

# THE GUARDIAN

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WINDSOR - ESSEX



## Budgets – Disgusted but not Surprised!



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

**F**irstly, let's be clear, the Harper Conservatives did not deliver a budget, they delivered a ransom note that states that most of what is in the so called budget is actually not valid unless they are elected! They have gone so low as to try to convince our Veterans that they care enough to take of them in this budget with promises that were already made and monies that were already set aside last year. This would be considered shameful and abusive by anyone but then again, this is Harper and Watson and their conservative toads, so it is disgusting but not surprising!

There is nothing to address the 1.3 million unemployed Canadians

that can't find jobs, nothing to address the issue over 1200 murdered and missing Aboriginal Women, nothing to address the lack of affordable Child Care. They stole money from the EI surplus and robbed the contingency fund to keep their campaign promise of a balanced budget. The Conservatives in their haste and idiocy sold off the remaining shares of General Motors to apply the money to the deficit. Not bad enough that they sold of the only clout we had with GM, but if they had waited one more week to sell they would have made another \$100 million dollars!

They put in a provision to ease the rules on RRIF's (Registered Retirement Income Fund) which is great for those that were fortunate enough to be able to put money into RRSP's during their working lives, but what about those seniors and retirees that couldn't, this budget only provides a path for them to food banks, not retirement security!

We heard about how Harper was

going to address the issues facing manufacturing now that oil has tanked. So what did we get, NOTHING! Instead of looking at the headlines of further investment in Mexico just days before the budget and coming to a realization that we need immediate and concrete action, Harper takes \$100 million from an existing fund designed for Auto investment and creates a Parts Manufacturing fund of \$100 million over 5 years. They are so blinded by their own agenda that they have failed Canadians again by saying they know what is needed to fix the economy and yet only serve their Conservative and Corporate cronies when it comes to putting rubber to the road!

But hold on to your seats because the madness doesn't stop with the most disingenuous, disgraceful and heartless budget that we have ever seen, OH NO they went even further into the depths of insanity by announcing that the EDC (Export and Development Canada) is loaning

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**Preparing for the fall federal election, Local Unifor leadership and activists photographed at the Caboto Club participating in the "I WILL VOTE" campaign.**

## Chris Taylor

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\$525 million Canadian to Volkswagen to expand their operations in the Southern United States and Mexico! The loan is at current Bank of Canada interest rates and the only stipulation to the loan is that Canadian supplier parts companies must be given an opportunity to sit with Volkswagen and pitch their companies, no jobs in Canada, no guarantee to Canadian companies and no guarantee to ensure that Canada will be the beneficiary of any jobs if a supplier is successful. In essence, a company could get a contract to supply VW and do all the work in Mexico or the U.S. with workers from those countries!

Mexico has seen \$7 billion worth of investment in major auto over the past 2 years because they have an aggressive government that knows the importance of these investments. We have had 2 opportunities recently with Ford and Chrysler to land large Canadian Investment and the only thing to come out of those discussions was frustration by both companies on how they were treated by our government. An Auto Strategy announcement in the Federal budget could have prevented this frustration from happening again and could have set a path to fair and mutual trade with Mexico that would lead to Canadian investment, but instead we were given Ransom note with an agenda of greed and their hope of re-election.

This year's Federal election is an opportunity to tell Harper, the Conservatives and Jeff Watson that we have had enough of their corporate agenda's of greed, enough of their horrible treatment of our seniors, our Veterans, our women, our youth and workers in general. We can send Harper and Watson packing to the very unemployment lines that many Canadians will have to face due their backwards policies and ridiculous 2015 Budget!

## Building Stronger Local Unions

This was the discussion at the recent President's conference in Port Elgin and it was needed. We needed to hear how smaller locals are struggling to send delegates to conferences and meetings. The national needs to understand the issues facing locals in rural areas and remote parts

of the country. The issues were many but all agreed that we all have to do more and all that we can to ensure our members are represented and that they feel part of their locals. The local union task force meetings will give us all a measuring stick look at how we are doing across a broad spectrum of issues which will afford everyone the opportunity to look at how we do it better.



*Members and activists in the community are seen recognizing April 28 which is the Labour movement's most solemn day, the Day of Mourning for Workers Killed or Injured on the Job.*



*Chris Taylor Unifor President from Local 200 and Chairperson of the Auto Industry Council is seen addressing the 70 delegates at a recent meeting held in London.*



# Perception vs Reality



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

**S**pring is finally here, before we know it the summer season will be upon us. Even more important than those seasons is what will be approaching is this fall, the Federal Election Season!

