 596-1118  
Fax: (250) 596-1168

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## NORTHWEST DISTRICT 250

# Northwest District 250

Please note District 250 Representatives:

Walter Gerlach – Directing Business Representative [wgerlach@iam250.org](mailto:wgerlach@iam250.org)

Al Cyr - Business Representative/Organizer [acyr@iam250.org](mailto:acyr@iam250.org)

Andrew Tricker - Business Representative [atricker@iam250.org](mailto:atricker@iam250.org)

John Humphrey - Business Representative [jhumphrey@iam250.org](mailto:jhumphrey@iam250.org)

Jay Garneau - Business Representative [jgarneau@iam250.org](mailto:jgarneau@iam250.org)

Mike Ferns - Business Representative [mferns@iam250.org](mailto:mferns@iam250.org)

Gary Chalmers - Business Representative [gchalmers@iam250.org](mailto:gchalmers@iam250.org)

Cheryl Semonovitch – Secretary Treasurer [csemonovitch@iam250.org](mailto:csemonovitch@iam250.org)

Janet Trudell – Administrative Assistant [admin@iam250.org](mailto:admin@iam250.org)

Allyson Hutchinson - Administrative Assistant [ahutchinson@iam250.org](mailto:ahutchinson@iam250.org)

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## NORTHWEST DISTRICT 250

# The Local

The Local is the body which administers and protects your Collective Agreement, with the assistance of the elected Business Representatives. It also looks after education of its members and sends delegates to various bodies with which it is affiliated, such as Northwest District 250, the B.C. Federation of Labour, and the CLC.

Local Bylaws, which must be consistent with the IAM constitution, are written and voted on at your monthly membership meetings. In turn, Local officers are elected in accordance with Local Bylaws at membership meetings. All Union members have the right to nominate and vote at their Local meetings.

Unions are true democratic organizations, and the IAM is the forefront of decision-making “from the bottom up”. At the Local level, *all* decisions are made by the membership, and it is the members that elect delegate spokespersons to the above-noted affiliated organizations.

Your Local is responsible for:

- Cost of Local meetings and elections.
- Expenses incurred by motions passed at Local meetings.
- Cost of affiliation to the B.C. Federation of Labour, Labour Councils, and others.
- Cost of education for members, other than seminars set up by the District.
- Cost for sending Local delegates to conventions.
- Maintenance of all records and correspondence.

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## What is a Union?

- A Union is a group of united workers who work together to collectively improve their wages and working conditions.
- The strength of a Union is the collective will of its members to achieve their common goals. This is achieved through collective bargaining with the Company.
- District 250 of the IAM has several Collective Agreements to administer. The Union Shop Steward is central to the policing and administration of these Collective Agreements.
- Your Business Representatives are elected by the membership at large and trained by the IAM to be professionals in matters concerning the negotiation and administration of your Collective Agreement.
- **The Union members in each shop make the final decision on acceptance or rejection of the Collective Agreement. All IAM contracts are subject to ratification by secret ballot. A decision on taking strike action over a rejected Collective Agreement is also subject to a secret ballot vote by the membership in a shop.**
- Each member in a shop should have a copy of the Collective Agreement and be reasonably familiar with the provisions held within it.

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## NORTHWEST DISTRICT 250

# Profile of the IAM

**Founded:** 1888 – Atlanta, Georgia. In a locomotive repair pit.  
1890 – First Canadian Local in Stratford, Ontario.

**Headquarters:** International Headquarters in Upper Marlboro, MD.  
Canadian Headquarters in Toronto, Ontario.  
District 250 Main Office in Surrey, B.C.

**Governance:** The International Association of Machinists and Aerospace Workers is a Truly democratic Union. **All our leaders are elected by the membership at large.**

The International Convention held every four (4) years is made up of delegates elected from our membership of each local.

The International Executive Council consists of the International President, General Secretary Treasurer, and seven (7) General Vice-Presidents. These are elected by the general membership every four (4) years, with the **Canadian Vice-President elected in Canada by Canadians.**

District Officers are elected by delegates to District 250 meetings, in accordance with District Bylaws.

Local Officers are elected by the members of each local, in accordance with Local Bylaws.

Business Representatives are elected once every four (4) years by the membership of District 250.

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## NORTHWEST DISTRICT 250

### A Little History

Some people say history isn't going to provide answers to today's challenges. On the other hand, we all know that it's easier to get to where you're going if you know where you've been. And when you have more than 100 years' experience under your belt, you have a vast wealth of knowledge and talent to draw on.

The IAM was founded by a group of railroad workers in a locomotive pit in Atlanta, Georgia, in 1888. Two years later, in 1890, a similar group of railroaders established the union at Stratford, Ontario.

