

# THE GUARDIAN



AUGUST 2015



VOLUME 70



ISSUE 2

WINDSOR - ESSEX

## \$36 BILLION - GONE



By  
**CHRIS TAYLOR,**  
*President,  
Unifor Local 200*

I hope you are enjoying your summer with family and friends and taking advantage of the nice weather!

The summer months also mean that we are closing in on the upcoming Federal Election and the rhetoric is certainly ramping up with the Harper Conservatives throwing everything at Canadians to hold onto power!

In 2011, Harper used the recent recession to his advantage and every commercial was doused with the message that Harper and the Conservatives were the only party able to manage and maintain the economy and that Canada was the best performing country of the G7. Well, what a difference 4 years makes, not to mention what a difference the price of oil makes! Our economy is still depressed, there are no good jobs to be had, unemployment is still at unacceptable levels, especially in Windsor where we have the highest unemployment rate in the country and we are worse off today than we were 4 years ago!

The recent budget is proof of the Harper Conservatives' insatiable thirst to attempt to hang onto power with them throwing money at Canadians in the

form of the child tax credit, which is not a bad thing for those families that need it, but why the hell do the wealthiest Canadians need that money when we have people living in poverty, seniors that have to use food banks to survive, our youth with the highest unemployment rates in history and the very real threat of Harper removing 36 billion dollars in transfer payments to the provinces to maintain our Canadian Health Care system!

There are many out there that will say, I want and deserve that Child Tax Credit regardless of how much money I make, but think of this, will that money cover the cost of Cancer treatments for a loved one if our Health Care system is forced into an American style pay as you use system. Will you be able to afford the cost of a broken leg or arm. It is esti-

mated that if we had to pay out of pocket, an average hospital stay would cost \$1,000.00 per day! If Harper or any other political party is allowed to reduce the Health Care transfers by **36 Billion Dollars**, no amount of Child Tax Credit, income splitting, or any other scheme will help any of us offset the out of pocket cost of our Health Care.

We have witnessed the attacks on Health Care with everything from user fees to private clinics to the threat of taking away our Thoracic Surgery availability in Windsor. Imagine Ontario having to deal with a loss of approximately 18 Billion Dollars (our share) of transfer payments and then imagine what that means to our level of service and the availability of affordable Health Care in Ontario.

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**Area Unifor Retirees Council members along with Unifor officers from different locals are seen preparing for the free public Seniors Health Care Rally which will take place at the Ciociaro Club on Wednesday August 26, 2015 between 10 a.m. to noon with a BBQ and refreshments to follow.**

This Government has been on a continual drive to download costs and reduce service and if we as Canadians give them the opportunity, they will most certainly destroy one of our most cherished Canadian social programs and Health Care as we know it, will be gone!

Sisters and Brothers, this is our time, our era and our fight and we need to come together like never before to take Harper on! We can't look at our seniors and our youth at the end of the campaigning and say "*We hope we did our job*". We need to ensure that the most significant election of our lifetime will be one that we win for the better good of all Canadians!

There will be a mass Health Care Rally held on August 26th at the Cio-ciario Club starting at 10:00 am. We will hear from experts on what the impact of the loss of transfer payments will be and with the full support of all of us we will send a message out from Windsor to the rest of the country that we are prepared to fight to maintain our affordable, accessible and publicly funded health care system. Harper and any other politician that schemes to reduce our Health Care system to an American style system will get a clear message that if they try it, they will be removed from office!

**LET YOUR VOICE BE HEARD  
BY BEING THERE TO SUPPORT  
OUR HEALTH CARE!**

## Auto Manufacturing

Our community and many others across the province have been trying to convince both levels of government on the need for a comprehensive, concrete Auto/ Manufacturing policy that will allow us to compete for investments in North America. Last year Ford announced that a small engine program was going to be awarded to Mexico instead of right here in Windsor because of the lack of support for Ford's needs by our provincial and federal governments.

Nobody likes to ask for hand-outs but that is what it takes in our global reality and Mexico understands this along with the United States and most other global auto jurisdictions that know that it takes real policy with an understanding of the global nature of investments to be able to attract these types of major investments and job creators.

Unifor has come up with a realistic, progressive and thoughtful document laying out our vision of what must be part of any comprehensive Auto/Manufacturing Policy. We have taken input from many of the stakeholders and used data to back up our arguments.

With every major manufacturing job

creating another 8 spin-off jobs, it is no wonder that these investment opportunities are highly attractive and our government understands this but won't put their money where their mouth is! The National web site will soon have the direct link to our discussion paper and our policy.

Please take the opportunity to download the document and read through it. Our community and many others cannot afford to sit back and hope that our elected officials will do something to stem the flow of investment to Mexico, it is up to all of us to make sure they hear us and act on what is needed before it truly is too late!



## A Time for Action

Canada has a long and rich automotive history. Only recently we ranked as the fourth largest producer in the world, and punched far above our weight in international auto trade. Unfortunately, that legacy has been undermined by global pressures and policy neglect. Yet despite its recent tribulations, Canada's auto sector remains vibrant and resilient, and is still crucially important to our national economy.

### Still Critical:

Auto assembly and parts manufacturing, despite the troubles of the last decade, still make a disproportionate contribution to key Canadian economic metrics:

- Total Direct Employment: 120,000.
- Total Employment (counting "spin-off" jobs): over 400,000.
- Total Shipments: \$56 billion (assembly); \$27 billion (parts).
- Total GDP: \$17 billion value-added.
- Exports: \$66 billion (second-most important export industry).
- Productivity: \$210,000 per worker per year (assembly).
- Average Annual Incomes: \$72,000 (assembly), \$55,000 (parts).

All data 2014. Source: Unifor Research from Statistics Canada, Industry Canada Strategis, includes auto assembly and parts. Spin-off jobs generated at 10:1 ratio from major OEM plants (Center for Automotive Research, *Contribution of the Automotive Industry to the Economies of all Fifty States and the United States*, 2010).

There are many positive signs that Canada's auto prosperity can be regained: growing auto sales, renewed investment in some Canadian locations, 12,000 new auto jobs created since 2009, and a lower dollar. But to take advantage of these opportunities, it is essential that the federal and provincial governments cooperate to develop and implement a consistent and effective National Auto Strategy. With a federal election this autumn, and Ontario a key electoral battleground, this is a crucial moment for autoworkers, and everyone with a stake in this industry, to make our voices heard.

Talk to your local political candidates. Enlist the support of local businesses and chambers of commerce. Discuss the issue at your local union or community meeting. Write a letter to your local paper.

Make sure your voice is part of our call to sustain and grow this vital part of Canada's economy.

We propose eight immediate, concrete steps to kick-start a National Auto Strategy:

### Getting Back on the Road:

1. Better integrate the federal and provincial investment attraction efforts, and develop a "one-stop" system to win new investment in Canadian assembly and parts plants.
2. Ensure Canada's investment incentives are competitive and efficient, with flexible rules and procedures, and sensible fiscal and tax features (for example, removing the current federal tax which is charged on up-front incentives).
3. Ask the House of Commons International Trade Committee to commission an independent study of the \$10 billion trade deficit in automotive products with Mexico, its causes and consequences, and potential strategies for reducing it.
4. Increase fiscal support for Canadian research and development in new automotive products and technologies, in conjunction with industry and universities, with provisions to ensure that Canadian production benefits from the resulting research.
5. Currency imbalances can dramatically affect trade flows and investment decisions. Canada's interest rate and banking policies should take into account the importance of stabilizing the Canadian dollar at or near its fair value. And future trade agreements must contain measures which offset currency manipulation and distortions by other countries.
6. Ensure that Export Development Canada's top priority is attracting and supporting investments in Canadian-based factories (not foreign factories).
7. Ensure that Ontario's new carbon pricing system is applied in a manner that enhances the business case for new investment in Ontario automotive plants.
8. Commit to engaging all stakeholders (through the Canadian Automotive Partnership Council and other bodies) to finally develop and implement a focused, consistent, and effective National Auto Strategy.

For further information, read the Unifor bulletin, "Searching for Stable Ground: Securing the Future of Canada's Auto Industry," available at [www.unifor.org](http://www.unifor.org).



## 2 TIER SERVICE FOR THE PRIVILEGED FEW

### Raising the Community Standard of Living



### Shop Wisely - Shop Union - Shop Unifor

- The Bay
- Sears
- Freeds of Windsor
- Windsor Star
- CAA (Canadian Automobile Association)
- Hiram Walker (Spirits)
- Diageo (Seagram's Crown Royal)
- Motor City Chrysler (Only fully unionized dealership in Windsor)
- Radisson
- Provincial Chrysler (Service)
- Caesars Windsor
- Chrysler Canada
- Ford
- General Motors
- Motor City Credit Union
- Performance Ford Service
- Travelodge Hotel
- Veteran Cab
- Jamieson Laboratories  
(Vitamins in stores)
- Tilbury Cement
- Windsor Salt
- Beach Grove Golf and Country Club
- Comfort Suites
- Green Shield Canada

We would like to take this opportunity to thank the membership and their families for patronizing the facilities we serve and buying the products we build. Buying Unifor unionized products re-inforces our commitment to our community.

Thank you!

# ***Elections and Accountability***



**By**  
**DAN CASSADY**  
*Secretary  
Treasurer  
Unifor Local 200*

**W**hen I was a young lad back in grade school in the late 60s and early 70s, I can clearly remember my school mates arguing about many, many things. Sometimes the arguments would end up turning into a school yard fight (clearly those days were different times). I always remember the last words you would hear from one of the combatants before the swinging started. “Oh ya, what are you going to do about it?”

My childhood is long gone now but there are still many “fights” to get involved in. It is just done in a different, non-physical way now, and it is certainly about different issues!

This fall we have what is probably one of the most important Federal Elections in the history of our country taking place. In my opinion, there are many major issues that are important to all of us (as working people) that our current Federal Government is not

properly addressing. That needs to change.

Our healthcare system is being decimated by all the budget cuts to the provinces from the Feds. Our country lacks an affordable national childcare plan. We bleed good manufacturing jobs every day because we lack a competitive auto/manufacturing strategy. We desperately need a policy that keeps us on the same playing field as our competitors vying for work in other countries. We need to have a stronger CPP system in place to help Canadians when they reach retirement age. The list of things that need to change is endless... The current chef has fooled us with different recipes for far too long now and never been able to get it right. Time for a new chef!

I hear many people complain and state their opinions on what is going on in our country. My question is this, and it takes me back to my grade school days...

”What are you going to do about it?”