I cannot stress enough how important this upcoming election will be in terms of shaping the future of our country. It's vitally important that we as the voting public educate ourselves on the relevant issues of the day in order to make a well informed choice.

Earlier this year, many of our leadership at Local 200 attended a two-day Canadian Labour Congress Election Preparation Course in Windsor. The course set out on a platform of 4 major issues (Good Jobs, Retirement Security, Health Care, Childcare) that need to be addressed if our country is to move forward. More importantly, the course armed all participants with some very precise facts that show where the country is headed if drastic action is not taken, and by that I mean a change in the government in power!

One fact, or observation that stood out and rings loud and clear is that the perceptions many people have in this country of how things are, does not match the reality of what really is going on. The Conservatives have done a very good PR job of shaping public perceptions on many issues. Once again the perceptions do not stand the reality test!

No better "perception vs reality" example can be illustrated than by examining what is going on in the job market. Remember the last

recession in 2008, 2009, and how terrible things were? That seems like such a long time ago, and things have greatly improved right? The perception is that things are better, yet today in Canada there are 638,810 LESS JOBS, (as of June 2014) than there were at the lowest point of the recession in 2009! How can things be "better" when there are fewer jobs out there now? This is why we clearly need a "Good Jobs Policy" which includes a Manufacturing and Auto Policy strategy.

Young people are leaving our area at an alarming rate to seek employment in other parts of the country because our economy does not "make" things like they once did. Resource based employment can be quite lucrative, but only for as long as the demand for the resource remains strong. The oil industry and all of the recent layoffs in the oil patch due to oil price declines illustrates this point. We also need to get back to "making things"!

Healthcare is another area that is already in crisis, and that is just the tip of the iceberg. Canadians are living longer, but everyone knows that an aging population uses more healthcare as they get older. Total healthcare expenditures are rising each year, but the Conservative government's recipe to fix this problem is already in the oven and baking. They are cutting 10 billion in healthcare funding over the next 10 years out of the system. That is a solution? More services needed with less money available from the government to provide the services. Create a healthcare crisis and then the next solution from the Conservatives will be more private (pay out of our pockets) healthcare. They have already started down that road. We need to pull their license and get them off the highway!

Retirement Security must also be addressed, and there is no better

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**Unifor Locals 200, 240; Voith Industrial Services, Penske Logistics Canada along with Ford Motor Company were awarded the Campaign Hero Award**

## Dan Cassady ...cont'd

way to start than by expanding CPP benefits. It can be done at a very cost effective rate and phased in over a number of years. It is a portable pension that you 'take with you' when you change employers, anywhere in the country, and it is inflation protected. Remember only 40% of workers have company pension plans, less than 25% have them in the public sector. The trend away from private pension plans is expected to continue. Expanding CPP is even more important because of that trend. We need a government that is willing to roll up their sleeves and get moving on this issue.

The last important piece of the puzzle that needs to be put together is that our country needs to put in place a universal and safe childcare system. Today fewer than 20% of Canadian kids have access to licensed and regulated childcare. For many families childcare expenses can cost as much as monthly

mortgage payments, if they can even have a space to begin with. We can do better than that, the government just needs to make it a priority.

There you have it, a small summation of some important issues that are facing us. Hopefully this wets your appetite to look into things further. Local 200 will be handing out info brochures on these issues to our members, later in the summer as the election approaches. If your local Union is not ask your Rep how to get

access to the information. It is an important read.

When all is said and done, we have a system in place where everyone of voting age has a chance to have their say in how our country is governed. Sadly, more do not take the time to vote than those who do. That needs to change, and we can be part of the change by educating ourselves and making our voices heard at the ballot box. The future is really in our hands. Let's make sure the ball does not get dropped!



**Area Unifor Retirees Executive Council are discussing health care and pension concerns along with preparing for strategies for the upcoming Federal elections in October.**



**Secretary Treasurers from Unifor Local 195 Tony Ciampa and Local 200 Dan Cassady along with Local 2458 Vice President Mike Kish are seen presenting a cheque to this year's Easter Seal Telethon for \$20,000.00.**

## Volunteer Van Drivers

- Volunteers to drive the Hospice Vans to take clients to medical appointments and to the Hospice Wellness Centre.
- Screening includes an orientation, application form, signed confidentiality form, interview, police check and health check (paperwork provided at the interview), a valid G license, and attend our Patient Care Training Program,
- Contact Ashley for further information at . . .