Since that time, Machinists in Canada, from Newfoundland to British Columbia have been in the forefront of every campaign to better the conditions of working people on the job. Machinists led the fight for the ten-hour day, the nine-hour day and eight-hour day. They established the wage rates throughout much of Canadian industry which became the target for other unions to match. Machinists were in the front ranks to win the campaign for better health care through Medicare. The IAM was a key partner in the battle for public pensions; and privately negotiated pensions which are among the very best anywhere in Canada. The list of IAM achievements is impressive: better sick leave, longer vacations, more holidays, dental insurance, maternity leave... the list goes on.

### And now today...

Today, we continue to build on that record with IAM contracts which are among the best in Canada. Our members are among the top wage earners. We set as our target a fair settlement which takes account of protection against increases in the cost of living, the productivity of our members and the profitability of our employers.

Most IAM agreements contain job security provisions, protecting our members from layoffs, and regulating technological change and automation.

Promotions under the IAM contract, are based on merit and seniority – not on being buddy-buddy with the manager or foreman. We have protection against unfair firing or discipline.

Security in retirement is crucial to all working Canadians. That's why IAM contracts reflect pensions as priority. Rounding off these agreements are provisions guaranteeing good vacations, education leave, drug plans, eye plans, holidays, jury duty pay, bereavement leave and sickness and life insurance. Today we negotiate important new protection like indexed pensions, equal pay for work of equal value, refusal of unsafe work, prepaid legal aid and innovative work schedules. It's all there in an IAM agreement.



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## NORTHWEST DISTRICT 250

### International Unions in an International Economy

We are, as our name implies, an “International” union. We represent worker in both Canada and the United States, and each sector has its own autonomy under the Constitution. Just as there is a high degree of Local autonomy, so is there a profound respect for national autonomy within the IAM.

We regularly use international association with workers in the United States to our advantage, especially in the new Free Trade environment.

The globalization of our economy makes that international connection even more important today as we move into the 21<sup>st</sup> century.

Because we are an International Union, some people are concerned about the administration of their dues. Canadian IAM members’ dues dollars are banked in the Royal Bank of Canada in Toronto and every nickel of Canadian IAM dues is subsequently used to finance the operations of the IAM in Canada.

### Affiliations

The IAM is a full partner in the mainstream of the Canadian and International labour movement. We play important leadership and membership roles in Local and District Labour Councils, Provincial Federations of Labour and the Canadian Labour Congress. We are also affiliated to the International Metalworkers Federation and the International Transport Federation, worldwide groupings of unions representing workers in industries comparable to ours.

Commitment and involvement at every level of the labour movement is a way of life with the IAM.



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## What is a Grievance?

A grievance is a violation of the rights of an employee or a group of employees. In general, under the terms of a Collective Agreement, a grievance refers to:

- A dispute or difference between the Union and the Employer over the dismissal or suspension of an employee covered by the Agreement; or
- Any difference between the persons bound by the Agreement concerning its application, interpretation, operation or any alleged violation of it, including any question as to whether a matter is arbitral.

A quick test of whether or not there is a legitimate grievance can be made using the following questions:

1. Has there been a violation to the Collective Agreement?
2. Has there been a violation of Federal or Provincial Law?
3. Has there been a violation of employee rights related to wages and benefits or working conditions?
4. Has there been a violation of WorkSafeBC regulations or Company Safety Policies?
5. Has there been a violation of other Company rules and regulations?
6. Has there been a violation of established past practice?

Keep in mind that each situation must be evaluated on its own merits, and that the above list of questions is by no means exhaustive. If you are unsure whether a complaint warrants proceeding to grievance, contact your Business Representative.



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## NORTHWEST DISTRICT 250

### PAYMENT OF OUT OF WORK DUES:

#### Locals 11, 456, 550, 692, & 1857

**DUES ARE DEDUCTED BY PAYROLL DEDUCTION ONLY WHEN A MEMBER IS WORKING.** If a member is not working, for any reason, it is the member's responsibility to make sure that his or her own dues are kept up to date.

#### **MEMBERS OFF WORK DUE TO ILLNESS OR UNEMPLOYMENT -**

When a member is ill, laid off, leaves the Company, or is off work for any reason, it is the member's responsibility to make sure that his or her own dues are kept up to date. Please notify the Union Office immediately if you are off for a month or more. If a member forgets about his or her unemployment dues, the member is subject to a **Penalty Reinstatement Fee** as noted below, when called back to work.

Each of the Locals affiliated to District 250 have set an out-of-work dues structure.