The pages in this magazine are filled with facts and figures showing that the current government’s policies are not doing what they need to do. I am not going to go over/through them again in this article, the facts speak loudly for themselves. They (the current federal government) are certainly not doing what I believe they need to do to fix the problems, but are we going to do what we need to do? What are you going to do about it?

Please, please take some time to get involved. Get educated, read up on the issues and make an informed choice. Volunteer some of your time for the candidate of your choice.

If we are not part of the solution then we are the cause of the problem, and we will have to live with what we have created.

Enough said. . . .

## **Canada's Auto Policy V E R S U S Mexico's Auto Policy**



# I WILL VOTE



By  
**DINO CHIODO**  
*Unifor*  
*Local 444 President*  
*dchiodo@uni444.ca*

**A**s you know by now, the Harper Conservatives have dropped the 'writ' triggering the campaign period for the upcoming October 19th election; thus making it the longest in 90 years, eleven weeks instead of the traditional five weeks.

Elections Canada estimates that a traditional 37-day campaign, the minimum required by law, would cost roughly \$375 million to the federal government in administration fees. Now that the writ has been dropped, the official election campaigning commences and the political parties will apply pressure to Canadians to support their initiatives.

## Fair Elections Act

Last year, the Conservative Government introduced their poorly named bill, "The Fair Elections Act". This piece of legislation had a number of items buried deep within it. While most attention focused on the fact that it made it harder, if not impossible, for millions of Canadians to be able to vote. It did this by nullifying the historically used system of vouching for individuals that do not have a permanent address as one example. It also introduced the fixed election date of October 19th and held some interesting 'election time' proposals that most people paid no attention to.

## By The Numbers

A campaign that runs for 37 days will see spending limits of \$28 million dollars per federal party campaign. With the extension of the campaign to a total of 78 days, you would think the parties have to stretch their dollars further over this extended period of time. However this is not the case. In fact, the Fair Elections Act says that for every day over the 37-day traditional

campaign period, a party will be able to spend approximately \$685,000 per day more. When we do the math that means a new spending limit of \$53 million dollars based on the 78 days this election covers.

## Why does it matter?

You may be asking why this matters to you? After all, political parties are responsible for their own financing during an election right? The answer is 'kind of'. They are definitely responsible for their own fundraising, to which the Conservatives are better than anyone else. In fact they are the best by far and raise tens of millions of dollars more than the other parties prior to an election. Did you know that as a taxpayer, you and I pay 50% back to all the parties once the election campaign starts?

That is correct, once the Prime Minister 'dropped the writ', the election campaign had begun and every single dollar spent by the parties become reimbursable by 50%. So, if the Conservatives spend the limit of \$53 million dollars, the taxpayers are on the hook for \$26.5 million as a reim-

bursement to the party. This does not even take into account what the other parties will get back as reimbursements.

So, to recap this, the Conservatives have the most in fundraising. They will outspend the other two parties combined in this election based on their large corporate donors. The taxpayer will pay 50% of their entire bill, so essentially, every attack ad you see on television until October 19th, you, the taxpayer, paid half the cost.

## Setting things up for the Future

Many people believe that Prime Minister Harper is setting the Conservatives up to be even more dangerous in the future by having the ability to get so much back from the taxpayer. Think about this.

Let us assume the next election in four years will be a traditional 37-day campaign. That will mean the Conservatives will have a spending limit of \$28 million dollars. After the 2015

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**Unifor Local 444 officers and members from the Human Rights & Affirmative Action Committee are seen presenting funds to Ken Lori, Director of the Meeting House which is an outreach group who operates thrift stores for food banks or social services to help those on need.**

election, the Conservatives will get a rebate cheque of \$26.5 million dollars meaning that we the taxpayer, have almost singlehandedly paid for that future election and they do not have to worry about fundraising.

With the wealthiest of individuals and corporations backing them, it is not hard to see that the Conservatives wish to begin a campaign early to deplete the resources of the other political parties. My hope is that Canadians recognize the attacks on their rights and freedoms by the Conservatives over the past decade. Their record includes demonstrating their hidden agenda to pick winners or losers by signing many free trade agreements, selling our jobs, all the while dismantling and disintegrating our basic values surrounding public health care, moving towards a privatization model, destroying environmental controls, diminishing workers rights and reducing the standard of living for all working class people.

## Workers' Priorities

It is important to remember what our priorities, as workers are when we go to the ballot box. Many members have a difficult time relating politics to the work of the union but it is interlaced at many levels. Take for instance, the economy. When the economy was in bad shape during the recession of 2008/09 and Chrysler approached the Government for loans (loans that were all paid back ahead of schedule unlike bank bailouts that were never repaid), they, the Conservatives, made a big show of 'playing tough' with labour unions and demanding further concessions of the workers before they would lend the money.

Manufacturing in this country is an immensely important industry that has been a lifeblood to hundreds of thou-

sands of working Canadians for decades, yet the Conservative Government, led by Stephen Harper and locally, Jeff Watson were willing to let the industry die. If not die, they were definitely willing and anxious to take things away from workers to make them feel agitated and insecure at a time that true leadership would have been to instil hope and confidence.

We would ask you to consider a few things. What would \$15 a day child care mean to working families in this country? Is it important for good jobs to be here for our children? Do we want to ensure we have security in retirement not just for ourselves but also for our friends, family and others in the community? When you get to the answers to these questions and if that answer is yes, then the Conservatives are not the party for our future in Canada. Have a look below to see some of the things that happened under the Stephen Harper regime.

## What has the Harper Government brought us in a decade?

- Senate Scandal
- Elimination of Door-to-Door Postal Service
- Moving towards US-style (private for-pay) health care
- Privacy and basic civil rights abuse with Bill C-51
- No Comprehensive Auto or Manufacturing Policies
- Anti-Union Bill-377
- On the verge of a second recession
- So called 'Fair Elections Act' that potentially prohibits millions of Canadians from voting
- Contempt for Canada and our democracy
- Cheated in the 2006 Election - Voter Robo-Calls
- Turned Canada's Surplus into Debt
- \$36 Billion in Health Care cuts
- Veterans affairs office closures and cutbacks
- Working towards deregulating our

banking industry (US Style)

- Underfunding transfer payments to the Provinces to undermine the entire Health Care system
- Shut down Parliament when convenient for them... Twice
- Actively working to replace the stable CPP with the untested PRPP
- Income splitting that benefits the rich and leaves out low income earners
- Wasteful G20 spending
- Not a single new child care space after promising 125,000
- Cancelled the Kelowna accord
- \$29 billion on 65 stealth fighter jets
- Eliminated the long form census (which gave critical data to metric how Canada was doing economically and socially on a global scale)
- Billions in subsidies given to oil companies and banks
- Gone is our international reputation as Peacekeepers
- Produced a 200 page "Manual of Dirty Tricks"
- Muzzling of the media by 'freezing' out all but a few handpicked journalists
- Muzzling of Canadian Scientists
- Has done nothing about climate change or the environment (other than move us backwards)
- Raising of the personal income tax rate for the lowest bracket
- Giving Big Corporations Tax breaks
- Huge cuts to fishery and habitat protection 2.5 million lakes and rivers to 159 lakes

## Fiat Chrysler Automobiles (FCA) Windsor Assembly Plant

Windsor Assembly is a success story in a manufacturing industry that has been decimated by cuts and closures. With the announcement of the

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## Dino Chiodo

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\$2.2 billion investment to facilitate the launch of the next generation minivan, we as a membership need to reflect and appreciate the fact that we gave this company the tools it needed for success.

When we came out of the 2009 bankruptcy there was a tremendous amount of uncertainty about the plant and our future. With the entire auto industry in jeopardy we were mandated by the Government to take cuts to our collective agreement. As well, we were forced to embrace changes to our traditional work culture, which were controversial to say the least.

Now it is our opportunity to hold the company accountable to provide the resources needed to implement the process they have dictated to us.

We as a membership were held accountable to embrace the WCM principles, which in turn helped us EARN investment. It is now our turn to hold the Company accountable to the pillars of WCM as dictated to us by them.

Our collective futures at FCA will be determined, in the long run, by investment and this \$2 billion is a great start and should allow us some sense

of security. However, we cannot get complacent and must recognize that if Governments don't enact Trade Legislation that helps Canadian manufacturers, we will surely be on the losing end of investment decisions in the future. This is just one more reason we need to ensure our vote counts in the upcoming October 19th election.

### Caesars Windsor

Recently, Chairperson Dana Dunphy and the workplace committee met with Caesars on the idea of offering early retirement packages to our eligible members.

They will be having a follow up meeting later in August to see if packages can be implemented and managed with in depth conversation on this proposal. This would be a great benefit and opportunity to the entire membership and would allow those who want to retire the ability to do so. At the same time any retirements that come from this proposal will preserve junior jobs and add a sense of security to those members.

The new employee dining room (EDR) has reopened with a number of concerns being raised by the membership and the committee. Just a few of the issues are:

- Items are overpriced,
- The menu does not change,
- The cost (and mere charging) of

utensils if you don't purchase anything.

- The EDR being closed **from 4 a.m. to 7 a.m.** Sunday through Thursday leaving nothing available between those hours.

The workplace committee is in ongoing talks with management in regards to these issues and will keep the members informed of progress.

The Guest Services department has created a new computer program to track the rotation of the GSR and the committee feels this should fix the concerns that have been raised over the lack of fair rotation. The committee will continue to monitor the rotation to make sure everything continues to run smoothly.

The workplace committee is continuously trying to address the concerns with management regarding staffing levels. They are having a number of concerns from different classifications where workers not getting (or taking) their breaks. The collective agreement clearly states that members are entitled to breaks; when it is time for your break, please notify your supervisor so that you can take your much deserved break period. If you are having issues with management not providing you with your break, please call your representative.

### Point Edward Casino

Your Bargaining Committee has done a tremendous job of capturing all of your issues, writing the proposed language and presenting the non-monetary issues to the OLG. Vice President Doug Boughner, your Bargaining Committee along with myself, have just recently wrapped a week long round of bargaining in Brantford Ontario with all the Unifor represented OLG facilities. All of these sites voted and unanimously agreed upon the most important core issues and main priorities for all of our Unifor represented OLG workers. With the governments "Modernization Plan" fast approaching, we all recognize that Pensions, Benefits, Scope of Work,

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**Local 444 officers Mike D'Agnolo, Doug Boughner, Casino Chairperson Dana Dunphy, Dino Chiodo and Dave Cassidy join in the LGBTQ community flag-raising ceremony for the 2015 Pride Fest.**

## Dino Chiodo

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and Full Time to Part Time Ratios are the most important common issues facing our members today.