**519-974-7100**

or

[aedwards@thehospice.ca](mailto:aedwards@thehospice.ca)



# Politics affecting You

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



**W**e had a good weekend at the Unifor Presidents' Conference working together, helping us to look at what our members should come to expect from their Union while trying to establish stronger local unions. Getting input from the local union presidents and defining what we as a union want to look like, was an important first step, giving us the opportunity to look at ourselves and ask if we are doing what is in their best interests.

There were some good questions and some dynamic conversations that took place, and as leadership engaged each other. You could see there was a true feeling of working to make our members know we certainly have some of the best representation around the world. We need to work towards our union's full potential as Unifor, with a realization to achieve Social Unionism anchoring in each of our respective communities, fighting the common challenges while understanding the changing times in

each industry we represent.

We are all proud members with amazing histories both through our traditional CEP and CAW unions. Understanding that, we must also know our boundaries recognizing our sheer size: 755 Locals with 305,000 members/3,043 bargaining units.

There will be town hall meetings announced that will reach across the province. This will help us to collect ideas from our membership, making sure we understand the concerns and questions they have for us. Some of those real questions may be: What do we want to look like? What are the needs of our members? Do we participate in the union as a Local? Are we, as a local active in community, and what do our members expect from us?

I am sure there will be many more with more complexity and diversity but I hope you can see what we need to do to continue to be the best at representing

members and what will be necessary for us to maintain that in the future.

There will also be an option to write your questions or concerns into the national of which a final report will be provided with all the findings, so we can be sure we are on target.

## FEDERAL ELECTIONS

A lot of work is going into this project for 2015. Although we need to play an effective role in the outcome of the federal election we need to strive to effectively make sure we do not in any way get a majority Conservative government. If you are in the automotive industry, that's easy for you to understand, but we still know that 30% of people are supporting conservatism and most don't know how damming that really is.

This will be one of the most important elections in the past quarter century. Attacks on working people range from a total disregard for working rules/regulations that support working men and women of this country to blatantly making decisions that have already put industries like manufacturing in jeopardy. We need to come together to work towards bringing more certainty to workers that have no real future unless the government plays a real role in protecting it. They know that it would only take 4-5% of the vote to move off Conservatives

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**At the most recent Chrysler Council, members thanked Local 1498 President Gary Taylor for his many years of service to the membership and wish him all the best in his retirement.**

## Dino Chiodo

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and they are in trouble. This is a government that has put all its eggs in the oil industry and now that oil is not doing as well as they had expected, this government is scrambling for an answer; that is the only reason why auto received the small attention it got in the 2015 budget. Actually I think it would have been better if they would have maintained what was already in place, because all they have demonstrated is their total lack of understanding in what the auto/manufacturing industry needs in Canada. The Conservatives have no clue when it comes to automotive and are encouragingly making things worse.

I am proud that at our last membership meeting Local 444 passed the same motion that was passed at Ontario Regional Council and it was clear that we would support NDP incumbents in all ridings and in those ridings we can defeat a conservative (identified ridings) we put our resources on who has the best chance to win that riding. Anyone interested in helping out in the elections are asked to contact Ray Hachey, the political action chair for the local and we will make sure we can make a difference and help shape our future as we have in past.

## Robbing Peter to pay Paul

Trying to balance the books for pre-election strategy is nothing more than a scam and yes, people will fall for it. The federal government used \$1.8 billion in surplus EI funds to help balance its books saying in an election year they're balancing the budget. The reality is that E.I. fund belongs in taxpayers' pockets. With the decline in revenues due to falling oil prices, this government robs Peter to pay Paul. Furthermore this government also made it more difficult for unemployed Canadians to access EI in 2013, tightening rules and introducing a new requirement and accept a pay cut as big as 30 per cent.

The Guardian - 6

Take a moment to read Unifor Economist Jim Stanford's article called "The five most outrageous things about the Conservative budget", which is an excellent article dealing with facts and figures, not smoke and mirrors.

