

UBC MILLWRIGHTS CLAIMS VS. IAM UNION FACTS

Dear IAM Union members,

Recently, there has been a raid attempt by UBC Millwrights to your workplace, and we believe it is important to set the record straight. Every member has the right to make informed choices about representation, but those decisions should be based on facts, not fear, misinformation, or half-truths.

We want to take this opportunity to address the claims made in UBC Millwrights' letter, to provide clarity, and share the full context so that every member can see what's really at stake.

UBC Claim: Many Members of the Current LL412 IAMAW are not happy with the Representation of this Union and have reached out and contacted other unions of interest.

IAM Union Fact: *This claim is misleading. The truth is that only a few individuals, rather than many, are driving this effort based on personal agendas. Their concerns are not widely shared, and they do not reflect the experience or views of the majority.*

Rather than working together to strengthen the union from within, they are choosing a path that serves their own interests, not yours. It's important to ask: who really benefits from this move and at what cost to the rest of the membership?

UBC Claim: The UBC Millwrights Union would continue to be a part of the Allied Council Membership and all Union Reps from the IAMAW and the Allied Council Executive will still remain as officers and continue with Collective Bargaining.

IAM Union Fact: *The lead spokesperson for the Allied Council Bargaining Committee is currently an IAM International Representative and has attended every negotiation session. In fact, it is standard practice for either the Business Representative or the International Representative to lead negotiations, not the local president. That's because negotiating the collective agreement is their role and area of responsibility and expertise.*

This has been the consistent practice for the last several rounds of bargaining with the Canadian Nuclear Laboratories (CNL). Suggesting otherwise is either a misunderstanding of how bargaining works or a deliberate attempt to mislead.



On the added perks:

UBC Claim: Cheaper Monthly Union Dues as a UBC member which is based off 1 hourly wage Rate per month (LL412 IAMAW is planning to raise monthly Union dues again on LL412 IAMAW UNION MEMBERS)

IAM Union Fact: *At the IAM Union, the members decide whether dues go up. Any proposed increase must be voted on by the membership. If members don't support it, it doesn't happen. It's that simple.*

That's because we are a democratic union. Decisions about dues, leadership, and direction are made by the people who matter most, YOU. Attempts to suggest otherwise ignore how our union truly operates and how much power you hold as a member.

UBC Claim: Added UBC Retirement Benefit package is available to UBC Union Members.

IAM Union Fact: *The IAM pension plan is one of the strongest and most stable in the industry and it's a major reason other groups have joined the IAM. The numbers speak for themselves:*

- *The IAM pension plan is over 135% funded, reflecting its exceptional financial strength.*
- *Benefit levels have increased by 25% in each of the past two years.*
- *Payouts have risen 50% over the last two years, directly benefiting our members.*
- *More increases are expected, driven by the plan's continued strong performance.*

UBC Claim: UBC Union Hall provides Trade Specific Training and Certification to its members in its world class training facilities in Las Vegas, Toronto and Kingston area that is paid for by the UBC union.

IAM Union Fact: *The UBC Millwrights is a construction union. They represent millwrights not machinists. Their training programs are focused on millwright-specific skills, which are not the same as those needed in manufacturing, aerospace, or general machining.*

The IAM is dedicated to all sorts of trades and industries you work in. We operate the William W. Winpisinger Education and Technology Center, the only union-run educational facility of its kind in North America. There, IAM members receive advanced trainings.

Additionally, IAM members have access to scholarships, leadership programs, and career development resources designed to strengthen your long-term success.

When it comes to real investment in your future, IAM has built the infrastructure, resources, and focus specifically for you.



UBC Claim: Pension – At this time, the IAMAW pension will be maintained. The Pension option request (2 tier system IAMAW & CNL Manulife plan) was Denied by the IAMAW Business Rep was Bias, where he is not representing the membership properly based on the Collective Bargaining surveys and not educating the Union membership on its 2024 pension inquiry in a timely manner.

IAM Union Fact: *If you leave the IAM for another union, you lose access to this pension plan. You will not continue to build credit in it, and you may be moved to a different plan with weaker benefits, lower funding levels, or no guarantee of future increases.*

There is a meeting currently being organized with a licensed actuary who will be available to answer your questions about the IAM pension plan, benefits, and long-term security.

Before making any rushed or emotional decisions about your future, we strongly encourage you to attend this meeting. It's your opportunity to get direct, fact-based answers from a financial expert so you can make an informed choice based on truth, not rumors or pressure.

UBC Claim: All Grievances will remain active and transferable to the UBC Millwright Union

IAM Union Fact: *Currently, a lawyer is handling ongoing grievances where jurisdictional issues have been raised. These grievances have been progressing, with the lawyer actively communicating with the employer's legal team in preparation for arbitration.*

It's important to understand that if another union takes over representation of members from our union, they inherit the existing collective agreement and all pending grievances. This means:

- *The new union would be responsible for those grievances.*
- *The IAM would no longer have authority or ability to represent you or advocate on these issues.*

Switching unions could jeopardize the progress made on your behalf.

UBC Claim: The UBC Millwrights Union has a Larger Representative Resource pool for Reps and will not miss Collective Bargaining Date the Way the IAMAW Business Rep and President have been

IAM Union Fact: *We have a local International Representative in your area that has always been available to support. He lives in proximity and makes it a priority to be accessible and responsive to your needs.*

The IAM Union is committed to providing you with strong representation, excellent benefits, and the resources you need to succeed. We encourage you to stay informed, ask questions, and carefully consider the facts before making any decisions. Remember, your membership means a voice in a democratic union that works hard to protect and advance your interests. We're here for you, today and every day.

In Solidarity,
The IAM Union