The Point Edward bargaining committee will be back at the bargaining table to deal with all of the local issues Sept 8th - 11th. We have high expectations to close out these issues during that time. On September 17th and 18th, the main table group will be back at the bargaining table to deal with the core issues raised above. Finally, our goal will be to conclude on September 22nd and 23rd. All of this bargaining is extremely difficult as the OLG is doing their best to make all contracts seem as inexpensive as possible under their "Modernization Plan" for prospective buyers. It has been a long road but we sincerely ask for your support and solidarity over the next few months, as it is imperative to show the OLG that our members are united and deserve a fair and respectable collective agreement.

## Health Care Rally

With the recent decision of the Harper Government to cut \$36 billion in Health Care transfer payments to the Provinces, Canadians should be very nervous as to the future state of the program. This is a program that has been cherished by millions of people for over 53 years and is now in jeopardy of becoming a U.S. style, pay-as-you-go system. Let me be clear, the continued privatization of our health care system in Canada will impact every single person in this country negatively. With soaring costs in the United States, health care bankruptcies are commonplace. That is not the vision for Canada that Tommy Douglas had when he pioneered a system that countries around the globe have envied for years.

The Provinces are unanimous in their calls to the Federal Government to not cut the funding as this just downloads more cost to the individual provinces. The \$36 billion the Conservatives just took from Health Care will now go to reduce their deficit but has to be made up somehow. This money will inevitably come from you and I as

the taxpayers. This is not a Government that reduced taxes, it is one that has hidden them in different places that most people do not recognize.

As Health Care is one of the largest issues facing us as a generation we are inviting you to a Health Care Rally at the Ciociaro Club, located at **3745 North Talbot Road in Oldcastle on Wednesday August 26**. The event will begin at 10 a.m. and end by Noon, it will be followed with a BBQ. Guest speakers will include Jerry Dias, Unifor National President, Dr. Ryan Meili, Canadian Doctors of Medicare, Natalie Mehra, Ontario Health Coalition and Adam Vasey from Pathway To Potential.

## Labour Day 2015

Come join us for a day of fun and solidarity recognizing Labour Day on Monday, September 7th. Marshalling will begin at 9:00 am at the Union Hall on Turner Road with the parade beginning at 10:00 am. The Unemployed Help Centre will be collecting fresh foods and canned goods along the parade route.



*In our six short years participating in the International Dragon Boat Competition, the Local 444 Dragon Boat team "LOCAL 444 THE CURE" has raised over \$100,000 in support of our members and the community as a whole. Money raised stays in the Windsor/ Essex County area and has directly funded equipment used in early detection and treatment of breast cancer. These funds and the equipment together have saved*

*countless lives and will continue to have a positive impact on people who unfortunately have to battle this disease. A huge debt of gratitude goes to Local 444, for fully supporting this event. This disease primarily attacks the women in our lives, but with amazing people raising money, Local 444 and a Dragon on our side, we're slowly winning the battle!*

# Education! Education! Education



By **DAVE CASSIDY**

*Unifor Local 444 Secretary Treasurer,  
President of Windsor-Essex Skilled Trades  
dcassidy@uni444.ca*

## Apprenticeships

**ALL PARTIES** involved could not be more pleased with how well the Apprenticeship program is going. There will be no more added this year but we are working hard to expedite second and third year into early 2016. I check in with our apprentices from time to time and they seemed thrilled with no regrets so far. I truly hope I can get this program going once again. Not too many days go by that people don't ask for a chance to re-write, or just run another whole program. I'm looking at numbers, trying to make a business case for another model. Will see what contract brings.

## Buy what your neighbour builds

I was a little dismayed walking through the parking lot during OUR union picnic and seeing all the foreign built vehicles in the lot. Maybe I am a little old school in my thinking - but folks if everyone bought a foreign built vehicle we would be out of a job.

We are all aware that in today's global economy some parts on domestic cars are from overseas, and even some models are assembled elsewhere. But the fact remains that a nation that abandons its core manufacturing base is committing itself to economic dependence on overseas corporations and countries.

It is the union (in this case auto manufacturing) in North America's Big Three that believes in a higher WORTH of its workers, (reflected in salary, benefits, etc.). This is why we support Big Three auto. For we support higher worth for Workers. It must have been the week I was

having, but shortly after the picnic I saw a local elected official driving a Nissan Van. A direct competitor to our minivan? Are you kidding me? What message are you sending to your neighbours and to your community?

I decided to send him a message, on behalf of all the working brothers and sisters who work hard in connection to our van! Many of us are dependent on that van and when I saw that elected official in that van I could not help but consider it a total slap to our membership, our families and our communities' faces. Shame on him and I assure you my note to him reflected exactly what I thought of his ignorance to our membership! By the way he is part of our membership and is employed at our plant and he made sure he reminded me that it was nobody's business how he spent his money.

We need the Country, let alone Essex County, to believe in the present and future of our Canadian manufacturing!

## UAW contract talks- Payment is due

Contract talks could not come at a better time. The Big Three's bottom line is healthy and billions are being made. Like us, those workers began making sacrifices seven years ago to help these corporations get out of the trouble they got themselves into. Like us they will be looking to be fairly compensated for those sacrifices. Payment is due. I must admit every time the UAW negotiates I have hope, but they always seem to let me down.

We will be watching our UAW FCA brothers and sisters closely. FCA has lower labour costs, at 47 an hour while GM is at 55 and Ford at 57. The union members narrowly approved the last contract, with the lowest rate vote ever at just 55 per-

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**Unifor Local 444 Secretary Treasurer Dave Cassidy is seen addressing the Area Retirees Chapter on the concerns of cutting \$36 billion towards health care to all the provinces from the Federal government and what the impact it will have on each and every Canadian.**

## Dave Cassidy

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cent in favour when they weren't "allowed" to strike (part of the bail-out deal).

CEO Sergio has said that he'd like to see the industry vanquish the two-tier pay system. We all know with Chrysler (U.S.) having the highest percentage of lower-tiered workers, Sergio is benefiting significantly more than the other two companies with this system. The gap is sure to go, but go in the wrong direction! He wants to make everyone jump through hoops to try and EARN profit sharing instead of just giving anyone a raise. I again can only hope that the UAW does not buy his snake oil. Almost half the membership did not buy it last time, let's hope the leadership and membership are on the same page this time. With Michigan and Indiana being so called "right to work" states, a no vote may not be the only thing UAW has to worry about in regards to their membership. I learned long ago it's always best to be a union of the people FOR the people!

### Federal Election- Will Jack's words ring true?

The campaigns have begun and by all accounts so far this election will be a nail biter! All three major parties have a real chance at forming the next government. The latest poll has the man who said, "I will never waver from rock solid commitment to work with automakers, to work with the province to attract investment in auto assembly in this great city, because I believe the best days are ahead for auto in this country." Mulcair and the NDP are leading the polls! He said these words at a rally

in Windsor before leaving in a . . . wait for it . . . CHRYSLER MINIVAN!!! He gets it!

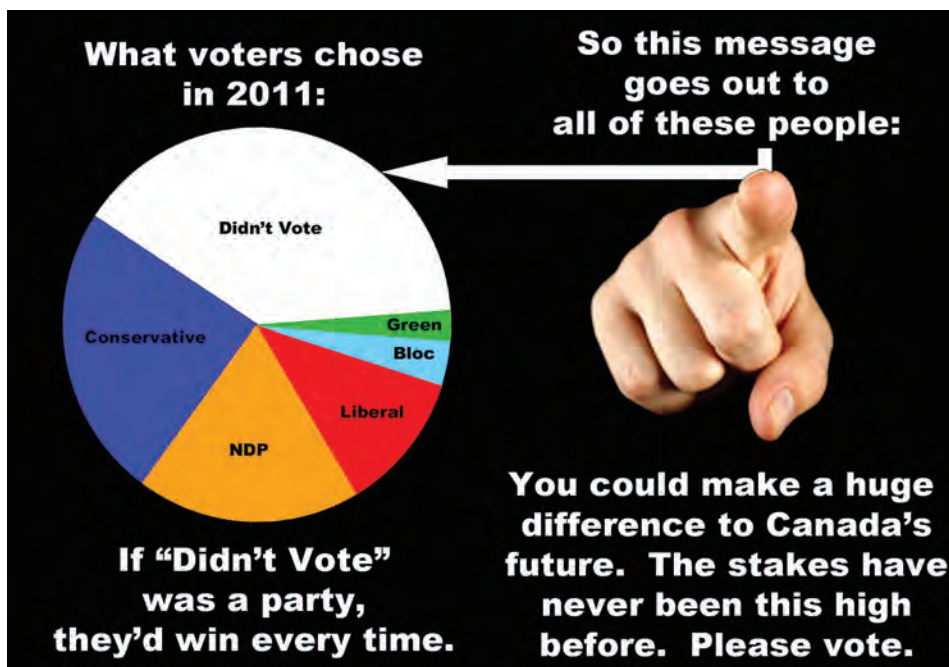
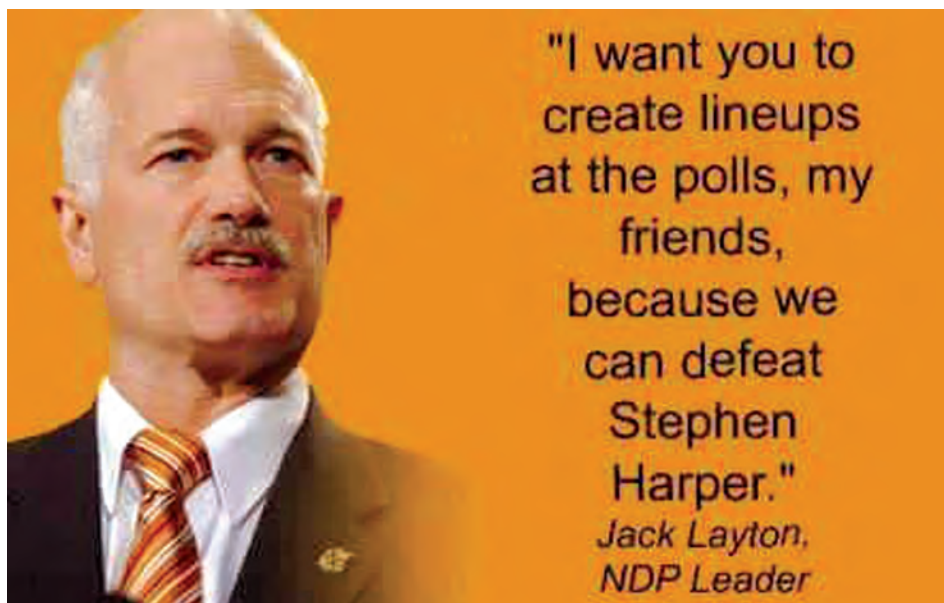
What is alarming to most Canadians is the Conservatives' plan to cut 36 billion dollars from health care. The Conservative government let the Health Accord expire last year after having only modest success in reducing surgical wait times and creating better electronic health records. Federal NDP Leader Thomas Mulcair has pledged that if his party forms government, he will renew the Health Accord and return the \$36 billion in funding to the provinces.