## "The Five Most Outrageous Things about the Conservative Budget"

With a document whose very timing, let alone content, was so transparently politicized and manipulative, it's hard to even know where to start. Among the many galling, shortsighted, and ultimately destructive com-

ponents of this federal budget, here are five that stand out in my view:

**1. Timing.** At a time of great economic uncertainty in Canada (arising from the sharp decrease in oil prices and growing evidence of serious economic trouble), the government chose to heighten the uncertainty by delaying its budget for several weeks. Turns out this was not because of uncertainty about oil prices. The delay was actually to wait until the fiscal year started, so they could sell the GM shares and use the net proceeds to help achieve the politically all-important "balance." This gaming of the process (let alone the content) of fiscal

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**Dave Hitchcock, Chair of the United Way Board of Directors along with CEO, Lorraine Goddard present Gary Parent along with his wife Arden, the prestigious "Leading the Way Award". This award is given to an individual who has significantly contributed to the community through United Way through a one-time gift or gifts over a period of time.**



**HBPO Chairperson Jen Allard along with Karen Fields graciously accepts the Quantum Leap Giving Award on behalf of the membership. HBPO has significantly increased their giving to the United Way over last year.**



## Dino Chiodo

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policy making was shameful and reckless.

**2. Selling the Silverware.** Speaking of the GM shares, the \$2.1 billion net proceeds from the sale were indeed essential to the government's declared small surplus (\$1.4 billion). The shares fetched \$3.3 billion, but the government had to deduct their "book value" (which was artificially low anyway due to the government's ultra-cautious accounting in 2009 that they might not get much at all back from the GM rescue). The sale of the shares deprived Canadians of a seat at the GM directors' table, and an indirect lever with which to assure this crucial company's continuing manufacturing presence here. Indeed, the fire sale was widely interpreted in the automotive media as a sign that Canada was "giving up" on the industry (and was accompanied by another spate of stories about the migration of auto investment to Mexico). More fundamentally, selling an asset to balance a current budget is utterly phony: the state is poorer, not richer, because it no longer has that asset. Toby Sanger at CUPE has argued that, based on consensus analyst forecasts, the government would have made an extra \$1 billion or so hanging on for just another year. (Ex-

cept that would be too late to help them contest another election!)

**3. Phony Balance.** Speaking of the "balanced budget," it is entirely dependent on a fiscal sleight-of-hand. There is a \$1.4 billion reported surplus. But that's only because the government diverted \$2 billion out of its normal \$3 billion contingency reserve (apparently things are so stable in the world economy these days there's no need anymore for so much symbolic "protection"). They siphoned \$2.1 billion from the GM shares. And then perhaps most offensively of all, they raided \$3.4 billion from the annual operating surplus of the EI system. (That surplus is created by the denial of benefits to over 60 per cent of unemployed Canadians; the appropriate response, especially with growing layoffs around the country, would be to fix that problem -- not raid the EI cookie jar.) That makes a total of \$7.5 billion in shell game transactions. Without those three fiscal tricks, the reported balance would be a \$6.1 billion deficit -- not a \$1.4 billion surplus. The emphasis placed on achieving balance is misplaced anyway, as many economists of all stripes have pointed out. But to attain this inappropriate "victory" in such an underhanded and misleading way sets a new low for the politicization of fiscal policy.

**4. Public Transit.** The opposition parties have argued that this is the moment for government to invest heavily in over-

due infrastructure; this view is fully and loudly endorsed by economists around the world, who correctly identify secular stagnation (not public debt) as the greatest threat to prosperity and stability. The argument must be having some effect on public opinion (a recent poll indicated Canadians preferred infrastructure spending over tax cuts by more than 2-to-1 as the top priority for budget policy), so the government has responded with some mostly token infrastructure initiatives. The most token of all is its ballyhooed "Public Transit Fund." This "innovative" measure merits several pages of text in the budget plan. But you have to wade through many tables until you realize it doesn't get any money at until 2017-18, at which point it gets all of \$250 million. Given the cost of transit investments and the desperate need for them (for economic, social, and environmental reasons), this is offensive -- and I am amazed Joe Oliver could announce it with a straight face. As another trivial but telling example of the propaganda machine working overtime, nowhere does the text even mention that \$250 million number; you have to inspect the Table 3.4.1 on page 194 to find the true amount. Instead, the budget plan repeatedly speaks of allocating "\$750 million over the first two years" of the fund's existence; it seems even Tory spin doctors realized that allocating \$250 million to public transit in 2017-18 would be interpreted by most Canadians as way too little, way too late.