**CHANGE OF ADDRESS** – All members must notify the Secretary Treasurer of any change in address at:

**International Association of Machinists & Aerospace Workers, Northwest District 250**  
#203-5455 152<sup>nd</sup> St., Surrey, B.C. V3S 5A5, Telephone: 604-513-3883, Fax: 604-513-3853  
E-Mail: [admin@iam250.org](mailto:admin@iam250.org)

#### **LOCALS 11, 456, 550, 692 and 1857 DUES STRUCTURE:**

- |                        |                                                         |
|------------------------|---------------------------------------------------------|
| • Initiation Fee       | -Four (4) times hourly rate plus Monthly Working Dues   |
| • Reinstatement Fee    | -Four (4) times hourly rate plus Monthly Working Dues   |
| • *Withdrawal Card     | -Ten (10) dollars plus one months dues, with deposit of |
| Reinstatement fee      | a Withdrawal card                                       |
| • Monthly Working Dues | -Two point Five (2.5) times hourly rate                 |
| • Out of Work Dues     | -Five (\$5.00) dollars per month                        |

\***Withdrawal Cards** are for members who find it necessary to leave the Union because they have left the trade, obtained employment outside the trade or industry, joined another Union, or have been promoted to a position above that of a working foreman. They **are not intended** for members who are unemployed, or on leave such as Layoff, Parental Leave, WorkSafeBC, WI, or LTD.

#### **\*Out of Work Dues**

Unemployed Members on leave may retain their membership by paying unemployment dues of \$5.00 per month while unemployed.

#### **\*Retirement Card**

Members who are retiring from work do not fill out a withdrawal card as there is a special **Retirement Card** for them.

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**To All Members of Northwest District 250 (Locals 11, 456, 550, 692, 1857 and 2711)**

# Out of Work Dues

When you are no longer having dues remitted by your Employer, you are responsible to maintain your membership at \$5.00 per month for Out of Work Dues. If you do not contact the office to setup payment of your out of work dues, your membership will lapse after two (2) months.

- “Out of Work Dues” while you are off work. If you fail to remit “Out of Work Dues” for a period of two (2) months, your membership will be lapsed, and you will be required to pay Reinstatement fees (Four (4) times your hourly rate) when you return to your Employer.
- When you are off Sick, attending School or on Leave, you must contact the Union office with the date you left work.
- Discontinuing your membership, you must contact the Union office and request a Withdrawal of Membership. In this instance, if you return to the Union through one of our Certified Union Shops, you will only be subject to a fee of \$10.00 to Reinstatement your membership.
- You must contact the Union office to enable the correct processing of your Union Membership. If you do not contact the Union office to make arrangements regarding your membership, you will be lapsed.

Please note, it is your responsibility to communicate any changes (eg. Address, Name Change, Email) to the Union office. It is not the responsibility of your Employer to provide personal membership information.

The Union office can be reached by the Address and Telephone Number provided with this communication or alternatively, by email: [admin@iam250.org](mailto:admin@iam250.org).

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## OFFICIAL CIRCULAR NO. 912

### Payment of Unemployment Stamps For Sick and Disabled Members ISSUED: January 1, 2025

**TO THE MEMBERSHIP EVERYWHERE, GREETINGS:**

**SUBJECT** Policy on the payment of unemployment stamps.

**PURPOSE** To update Official Circular 889 which lays out the International policy and the options available to locals to pay the costs of unemployment stamps for sick and disabled members.

**INFORMATION/INSTRUCTIONS** The IAM Constitution, in Article G, provides for members who are unemployed for the major portion of any month (the major portion of any month shall depend on the major portion of the regular working days in any month) and who suffer a total or proportionate loss of earnings, due to separation from employment, layoff, or furlough, or sickness or disability, voluntary or involuntary, regardless of disability benefit being received (negotiated or non-negotiated), to maintain their good standing by paying a minimum charge of \$2.00 per month, \$1.00 of which is remitted to the International.

Locals may not issue an unemployment stamp to a member for longer than 12 months or the length of time permitted by the right of return or recall, whichever is longer. At that time, if the member is unable to become a full dues paying member, they may take a Retirement card or a Withdrawal card as appropriate.

All locals and districts are reminded that it is the member's sole responsibility to pay for his/her monthly unemployment stamp during any period in which said person is unemployed as provided above.

Under our Constitution and policies, the decision whether to pay the costs of an unemployment stamp for a member, who is sick or otherwise disabled, should be left up to the discretion of the membership of each local or district. Thus, locals and districts have a number of ways in which they can properly address this issue, such as:

- In the normal order of business at monthly membership meetings, our Constitution provides for a report of sick and disabled members and members out of work (Article D, Section 5). After hearing these reports, the local or district may take action to pay the unemployment stamp for sick and disabled members.
- Locals or districts may take action, through their bylaws, to pay the costs of unemployment stamps for those members who are sick or disabled.

- In appropriate cases, locals or districts may seek a waiver from the International President of reinstatement fees for members who failed to maintain their good standing during any period in which they were sick or disabled.