For me it's an easy choice. I deal

day in and day out fighting for workers, not corporations. It's who I am and I do believe with a labour-friendly party who gets the importance of manufacturing, gaming, healthcare, etc., etc., that our fight would be less uphill. I will leave you with a quote that seems to ring more true these days than ever before.

***"There is going to be real change that comes from the PEOPLE of this country who are tired of being played!" Jack Layton (1950- 2011)***

I am tired of being played, are you?



# Your Future . . . October 19th



By  
**GERRY FARNHAM**  
President,  
Unifor Local 195

## *Greetings, Brothers and Sisters,*

We have the opportunity this fall to elect a government that will be for the working class people, however it will only happen if **YOU VOTE!**

Stephen Harper's re-election strategy depends on a lot of you not voting. And if you mess with his plan by showing up at the polling station on Election Day, he's prepared for that, too: he's made it a lot harder for you to vote.

The prime minister has made it so much harder that "many tens of thousands" of Canadians may be denied their constitutional right to cast a ballot in the upcoming federal election, according to Harry Neufeld, former chief electoral officer for British Columbia.

Harper has mostly managed to avoid being accused of Republican-style voter suppression, and the lawsuits, among other tactics, employed to challenge voting lists stateside. But recent changes to Canada's election laws under the so-called Fair Elections Act will make it considerably more difficult for many low-income and marginalized Canadians to exercise their constitutional right. That could help Harper get re-elected in what is shaping up to be an extremely close election in October and why it is vital for our members and their families, friends, neighbours to get out and vote.

According to the groups, a mere 6,201 votes across 14 ridings handed the Conservative party a majority in 2011. Even though he's had the support of less than 40 per cent of Canadians, Harper has held power for almost a decade by focusing on getting out the vote among his loyal

base, who tend to be older and more affluent.

The Conservatives put the new election laws in place ostensibly in response to the robocall scandal, in which party operatives were accused of using automated phone calls to direct non-Conservative voters to the wrong polling stations on election day. The misleading calls were reported in ridings across the country and appeared to be targeted based on information from closely guarded Conservative party data.

Stephen Harper's re-election strategy depends on a lot of you not voting. And if you mess with his plan by showing up at the polling station on Election Day, he's prepared for that, too: he's made it a lot harder for you to vote.

It appears he will come up with or attempt to win in any manner possible! Let's show him that nothing will work this time and let's defeat the Conservatives once and for all!

## *Facilities that we have ratified with new agreements for:*

**PROVINCIAL CHRYSLER** ratified a new 3-year agreement on Wednesday, April 8th by a 68% margin. Highlights of this agreement are as follows: Numerous language improvements, increases in each year of their pension, increase in the prep time for negotiations to be paid. New monthly bonus structure plan, one new sick day in each year. Wage guarantee is now back to 40 hours a week. Wage increases .25 cents in each year of this agreement and a \$500.00 signing bonus to all employees. As well, there is a letter of intent

Take the pledge to vote YES!



to bring in the Alfa Romeo business. This should create more clientele. Congratulations to the bargaining committee which consisted of Mark Ruston, Chairperson; David Fletcher, Vice Chairperson; Ken Dellow, Secretary; John Toth, 1st Vice president; Unifor Local 195, Gerry Farnham, President Unifor Local 195, and Mike Lovric, Unifor Staff Rep.

**MOTORCITY CHRYSLER** - One and two units reached a tentative agreement on Thursday, April 23, 2015. Bargaining went right to the wire, as we were deadlined for Sunday, April 26, 2015, at 12:01 a.m. Therefore the Technicians tools would have had to be removed on the Friday, April 24, 2015.

We had done a marathon of bargaining throughout that week, which included until midnight Wednesday April 22, 2015. On a couple of occasions the employer would walk away and we were prepared to strike this facility if necessary. We had already scheduled an information/ratification meeting for 5:00 p.m. for Unit 1 and 8:00 p.m. for Unit 2, as it appeared an agreement was not going to be had. However, at 4:45 p.m. the Company finally came to the plate to get us to where the bargaining committees felt they needed to be in order to achieve a tentative agreement that would pass. We brought both tentative agreements reached and the following highlights.

**MOTORCITY CHRYSLER UNIT 1** - ratified a new 3-year agree-

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## Gerry Farnham Report ... cont'd

ment. The Highlights are: New Women's Advocate, numerous language improvements for both units and the following for Unit 1: Increases to their Apprenticeship program, bereavement allowance, floater holidays increased by one more in year 2 and 3, as well as their birthday. Paid vacations - an additional one week of vacation paid for employees with 15 plus years of seniority at 8%. Wage guarantee will now be at 36 hours per week with a new bonus structure and a .20 cent an hour increase each year to all hourly employees with exception to counter-person.

Also, a letter of Commitment to have the appropriate training by qualified individuals to assist those employees who have been unable to obtain the bonus structure. This agreement ratified at 68%. Congratulations to the bargaining committee which consisted of Charles Dezeure, Chairperson; Remi Renaud, Committee; Donald Drake, Committee; John Toth, 1st Vice President, Unifor Local 195; Gerry Farnham, President, Unifor Local 195 and Mike Lovric, Unifor Staff Representative.

**MOTORCITY CHRYSLER UNIT 2 (Office & Sales)** – ratified a new 3-year agreement. Highlights are: Women's Advocate, new classification Internet Sales Specialists. New discount program for employee purchases, new training school allowances, bereavement leave, new commission and bonus structure. An additional paid floater holiday in each year, one week of vacation at 8% for those employees with 15 years of service and over and .20 cent wage increases in each year to all hourly employees excluding sales persons, business managers and part-time employees. This agreement ratified by

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## Independent Parts Supplier

*On May 29th, Unifor President Gerry Farnham, Local 195 and Independent Parts Supplier (IPS) Council President greets Representatives from Essex and Kent County at a very important IPS meeting.*



## Gerry Farnham Report ... cont'd

a 70% margin. Congratulations is in order to the bargaining committee consisting of Bill Echlin, Chairperson; Wayne Rogers, Committee; Robert Stewart, Committee; John Toth, 1st Vice President, Unifor Local 195; Gerry Farnham, President, Unifor Local 195 and Mike Lovric, Unifor Staff Representative.

**VELTRI HOWARD** - ratified a new 3-year agreement on Sunday May 2, 2015 by an 85% margin. After some intense bargaining by this Committee, we were able to defend our position of NO Concessions and bring to the membership the following highlights: numerous language improvements, increases to life insurance, an additional week of paid vacation for our members with 15 years of service or more. The rescinding of the companies proposal on the percentage with respect to hours of work, the Company has committed to go to straight 8 hour shifts within one month, 3% annually each year of this agreement on their RRSP. Two PPH's in each year, one year dropped off to the progression rate on new hires, was 7 now will be 6 years, as well, an additional \$1.00 increase to \$21.00. Lump sum payments totaling \$1750.00 = \$750.00 year 1, \$500.00 year 2 and \$500.00 year 3.

Also is a commitment letter that is committing to two new high tech presses that will create approximately 12-18 new jobs. Congratulations to the bargaining committee which consisted of Greg Meloche, Chairperson; Rick Walach, Vice Chairperson; Ken Berthiaume, Committee; Frank Pineda, Committee; Frank Stimac, Weld Tech Committee; Rob Momney, Skilled Trade Committee; John Toth, 1st Vice President, Unifor Local 195; Gerry Farnham, President, Unifor Local 195 and Mike Lovric, Unifor Staff Representative.

**DETROIT WINDSOR TUNNEL** - ratified a new 3-year agreement. Highlights in this new agreement are as follows: Numerous language improvements, for the part-time workers they were able to bargain after 4 years of seniority, their vacation pay would go from the standard 4% to 6%, two extra holidays in each year of this agreement and a .45 cent increase year one, two and three. The full-time members will receive vacation increases which changed the progression from 4 years to 10 years = 3 weeks, 10 years to 20 years = 4 weeks entitlement, 20 plus years = 5 weeks entitlement. Increases in their vision and eye exams. Clothing allowance increases, increases in shift premium and a new midnight shift rate on the premium. Wage increases to all skilled trades of .50 cents, .50 cents, .50 cents with an additional .25 cent increase to the electrician classification.

All non-skilled full-time classifications currently making \$25.65 plus COLA will receive the following lump sums in lieu of wages of \$1000.00 in year 1, \$750.00 year 2 and \$750.00 year 3. COLA will continue to run and grow accordingly. Congratulations to the bargaining committee which consisted of Lynwood Brush, Chairperson; John Van-

Ham, Recording Secretary; Tony DiGiovanni, Committeeperson; John Toth, Vice President, Unifor 195; Gerry Farnham, President, Unifor 195 and Mike Renaud, Unifor Staff Representative.

**COLONIAL TOOL** - ratified a new 3 year agreement by a 89% margin on July 30-15. Highlights of this agreement are: Numerous language improvements, service allowance increase of \$1.25 and will be rolled into the base rate, vision improvement, safety boots increased, an increase to their defined contribution plan to those workers who came over from Advance, C.O.L.A. will continue to run with a 24 cent float, 64 cents of the C.O.L.A. was rolled in to the wages as well as a 25 cent increase in each year of this agreement bringing the wages to \$31.18 plus C.O.L.A. for a machinist "B" and to \$31.85 plus C.O.L.A. for machinist "A" as well all employees will receive a \$250.00 bonus in each year of this agreement.

Congratulations is in order to the bargaining committee which consisted of: Kurt Girard, Chair; Wade Boose, Committee; Denis Gauvreau, Committee; Tony Ciampa, Secretary Treasurer, Unifor 195; Gerry Farnham, President Unifor 195 and Mina Sarajcic, Unifor Staff Representative.



**Unifor Local 195 Members from Detroit / Windsor Tunnel bargaining unit are seen reviewing the details of the new 3-year collective agreement which was ratified by 68%.**

# True Meaning of Labour Day & Federal Election



By  
**TONY  
CIAMPA**  
Secretary Treasurer  
Unifor Local 195

**L**abour Day is more than a day off. It is a time to celebrate the key role that workers play in building our economy. It is also a time to come together as a labour community and reflect on what is needed to enhance the well-being of all workers and their families. The failing economy and the government's austerity programs have led to layoffs, contracting out, and the privatization of public services. Families are struggling to make ends meet while the rich are getting richer.