**5. More Stealth Austerity.** Even many critics of the government are describing the budget as a "tax cut budget" full of "election goodies." I think this is a mischaracterization. The tax cuts are what is "new," and hence will be reported. And costing \$5 billion in just this year, they are too expensive. (Many others have written about their perverse impact on equality, labour force participation, and other variables.) But the real thrust of the budget won't make the headlines: because it's "more of the same," not news. The bud-



**Once again members from Local 444 are actively engaged in this year's Easter Seals Telethon. For those who donated thank you.**

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## Dino Chiodo

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get confirms the path of grinding, disguised austerity that dominated fiscal policy under this majority Conservative government. The government has reduced federal public administration employment by over 50,000 positions since mid-2011. It has imposed incremental, badly-understood spending cuts that cumulate to \$14 billion per year. It has underfunded veterans' offices, Coast Guard facilities, meat and railway inspectors, EI processing, and many other services that are essential to the quality and safety of Canadians' lives. It will unilaterally reduce health transfers to the provinces beginning in 2017, by \$36 billion over a decade. It will force Canadians to work until age 67 to collect OAS.

These important, painful, and unnecessary measures are significantly undermining the quality and cohesion of Canadian society. Their silent confirmation in this budget is its dominant feature -- not the pre-election goodies the government hopes we will all talk about. And they are the reason I hope Canadians will reject it forcefully in the coming election.

## Highlights of the 2015-16 Federal Budget

- The budget is balanced, with a projected surplus of \$1.4 billion this year, increasing to \$4.8 billion in 2019-20.
- The sale of the government's General Motors shares, purchased in 2009 as part of an effort to help the auto industry weather the storm in the wake of the 2008 recession, generated a net gain of \$2.1 billion.
- The federal contingency fund drops to \$1 billion in 2015-16, returning to \$3 billion by 2019.
- The small business tax rate drops from 11 per cent to 9 per cent by 2019.
- An additional \$11.8 billion for the Canadian military over 10 years, starting in 2017.
- Up to \$360.3 million for the extended and expanded mission against the Islamic State of Iraq and the Levant, and \$7.1 million for the recently announced military training mission in Ukraine.
- \$23 million over four years to upgrade security at Canada's military bases.
- \$292.6 million over five years for the RCMP, the Canadian Security Intelligence Service (CSIS) and Communications Security Establishment (CSE) to fight terrorism and enforce the government's new anti-terror law.
- \$12.5 million over five years, followed by an additional \$2.5 million a year, for the Security Intelligence Review Committee, which oversees CSIS.
- \$58 million over five years to better protect computer networks and critical infrastructure against cyberattacks, and \$36.4 million over five years to address cybersecurity threats.
- \$60.4 million over three years to buttress Parliament Hill security, \$27 million over five years for tighter security at federal court and registry offices, and \$10 million over five years for Ottawa police.
- Changing the rules governing registered retirement income funds, or RRIFs, to allow seniors to preserve their retirement nest eggs for longer.
- Increasing the annual contribution limit on tax-free savings accounts to \$10,000 from \$5,500.
- Extending compassionate-care benefits under the employment insurance system from six weeks to six months for Canadians caring for gravely ill family members.
- A \$1-million lifetime capital gains exemption for farm and fishing businesses.
- \$750 million over two years, starting in 2017-18, plus \$1 billion a year thereafter, for a fund to promote investment in public transit systems.
- \$15.7 million over five years to streamline travel to Canada by low-risk travellers from Brazil, Bulgaria, Mexico and Romania.
- \$3 million over two years, starting next year, to establish a high-speed mobile network dedicated to emergency management.
- Up to \$100 million over five years to foster innovation among Canadian automotive parts suppliers.
- \$210 million over four years for activities and events to mark Canada's 150th anniversary in 2017.
- An additional \$1.33 billion over six years, starting in 2017-18, to support advanced research infrastructure at universities, colleges and research hospitals.
- \$35 million over five years to help immigrants cover the cost of upgrading foreign credentials.



**At the most recent event celebrating International Women's Day, Unifor Sisters from Windsor/Essex County take time for a photo.**

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## Export Development Canada (EDC)

EDC and the government ineffectiveness will come up with far-fetched arguments about how this is “opening doors” for Canadian parts firms. But there are no guarantees of ANY new business for Canadian-based firms. And even if a Canadian firm got a contract, it would most likely get sourced from one of their plants in Mexico (for VW’s Pueblo plant) or the US south (for VW’s Chattanooga plant).