Effective immediately, all locals should bring themselves into compliance with this Circular and cease and desist from paying for unemployment stamps for members in any circumstance or manner other than as outlined above.

In Solidarity,



Dora Cervantes  
GENERAL SECRETARY-TREASURER



Brian Bryant  
INTERNATIONAL PRESIDENT

*Si vous souhaitez obtenir ce document en français, veuillez contacter le Service aux membres de l'AIM au 301-967-4525.*

*Para solicitar este documento en español, comuníquese con el Departamento de Servicios de Membresía de la IAM al 301-967-4525.*

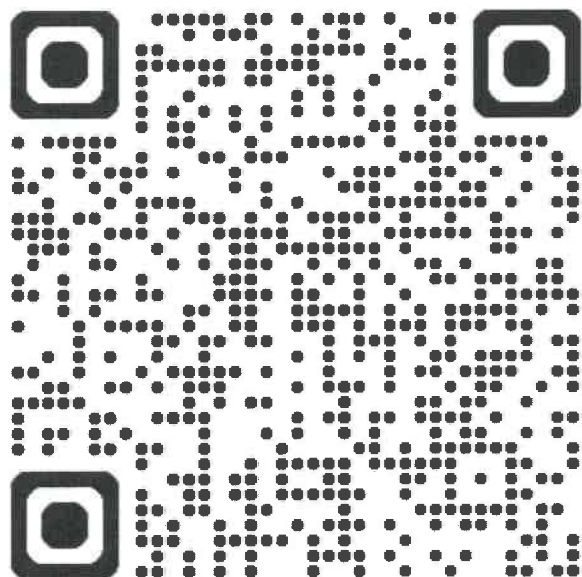


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## UPDATE MEMBER INFORMATION



Scan QR Code to E-mail Union Administration your updated contact information.



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## NORTHWEST DISTRICT 250

### Special Services

In addition to the basic services of collective bargaining and shop and office floor representation, the IAM provides a host of special services.

### Education in the IAM

The key to a dynamic, successful union is a well formed and educated membership. In the IAM education opportunities abound with union paid weekend and week long residential leadership training courses.

The IAM's state of the art William W. Winpisinger Education and Technology Centre at Placid Harbour MD. is the envy of unions throughout North America. Here, the IAM provides tailormade instruction for Canadian trade unionists which reflect our reality. It is dedicated to meeting the complete range of educational needs of officers, stewards and members. It provides an atmosphere where Union members can study and learn, undisturbed by the daily pressures and demands of the workplace. Programs at the William W. Winpisinger Education and Technology Centre cover a broad range of learning and needs. And, like our workplaces and society itself, classes and educational material at the centre are ever changing.

### Armed with Research

We also know that a well equipped bargaining committee has to be armed with sound economic arguments. That's why the IAM has a research component devoted to providing up-to-the-minute data on all aspects of collective bargaining. Our Research Director frequently works with you right at the bargaining table. Economic and legislative research is a priority with the IAM, and we've hired the pros to do the job.

### Keeping Up To Date

To operate effectively, union members must be on top of current developments. The IAM has an extensive communications network including a quarterly magazine the IAM Journal. We also publish, by fax, Update, a digest of current developments of special interest to IAM members. These tools, combined with a host of Local newsletters keep members abreast of imports labour, economic and legislative developments. The IAM has its own home page on the Internet. Check us out at: [www.iamaw.org](http://www.iamaw.org)

(Continued, page 2)

## **Women's Department**

The IAM has established a Women's Department which helps members deal with the special problems confronting women in the workplace. We employ a full time person who deals with women's and human rights issues in Canada. The percentage of women entering the workforce has increased tremendously. The IAM is committed to ensuring that Women and working families receive the representation that is needed to meet the challenges created by the changing workplaces. The Women's Department has established an Action Program that call for effective educational programs to assist our Sisters in achieving equality, economic security and power sharing within the workplace. This Action Program encourages our Sisters to get involved with the IAM organizing department, in politics and the legislative arena but most importantly within their locals. Each local is encouraged to establish a woman's committee. A Women's conference is convened yearly to aid in further discussion by the delegates of the special needs facing our Woman and working families. The IAM truly believes in the advancement of equality, respect and dignity for all.

## **Health and Safety**

The IAM has a Safety and Health department which leads our continuous fight for a safe and healthy workplace. We coordinate our operations nationally as members of the Canadian Labour Congress Health and Safety Committee, and actively pursue Health and Safety issues in every jurisdiction where we represent working people. Worker health and safety gets high priority on the IAM agenda. We work actively with our labour partners at all levels of government to secure positive change in health and safety legislation. In matters of health and safety the IAM policy is clear. The IAM does not accept workers being maimed, killed or the length of their lives affected by work processes. When a work goes to work in the morning his family has every right to expect him or her home at night, healthy, whole and unaffected by the work process.