The government has undermined the work of the labour movement, they have interfered with collective bargaining and attacked unions. This Labour Day, let's make a commitment to fight for change, let's ensure that all workers have the right to fair wages, that older workers can retire with dignity and that seniors and families have access to the health care they deserve.

Let's make a commitment to become involved in the upcoming Federal election.

Canada's Federal 42nd general election is scheduled to occur October 19, 2015. Harper's majority government has failed Canada in a number of areas. As John Cartwright, the president of the Toronto and York Region Labour Council stated in an article to the Star.com. "This government has overseen the largest privatization of municipal services in Canada's history through requirements that all major infrastructure projects be carried out as "public-private partnerships."

They have refused to renew the Canada Health Accord and are cutting \$36 billion from health care

funding across Canada. Although the Conservatives have been retreating on some aspects of the Temporary Foreign Worker Program, they ushered in a massive expansion of the program that both exploit migrant workers and undermine local wage standards." Let me expand on a number of these issues:

**HEALTH:** On March 32, 2014 the Canada Health Accord expired and the Harper government failed to renew the agreement. The accord is an agreement between the Federal government and the provinces and territories which provides stable funding and sets national standards for health care. It also sets goals for wait times, home care, prescription drugs and primary care. Without an agreement the provinces and territories could lose over 36 billion in funding. This will impact the availability of programs, services and supports available in our community.

**JOBS:** Most of the jobs that have been created under this government

are part-time and precarious. In a recent report prepared by the Unifor Research Department economists Jim Stanford and Jordan Brennan, which compared the performance of the economy under current and past prime ministers, revealed that since the Harper government was elected the total employment has only increased at an annual average of only 1.0% per year. The unemployment rate has averaged 7.1 % under this government which is the 6th worst among Post-War Prime Ministers. In terms of youth, in 2014 there were less youth working than in 2006. This is impacting the ability of families to meet their basic needs.

**ECONOMIC RECORD:** In 2006 when Harper was elected, the unemployment rate was 6.6 %, currently it is 6.8% and increasing. We have lost over 400,000 manufacturing jobs. This has impacted the availability of good jobs as well as people's spending power which in turn impacts our economy. We need a government that is

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**Local 195 Bargaining Committee from Colonial Tool ratified their collective agreement by 88%. From left to right: Dennis Gauvreau, Kurk Girard and Wade Booze. Standing are Gerry Farnham and Tony Ciampa.**

## TONY CIAMPA

... cont'd

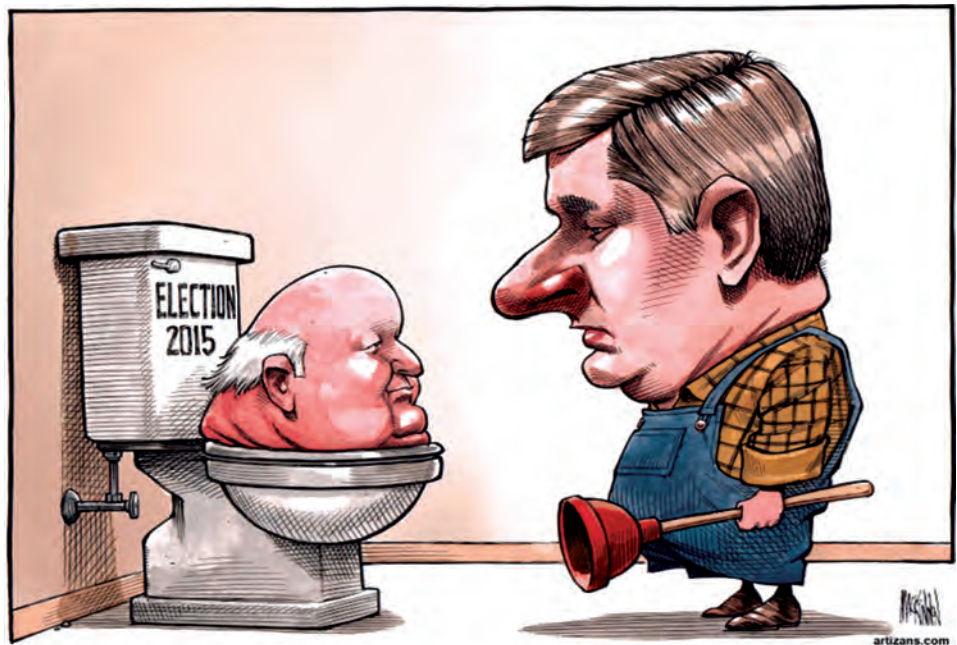
committed to building an economy that sustains jobs with decent wages for the next generation.

### RETIREMENT SECURITY:

A large portion of Canadians don't have access to a pension plan while those who have pension plans have been negatively impacted by the recession. In 2013, the government voted against an NDP motion to expand the pension plan and has stated that any mandatory expansion of the pension plan would kill jobs, hurt the economy and burden families with extra costs. This past May, the government "flip-flopped" on the issue and announced that they are looking into an expansion. But this recent announcement was short of specifics, it simply stated that over the summer the government would be consulting experts on "options" for allowing voluntary contributions to the CPP. Their position is that Canadians should take it upon themselves to save their own money for retirement. This stand is not taking into consideration all those Canadians who work in part-time and in precarious jobs. Without adequate retirement income, we will see an increase in reduced living standards for seniors as well as an increase in seniors' poverty.

Is this an acceptable track record of a government that says that they care about Canada and Canadians? Over the next few months, become familiar with the platforms of the political parties and their position on these critical issues. Before casting your vote this fall, reflect on these issues and make your vote count. Let's stand together to enhance the well-being of workers and their families.

Happy Labour Day! Hope to see you at the Labour Day Parade.





3rd

# Annual *Plentiful* HARVEST Ball

**September 11, 2015**  
Caboto Club | 2175 Parent Ave, Windsor, ON | 6:00 pm

**\$100**  
Per Person

Please contact the Unemployed Help Centre to purchase your tickets. 519. 944.4900

Proceeds from this event will benefit the UHC Plentiful Harvest Food Rescue Program and will help us continue to fight hunger in our community.

Begin the evening with a cocktail reception with live, interactive cooking demonstrations by local high school students. Followed by a decadent dinner, musical entertainment, a live auction, raffles, and dancing!



Package, distribute, feed, educate, and make more food resources accessible to individuals and families in need.

# Health Care . . . Our Biggest Priority



By  
**TULLIO  
DIPONTI**  
Secretary Treasurer  
Unifor Local 2458

**T**he Harper Conservatives have continually stated that Health Care is a priority for them however their actions prove to the contrary. From the constant down-loading of services and the elimination of over \$36 billion dollars in transfer payments to the Provinces, we should be able to see exactly what their priorities are and it is certainly not to public Health Care.

The so-called Mega Hospital being located on County Road 42 is supposed to help us in this region with our wait times, more beds and supposedly, increased services. However, how can we even consider this based on today's needs when it is going to take upwards of ten years before it is even in place? By the time the new Hospital is created, we could very well, have a whole new set of issues and problems related to Health Care in the region.

If we compound our wait time issues at area hospitals that will take a decade to fix and add the long-term bed shortage; we are certainly approaching, if not already in a crisis. Currently over 800 people in the Windsor/Essex region are awaiting long-term care beds, a staggering number in a time when we should have the best, most well funded Health Care system in the world.

Government leadership is needed on this issue, Health Care is a priority to every single Canadian and if we do not stand up and speak to the importance of keeping it Universal we will be in for a terrible privatized system that will resemble that of the United States. In 2007 Harvard University did a study that concluded that 60% of all personal bankruptcies in the United States

were due to Health Care bills. According to the American Journal of Medicine, in 2007 (the latest data available), there were over 118,000 bankruptcies in the U.S. during the 3-month period of January to April, of which 60% or over 70,000 were due to Health Care bills. Is this the vision for Canada that we want?

The Harper Government took our money from the Health Care system (\$36 billion dollars) to pay down their inflated deficit going into an election period so that they would look like they were good 'stewards of the economy'. Now those health care costs transfer to the Provinces that will need to be made up by either raising taxes or eliminating services. In this process, the Conservatives have found a way to make it look like the problems are at

the Provincial level when it lies squarely with them.

The lesson here? Get out and vote and let's hold our elected representatives to account for their decisions, especially when it comes to our most precious of values, our publicly funded, universal health care system.

## Health Care Rally

Please join us on August 26th at the Health Care rally at the Ciociaro Club of Windsor located at 3745 N Talbot Rd. in Oldcastle. It will begin at 10 a.m. and last until noon and will be followed by a BBQ. Many guest speakers will be in attendance so we can get together and change things for the better of this region.



**Unifor Local 2458 Pres. Bruce Dickie, Sec.-Treas. Tullio Diponti and Greg Jackson, Chair of the Wounded Warriors Board of Directors are seen at the 9th Annual Wounded Warriors Golf Tournament in which approximately \$25,000.00. In the past this event has helped raised funds to donate a Ford Flex and a Chrysler Mini Van.**

# SWORC REPORT

The members of SouthWestern Ontario Recreation Council are from various Windsor & Essex-Kent County Locals representing their respective members. They volunteer and work within this council to ensure Unifor sponsored tournaments run effectively so that our members can benefit from them. All SWORC members volunteer their own time to attend monthly meetings and events.

Our website [www.uniforsworc.ca](http://www.uniforsworc.ca) is a useful tool to download tournament applications and to check the results of past tournaments. You may also contact your recreation chairperson and/or the tournament director through our website. Therefore, if you don't see any postings of tournaments in your workplace, you will see it on our website. Join our group on Facebook at "UNIFOR SWORC" for more information.

**We encourage all Unifor members to participate and join in our friendly competitions.**

## FISHING TOURNAMENT

Another successful fishing tournament organized by Mal McIntosh and his volunteers. The weather was absolutely beautiful for the Annual Bud Jimmerfield Memorial Fishing Derby held on May 17. A total of 115 entries were received and approximately 40 fish were measured. All those attending enjoyed great food, refreshments and swapping fish stories. Final results are as follows:

### Special Prize Winners

#### Perch

1st - Robert Dotto, Loc. 444 12.75"  
2nd - Debbie Dotto, Loc. 444 12"  
3rd - Justin Goulin, Loc. 444 11.5"

#### Pickereel

1st - Cal Crosby, Loc. 200 30"  
2nd - R.. Gignac Sr. Loc. 444 29.5"  
3rd - Mark Bondy, Loc.195 29"

## REGIONAL GOLF TOURNAMENT

On May 24, we held our Regional Golf Tournament. Congratulations to the low rounds of the day, on the women's side, Heather Brunelle of Local 200 shot 91 and on the men's side, Bill Wallace of Local 584 shot a 73. The Following qualified for the National Tournament to be held on August 15th in St.Catharines:

### Women's Flite

**Gross** 1. Heather Brunelle Loc. 200  
2. Therese Miller, Loc. 1973  
**Net** 1. K. Brennenstuhl. Loc.1498  
2. Sonya Natyshak, Loc. 200

### Men's A Flite

**Gross** 1. Bill Wallace, Loc. 584  
2. Gerry Bump, Loc. 1959  
**Net** 1. Mike Lovric, Loc. 444  
2. Mike Purdie, Loc.200

### Men's B Flite

**Gross** 1. Rick Cojocari, Loc. 444  
2. John Maurina, Loc. 1973  
**Net** 1. Mike Brown, Loc. 200  
2. Pete Gelinis, Loc. 444

### Men's C Flite

**Gross** 1. Curtis Campbell, Loc. 584  
2. Tom Latouf, Loc. 200  
**Net** 1. Nick Pleli, Loc. 200  
2. Jim Cousineau, Loc. 1959

### Men's D Flite

**Gross** 1. Rob Brush, Loc. 1959  
2. Pat Beadow, Loc. 1959  
**Net** 1. Glen Fox, Loc.200  
2. Tony Conte, Loc. 1959



By  
**MIKE LOVRIC**  
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[Mike.Lovric@unifor.org](mailto:Mike.Lovric@unifor.org)

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## Upcoming Events

- **UNIFOR NATIONAL 4-PERSON SCRAMBLE GOLF TOURNAMENT**  
Sunday, September 12th 2015  
Deadline: August 31st, 2015  
Midland, ON
- **UNIFOR REGIONAL TEXAS HOLD'EM TOURNAMENT**  
Sunday, October 4th, 2015  
Deadline: September 25th, 2015  
Local 200/444 Hall
- **UNIFOR RETIREES "SWEET PEPPER" TOURNAMENT**  
Wednesday, October  
Apps will be available in Sept.

Check our Website at  
[www.uniforsworc.ca](http://www.uniforsworc.ca)  
or join our group  
"UNIFOR SWORC" on facebook for  
applications, future tournaments  
and results

## C.P.P. & E.I. CONTRIBUTIONS

**2015**  
C.P.P. – \$2,479.95  
E.I. – \$930.60

# Labour Day



**W.D.L.C.  
LABOUR  
DAY  
PARADE**

**Monday, Sept. 7th, 2015**

at the

**Fogolar Furlan Club**

Parade will start at 10 a.m. with marshalling beginning at 9 a.m. from UNIFOR LOCAL 200/444 UNION HALL. The parade route will have us walking along Walker Rd. and turn on E.C. Row Service Road to the Fogolar Furlan Club.

**For Your Entertainment**

- ◆ "Beebo" Children's Entertainer
- ◆ Special Guests
- ◆ Mini Olympics for the Kids - Win Great Prizes
- ◆ Air Bounce

**JOIN IN THE  
FUN WITH THE  
WHOLE FAMILY**

**CRAZY OLYMPICS FOR THE WHOLE FAMILY!**

**WANTED**  
**CANNED GOODS OR**  
**FRESH PRODUCE**  
CAN BE DROPPED OFF AT  
UNIFOR LOCAL 200/444  
HALL OR AT  
FOGOLAR FURLAN, OR  
PICKED UP BY THE **UHC VAN**  
ALONG THE PARADE ROUTE

**J H**  
**RESTORATIONS**  
**Classic Car**  
**Show**

**FREE Hot Dogs, Pop**  
**and Water will be**  
**available while**  
**supplies last**

**Activities**

# Mental Health in the Workplace



By  
**THERESA FARAO**  
President,  
Unifor Local 240

**A**sk yourself this, why is it acceptable to take a sick day to heal the body for physical illness, yet there is a stigma to recharge/heal your mind? Workers with mental health illnesses can be just as productive as other workers if they have access to the right supports. The understanding of mental health having a direct cause and effect on work performance and sick time used is often overlooked; however, it is a leading cause of disability around the world.

**83% of employees believe they should disclose their diagnosis to their employer, but 31% felt that their supervisor would not be understanding or supportive.**

Statistics show that people suffering from severe mental health problems are absent from work 12.1 days more than those without such problems; whereas individuals with moderate mental health problems still had a higher absence of 3.54 days per year than those without such problems. In the long run, to take a day off to balance the mind is beneficial to both the employee and the employer. A sick day is a preventative health measure; nurturing both the body and mind are key to avoiding worst-case scenarios, such as mental breakdowns, stress leaves, suicidal ideations, etc.

**Mental Health is set to cost more than 20 billion dollars a year in loss of productivity and workdays.**

An employee with a previous disability claim is almost seven times more likely to have another disability claim

related to that illness than someone with no previous disability claim due to mental health.

One Step in the right direction could involve modifying benefit packages to include mental health days as a part of sick day allotment; keeping into consideration that employees identified with a mental illness will, almost certainly, need the use of more sick time than an employee that does not fall into the category for a mental health diagnosis.

It is rather evident to me, that mental health does increase the need of sick time used by an employee. Without employers having an understanding and working with the employees, there is a much higher risk of short/long term disability claims, work performance issues and further negative outcomes that could have otherwise been prevented.

Sick day or health day? Physical or mental health, attention to illness is required to prevent worsening symptoms; both should be treated without discrimination to eliminate stigmas in the workplace.

Mental health problems need to be recognized in relation to sickness absence, rehabilitation and prevention in all diagnosis.

## Time for Change

If you haven't felt the effects yet, you will once you retire into a private health care system.

You read it correctly. The Conservative Federal government continues to announce devastating health care cuts of \$36 billion over 10 years, as well as an additional \$16.5 billion cut to health care equalization payments.

We cannot afford to take a backseat when dealing with the current government; our lives depend on it. We are talking about our health care system,

one that everyone has access to – for now.

Every life matters in every corner and it is not only our duty as Canadian citizens, but also as human beings to protect one another... Make no mistake, we are under attack.

Please join us for an **information picnic on August 26, 2015 at Ciociaro Club, in Old Castle from 10 am – 12pm.** It is easy to take Health Care for granted, but rest assured they will be stripped away if we do not act. Knowledge is power, action makes change.

We look forward to seeing each of you on August 26, to enjoy food and conversation while we join forces to ensure our health services are safe for our future, along with generations to come.

## Why Vote?

Voting is one of the most basic tools of democracy at your disposal. It is your voice and using it is your tool to have your say in who is going to represent you for the next four or five years in this upcoming Federal Election. **Voting is your moment of power.**

Together, we who care about child care, affordable housing, education or health care, an election period is when you can mobilize voters to use their voting power to influence the election agenda and determine its outcome. We have the voting power to set the future political direction of Ontario and Canada, so let's use it!

**We are Canadians! Let's remind the government what that means.**

**On Monday October 19, 2015 .  
.. I'm Voting for Health Care!  
Who Are You Voting For?**

# Len Campbell Bursary



By  
**ANGELA DIVITARIS**  
Secretary Treasurer  
Unifor Local 240

**E**ach year Local 240 awards the Len Campbell Bursary to the son or daughter of a member. The recipient is chosen based on their essay submitted regarding a topic of concern to organized labour in Canada.

This year's award of \$1,000 was presented to Riley Beach, daughter of Paul Beach, Ford Motor Company - Office Unit. Riley will be studying at the University of Windsor and will major in Arts & Science this fall. Congratulations Riley!



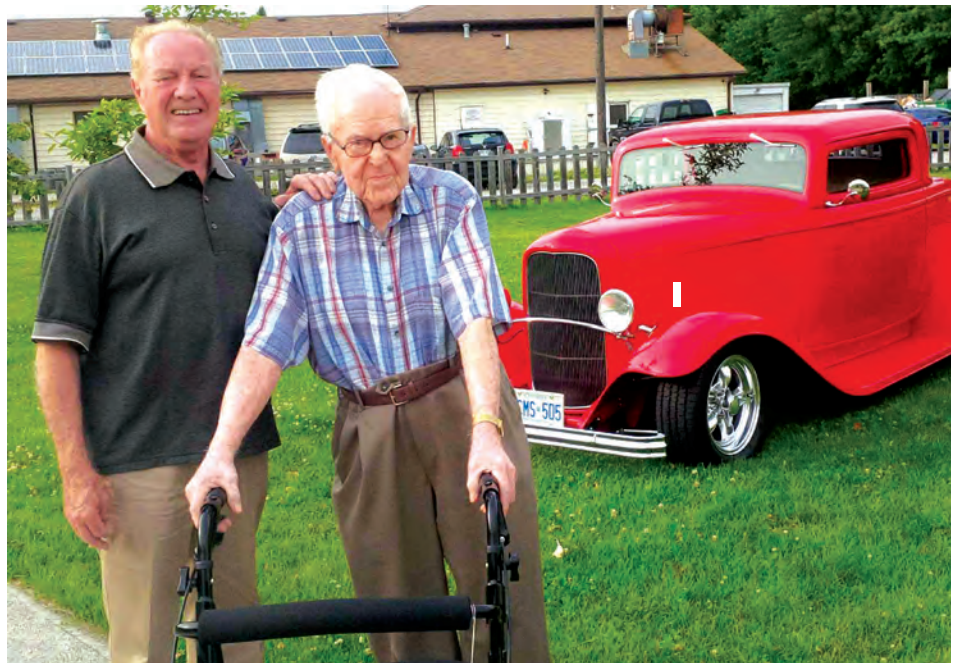
## RETIREES' PICNIC

We held our Annual Retirees' Picnic on July 8th. We had a great turnout and it was wonderful seeing all of our retirees and their spouses. Ken Lewenza joined us as a guest speaker and explained the importance of health care and the issues surrounding us and invited everyone to take part in the upcoming Rally on August 26th.



## MILESTONE BIRTHDAY "100"

Roger Kersey turned 100 on July 13th. Roger is a Local 240 retiree out of the Ford Motor Company - Office Unit. Roger was hired at Ford Motor Company in production and belonged to Local 200. He then took a job in scheduling teletype and was later asked to move to the office as a Local 240 member, where he worked in Export Supply. Roger worked for Ford Motor Company for 35 years and has now been retired for 40 years. A birthday celebration was held in July at the Riverside Sportsmen Club. **HAPPY BIRTHDAY ROGER!**



# President's Report



**By**  
**BOB ASHTON**  
*President,  
Unifor Local 1941*

**L**ocal 1941 recently held their Executive Board Elections; the following have been elected for the three year term: Bob Ashton, President; Chris Mason, Vice-President; Dean Mitchell, Secretary Treasurer; Paula Carson, Recording Secretary; Scott Dewar, Anne Mason and John Turton, Trustees; Mike Ouellette, Sergeant-At-Arms and Jason Johnson, Guide.

I would like to personally congratulate all, and look forward to working with you, in representing the Local 1941 membership.

We must now turn our attention to Federal Election. Our current Conservative Government has continuously made bad decisions for us, as Canadians. They continue to attack Unions, make cuts to health care, and sign one-sided trade deals. We need to focus on electing a government that will have the best interests of Canadians in mind, a government that is committed to creating good jobs, with strong industries, sustainable health care, and is committed to creating a secure future for all Canadians. Please take the opportunity and visit [uniforvotes.ca](http://uniforvotes.ca) to find more information on the damage created by our current government, and make the pledge to vote.

## Unit Reports:

### Accurcast

This Unit remains busy, with a number of outstanding grievances. A 3rd step meeting was held in July. The Committee, along with the National Representative and Local President are continuing to work to get these issues resolved.

### Autoliv

Autoliv continues to be busting at the seams, and is now at capacity. All new looms have arrived and continue to be installed. Since February of 2014 Autoliv has seen 51 new hires. Chairperson Paula Carson and her committee continue to provide excellent representation to the membership.

### Hudson Manor

Hudson Manor continues to have low occupancy. As a result of this, there will be restructuring of hours and layoffs in September. The current CBA expires in December of 2015. The Committee continues to provide great leadership to the members at Hudson Manor.

### Mahle Filter Systems

New equipment has recently arrived and is being installed. This

summer has proven to be one of the busiest at Mahle. Assembly lines are being relocated to make room for incoming programs; there continues to be a number of trials and launch activity. Current population is 161 members with an additional 40 students/labour pool, which is providing the membership with vacation replacement.

### Tilbury Manor Nursing Home

This unit's collective agreement remains expired. The parties met in May for conciliation, and were unable to reach an agreement. We are currently in the process of choosing an arbitrator, and hope to have an agreement in place as soon as possible. Tilbury Manor has also experienced a low consensus, which resulted in the cancellation of a number of temporary posting.



**Members from Unifor Local 1941 are seen at the Special Independent Parts meeting which was held in Windsor at Unifor Local 195.**

**What We Need . . .****A Change in Government**

**By STEVE MORASH**  
*President, Unifor Local 1498*

**T**his is my first article for The Guardian magazine since acclaiming the President's position in the spring and I would like to express my sincere thanks for the leadership and experience that Gary Taylor brought to Unifor Local 1498. All the best to Gary and his family in their future endeavours in his retirement! With Gary's retirement I have some big shoes to fill and will be working hard to do the best to serve the active and retired members of our local, especially with 2016 Big 3 bargaining looming on the horizon. I also want to take a moment and congratulate our Executive Board for acclaiming their positions. I'm proud to be working with a great group of people, and while there will be a lot of work to do, this group of people will get it done.

This October 19th, Canadians have a chance to make a change by voting for a new government. As you've probably been reading in other articles, it's plain to see that Canada needs a change in leadership. The Harper government has had its time, 10 long years at the helm, and now Canada needs new leadership to take over and start fixing the damage that has been done.

There are huge issues each party needs to address. Having a National Automotive Strategy is one of the important issues our union is interested in but it does not stop there. It's also about having a strategy to address the disappearance of good paying jobs not only in the automotive sector, but manufacturing in general, the health care sector and

many other industries. Young people can't find jobs after spending years in school and find themselves with loans they can't afford to pay. Giving corporations tax breaks in the hopes of creating jobs doesn't work – business just pockets the money for themselves' and the only benefactors are the CEOs and stockholders. Our next government must work with each industry and the union and all the stakeholders to develop new strategies to make Canada's economy stronger and viable.

Health care is an issue that affects every Canadian, yet we never get fired up about it until it's too late. The latest issue is the Harper government's decision to cut \$36 billion in funding to the provinces health care. If this cut goes through, it means that the provincial governments will have to cut health care services or raise taxes to make up the shortage caused by the federal cuts. Aren't we all tired of having to wait for what seems forever in emergency rooms just to see a doctor or wait weeks to months to get an MRI or other scanning/testing done? How are these cuts going to affect those who need it the most – our aging population?

We need a federal government that will meet with the provinces and renew the Canada Health Accord and commit to improve its share of health funding. We need a federal government that builds up public health care to provide for the needs

of Canadians and not privatize it for profit. We need a federal government that will create a national drug coverage program that will save money that can be put towards better and safer care and medications. We need a federal government that protects Medicare for all with a plan that provides for chronic care and long-term needs of seniors and other Canadians.

Canada's public health care program has been a source of national pride, but it has taken a hit under Harper's government. It's time to elect a federal government that will restore that pride into this program.

To help with this issue, there will be an Educational Health Care Rally held on August 26th between 10 am and noon at the Ciociaro Club. Please attend to show your support for this important election issue.

These issues are only a couple of the very many important issues that will be a part of the upcoming election. If any of these issues are important to you, you need to have your voice heard. The only way to do that is to get out and vote.

According to Statistics Canada, in the last election held in 2011, voter turnout averaged 61% of the population. It was also shown that eligible voters aged 18-24 had a voter turnout of 49.7% and voters aged 25-34 had a voter turnout of 55.4%.

Young adults need to be encouraged to show up and vote. If you have children, nieces, nephews or grandchildren that are of voter age make it a family experience and take them to the polls. It is going to be their future as much as ours that is going to be affected. Without voting, your voice is not going to be heard and change will not happen. So on October 19th make your voice be heard and get out and vote!

# New Jobs, New Products



By  
**STEVE  
TAYLOR,**  
President,  
*Unifor Local 2027*

**C**urrently at Hiram Walker's we have no members on layoff. The company has hired four new members that have gotten their seniority late last year and has hired six more in June of this year. We also currently have 10 students working, who are all members' children. They will be working until the end of August. The company is going to be hiring more hopefully soon, we still experience manpower shortages at times and some postings are going unfilled. We have had 18 members retire so far, since the union bargained retirement incentive packages for many employees in 2014. More packages will be available

to members in 2016 and 2017.

This was done to gain job security for the current workforce and has worked to this date. Additionally the union has negotiated a longer grow-in period to get to full wage and hopefully we are now seeing the upside to this by the company attracting new products into the plant, hiring and creating new jobs for people in our community. Also, we will be going to a second shift in Bottling, Shipping and Receiving and Blending in mid-August to keep up with orders.

The company has recently had a job fair at the Caboto Club (July 30/15).

They stated that they are going to be hiring twenty new employees and over 2500 people in the community showed up for a chance to get hired.

The new products and the new line in the bottling room are running well. It has added a challenge for all departments with so many different flavors of liquors and I'd like to commend all the members for stepping up and successfully transitioning these new products into our plant. A JOB WELL DONE!

The federal election is upon us and it is an opportunity to let the Harper Government know, that we have had enough of attacking workers and wages. Enough downsizing public services! Our economy has performed the worst under Stephen Harper than any other government in our post war history. The Harper government plans to decrease provincial health care by \$36 billion over a decade, ignoring the needs of the aging population and risking that health services won't be available for you and your family when you need them. More seniors have been forced into poverty by the Harper Conservatives' failure to make necessary increases to the Canadian Pension Plan (CPP), Old Age Security (OAS) and Guaranteed Income Supplement (GIS). Thanks to all the members for filling out your "I WILL VOTE" pledge cards. Please make sure to vote.

Labour Day parade is coming quickly. It is on Monday, September 7th, 2015. We will be gathering at the Local 200/444 union hall at 9:00 am, shirts will be given out and the parade will start at 10:00 am. Hope to see you all there!

Hey, next time you're at the L.C.B.O why not try a bottle of our locally made products.



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# Windsor Area Office Update



By  
**JACK ROBINSON**  
*Unifor Canada Windsor Area Director*

## FEDERAL ELECTIONS FAST APPROACHING

As you are all aware, the Federal Elections are fast approaching and we are all working tirelessly to ensure that we will elect a Government that will work on behalf of working people like you and I. The National has put in place Regional Co-ordinators to work with our Locals at ensuring we reach all our members and outline the importance of the issues facing us and the concerns we have with the Government in place today. The National has promoted campaigns to educate our members on the numerous challenges we have and the issues facing us and to give us the tools we need to engage our members to make a change in solutions. The importance of voting has been highlighted and we have tried to communicate that and remind everyone how important your vote is. With so many issues facing Canadians from good jobs to health care and issues facing our seniors to mention a few, the need for changing Government is crucial.

## CANADIAN COUNCIL

At the time of writing this article, preparations are already concluded for the Canadian Council being held on August 21-23 in Montreal. Under our new Unifor structure Canadian Council is only held once per year. It is a great opportunity for our Canadian Council delegates to attend not only this council but all of the related industry council meetings and various other committee meetings. It will be well attended by our Local Unions Delegates.

## SENIORS HEALTH CARE RALLY

On Wednesday, August 26 at 10:00 a.m. at the Cio-ciario Club, the Windsor / Essex Rally for Seniors Health Care will be held. This rally will highlight the importance of the need to stop the cuts to health care. The Federal Government plans on cutting 36 billion dollars from health care to provinces. The rally is expected to be very well attended and includes numerous guest speakers in-

cluding Jerry Dias, National President and also includes a BBQ and refreshments. Please make every effort to attend this very important rally which has been promoted by the Windsor\Essex Unifor Retirees Council, the Guardian and Area Locals.



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# **A Fork in the Road!**

## **Please Vote for Jobs and our Environment!**



By **MARK BARTLETT**  
*President,  
Windsor Regional  
Environment  
Council*

**W**e are at a proverbial fork in the road. We all have the opportunity to decide which road to take by voting in the Federal Election on October 19.

The Harper Conservative government has been driving the bus called Canada down a crumbling dead end road that is polluted, getting hotter and devastated by climate change. The bus is going to run out of fuel!

The rich get richer and our children and future generations are facing greatly diminished lives.

To change direction we must change drivers!

The other fork leads to a sustainable economy and environment and hope for future generations.

Harper claims to be a good steward of the economy but he is like a reckless Las Vegas gambler playing roulette with our economy. He let Canada's economic "chips" ride on one number, high priced oil. The ball didn't stop on black and we are left with no manufacturing jobs, a recession and a crashing loonie!

Harper blew the opportunity to diversify the economy through Green Energy, conservation, and other sustainability measures. Harper is a job killer!

In addition to the worst record on the economy since 1960, Harper has the worst record on the environment, eliminating or cutting funding to 26 Government and Civil Society organizations working to protecting our health and our environment.

We can't have a strong, sustainable economy without a sustainable environment. All economic activity is generated from our natural resources. There are no Jobs on a dead planet!

We need to make sure that a new federal government attends the COP 21 Climate Summit in November.

### ***Good, Green Jobs Now!***

Unifor Canadian Council recommended support for Sustainable Development, action on climate change and a National Transportation strategy, including mass transit and High Speed Rail.

The Unifor Good Jobs Summit urged the creation of good "green" jobs, to protect our planet and stimulate good jobs at the same time.

At the Unifor National Environment conference, Brother Jerry Dias said, "There is a mood of change – we need to focus on the politics that surround our union. Politics is personal and we need to engage our members with positive solutions. It starts with health, safety and the environment. All three are entwined and without our health and safety there is no sense bargaining for anything else."

### ***March for Jobs, Justice, Climate Action***

On July 5th, a diverse group of

Windsor activists joined a massive "**Jobs, Justice and Climate**" rally held by unionists, including Unifor, environmentalists and activists through the streets of Toronto. The rally attracted some 10,000 people and actor and activist Jane Fonda and author Naomi Klein spoke.

Unifor National President Jerry Dias told a Climate Summit of the Americas panel that protecting and restoring our environment and fighting climate change will help create good jobs in Canada, "Our long-run economic stability depends on building a sustainable relationship with nature," Dias told a panel on Greening Transportation during the Summit. "We need what nature provides: resources, space, land, air, and water. Especially in Canada, we understand the economic importance of our resources."

### ***New UWREC Executive Board members***

Congratulations to our new Vice-President, Ken Wickens of Local 195 and our new Financial Secretary Deb Grant of Local 200.



**Area environment activists posing at the "Jobs, Justice and Climate" rally which was held in Toronto**

# *A Personal Message . . .*

Dear Brothers and Sisters,

At this time of my retirement as the Member of Parliament for Windsor-Tecumseh, I reflect on the role that the labour movement has played in my personal, professional and political life. I have long believed that a vibrant labour movement is fundamental to a functioning democracy. That is very true of the active role that the UAW, the CAW and now Unifor has performed in Canada.

We have had many struggles. We have accomplished much. We have made Canada a better country. It is obvious that there is still much to do. I think of the need to strengthen the manufacturing sector and create more stable jobs. Much still needs to be done to improve our health care system and protect our environment and our civil liberties.

As I look to the future, it is my sincere belief that the labour movement and more specifically Unifor, will actively participate in making Canada an even better country. I encourage all of you, both individually and collectively to remain actively engaged on the issues of the day. Unifor and its members have the skills and expertise to provide leadership in resolving these issues for the betterment of our country and future generations.

My partnership with Unifor has always been based on social democratic principles. We have attempted to guide

ourselves based on what we judged was in the best interests of the membership and my constituents. From the time I first ran for public office until today we have walked hand in hand, we have fought the good fight, we have made a difference.

At a more personal level, I will miss the many friendships I have been so privileged to have formed with members of Unifor. Many of these relationships have inspired me both in my professional role as a lawyer at the Legal Plan and as a Member of Parliament. I hope that these will continue as I move forward into my retirement.

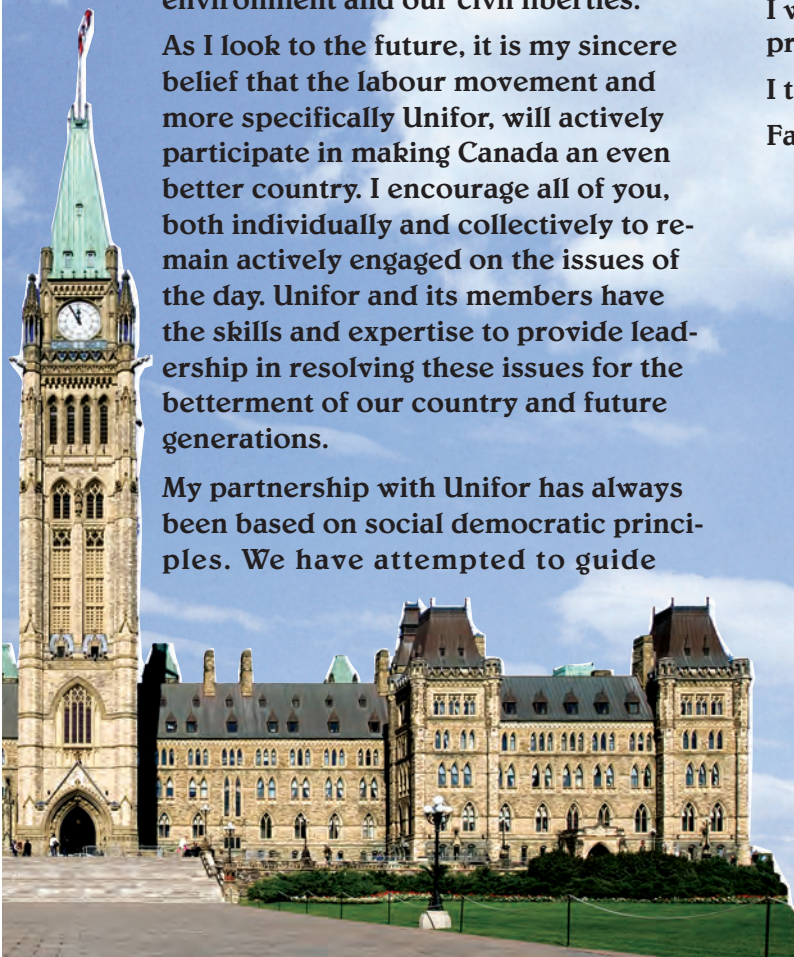
I take this opportunity to thank my wife Maureen and our children for all their love and support. Maureen and I are looking forward to spending a great deal of time with our seven grandchildren.

I wish all of you a peace-filled and prosperous future.

I thank you all.

Farewell!

*Joe Comartin*



# Please attend the Windsor/ Essex Rally in defense of Universal Publicly Funded Health Care

**Date: Wed.  
August 26th  
10 a.m to noon  
CIOCIARO CLUB**

## **GUEST SPEAKERS:**

**Dr. Ryan Meili, Canadian  
Doctors of Medicare**

**Natalie Mehra  
Ont. Health Coalition**

**Jerry Dias  
National President, Unifor**

**Adam Vasey  
Pathway to Potential**

**FREE BBQ  
TO FOLLOW!**

# DON'T LEAVE SENIORS OUT IN THE COLD.

Whether it's a lack of investments in long-term care facilities or home care, Canada's seniors are not getting the care they deserve — not even close. What's going to happen in the next 15 years if we don't have a plan? We need a national strategy for seniors — right now.

## Why a national seniors strategy is important for all Canadians

When Canada's universal public health system was set up 50 years ago, **the average age of Canadians was 27.**



**Today the average age is 47.** Yet the system hasn't really changed much.



Today, **14%** of Canada's population is over age 65. And seniors account for almost half of health costs. **By 2036, those over 65 will make up a quarter of the population — while accounting for 62% of our health costs.**

Caring for someone in a hospital costs **\$1,000 a day.**



Compare that to long-term care at **\$130 a day** and home care at **\$55 a day.**

## The Canadian Medical Association is working to:

- make seniors care a ballot issue in the election campaign
- persuade the major political parties to include a national seniors strategy in their campaign platforms

**Our system can't struggle along for another 50 years — add your voice to the call for a national seniors strategy.**

**DemandAPlan.ca**

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**If you have been swallowing the rhetoric about Conservatives naturally being the ‘best economic managers’, then these results are going to shock you.**

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**Table 1**  
**Overall Ranking of Postwar Prime Ministers**

		King	St.-Laurent	Diefenbaker	Pearson	Trudeau	Mulroney	Chrétien	Martin	HARPER
<b>WORK</b>	Job Creation	3	5.5	5.5	1	2	8	4	7	9
	Employment Rate	5.5	9	7	3	2	5.5	1	4	8
	Unemployment Rate	1	2	4	3	7	9	8	5	6
	Participation Rate	6	8	5	3	1	4	2	7	9
	Youth Job Creation	7	6	3.5	1	3.5	9	2	5	8
	Job Quality						1	3½	6½	9
<b>PRODUCTION</b>	GDP Growth	6	1.5	3	1.5	4	8	5	7	9
	GDP per Capita	7	2	6	1	4	8	3	5	9
	Investment	1	3	9	4	6	7	5	2	8
	Exports	8	7	5	1	4	3	2	6	9
	Productivity	3	1	2	4	5	9	6	7	8
<b>DISTRIBUTION &amp; DEBT</b>	Personal Income	9	4	5	1	2	6	7.5	3	7.5
	Inequality	6	5	4	3	1	2	7	9	8
	“Social Wage”	9	4	3	1	2	7	8	5	6
	Household Debt			2½	3½	1	8½	5	6½	8½
	Government Debt	2	1	6	5	8	9	3	4	7
<b>AVERAGE RANKING</b>		<b>5.25</b>	<b>4.21</b>	<b>4.69</b>	<b>2.41</b>	<b>3.50</b>	<b>6.49</b>	<b>4.51</b>	<b>5.54</b>	<b>8.05</b>

Source: Calculations as described in text. Tie rankings are given average score. When data does not cover entire postwar era (for job quality and household debt), ranking scores are adjusted to preserve equal distance between included Prime Ministers.

For seven of the sixteen indicators, the Harper government ranks last (or tied for last) among the nine postwar Prime Ministers. In six more cases, it ranks (or is tied) second-last. Among the remaining three indicators, the Harper government never ranks higher than sixth out of nine.

Considering the overall average ranking of each Prime Minister (across all sixteen indicators), the Harper government receives an average ranking of 8.05 out of a worst-possible 9.0. That is dead last among the nine postwar governments, and by a wide margin – falling well behind the second-worst government, which was the Mulroney Conservative regime of 1984-93.

The very poor economic record of the Harper government cannot be blamed on the fact that Canada experienced a recession in 2008-09. In fact, Canada experienced a total of ten recessions during the 1946-2014 period. Most governments had to grapple with recession at some point during their tenures – and some Prime Ministers had to deal with more than one. Instead, statistical evidence shows that the recovery from the 2008-09 recession has been the weakest (by far) of any Canadian recovery since the Depression. A uniquely weak recovery, not the fact that Canada experienced a recession at all, helps explain the Harper government’s poor economic rating.

**Source:** This document was prepared by the Research Department of Unifor, primary authors Jim Stanford and Jordan Brennan called  
“Rhetoric and Reality” – [www.unifor.org](http://www.unifor.org)