- Last year the VW Group (including Audi and Porsche) sold over 95,000 units in Canada.
- VW Group sales have grown 133% since 2005.
- VW Group sales in Canada were worth about \$4 billion last year.
- VW Group does not have a single direct manufacturing job in Canada.
- VW Group is 20% owned by the state government of Lower Saxony in Germany, has never closed an assembly plant in Germany since the end of World War II, and benefits from many other German state policies supporting auto investment (including technology subsidies, an amazing apprenticeship & college placement program, and EU trade protections).
- Canada’s government should be emulating the VW strategy, not subsidizing this company to move to Mexico.
- In contrast, Ottawa just sold its interest in GM (the opposite of the VW experience, where a minority government share has stabilized the company’s presence in Germany).
- VW generated total worldwide revenue of over 200 billion euros in 2014, and net profit of 12.7 billion euro. They don’t need Canada’s help to expand plants in Mexico and Tennessee. And we shouldn’t have to loan them money just to get them to TALK to our suppliers – when the

company sells \$4 billion worth of products in Canada each year.

## Ontario 2016 budget

Sadly in Ontario we have nearly 350,000 Ontario children who live in poverty with approximately one million workers who earn at or near the minimum wage. Not to mention we have one in five Ontarians who receive help from a food bank or charities so they can get by, day by day. More could have been done to address the needs of those who need it most and this budget falls short in helping those mentioned.

**1. More trains, more often:** The budget promises billions more for regional express rail in the Greater Toronto-Hamilton Area, bringing its total contribution to \$16 billion over 10 years. Partnering with Metrolinx, trains in core areas will run every 15 minutes, all day in both directions. By 2020, the province says Metrolinx will increase the number of Go Transit trips from 380 trips a day to 570, with most of the gains happening in the evenings and over the weekend. But transit improvements in Toronto, such as the relief line and Eglinton West extension, are more ambiguous.

**2. What the budget means for Ontarians:** We’ve known about it for a little while, but the budget put it in black and white; beer is coming to the grocery store. Beer will be available in 150 grocery stores in urban areas by May 2017, eventually rolling out to 450 stores over 10 years. The government is also raising the tax on beer, about an additional .25 cents for a 24 pack.

**3. Less auto insurance, but more deductibles:** The province promised to reduce auto insurance rates by 15 per cent, but they’re only halfway there. To go farther, the province is cutting the maximum interest rates on monthly auto insurance premiums and banning premium increases for minor at-fault accidents. Insurers will also offer a discount for using winter tires. But it’s not all good news. Some benefits are getting cut, and the province is hiking de-

ductibles from \$500 from \$300.

**4. More about the Ontario Retirement Pension Plan:** The government introduced its plan to create a provincial pension plan to help top up federal retirement plans in the last budget. This coming year, the government intends to introduce legislation to create an arms-length administrator to oversee the pension plan and extend the deadline for consolidating split pensions by one year to July 1, 2017

**5. Less for public sector employees:** The budget continues with the government’s policy of “net-zero” wage increases for public sector employees. Public-sector salaries continue to increase by just 0.6 per cent, far below private sector salaries or federal public sector salaries and well below the projected inflation rate of 2 per cent.

**6. More for youth employment:** The government is creating a number of programs aimed at young students. They’re putting additional \$250 million over the next two years into the Ontario Youth Jobs Strategy, which funds programs for youth employment. They are also giving \$20 million for the creation of Experience Ontario, a kind of provincial guidance-counseling program.

## CAP AND TRADE PLAN ON CARBON TAX A GO

Although California and Quebec are already doing Cap and Trade, it’s an initiative that we are looking to support from an environmental stand point, but we need to be vigilant and we are certainly trying to do our homework on what effects this will have for our collective future. Carbon pricing discussions have taken place but we need to make sure we understand the negative and positive aspects of the program.

### A birds eye view:

- Every company buys credits.
- Government provides allowance – you buy 10% credits.

## Dino Chiodo

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- You can make efficiency and then sell credits to those who over use.
- Each product holds us subject to the tax, also those funds to be used to make emissions better. Allied with CUPE-USW-OFL and Blue Green Alliance to understand the job issues and implication.
- No one can say this will be revenue neutral.
- Manufacturing does not need another reason for companies not to expand operations.
- Can they do this fairly and in a responsible way.

### SHOUT IT OUT!

I would like to congratulate our Organizing Department from the National which has added an additional 9,000 members in the last 8 months to our membership. This is an obvious acknowledgement that unions are necessary and needed in many workplaces. It is also a testament, although we may feel that the union isn't always the answer, it is one of the only balances to partisan politics, in maintaining and negotiating collective agreements and enforcing fair working rules and standard.

Congratulations to John Aman and his crew.

### Local 444

2015 - 2018

#### Executive Board

President.....Dino Chiodo  
 1st Vice President.....James Stewart  
 2nd Vice President.....Mike D'Agnolo  
 3rd Vice President.....Doug Boughner  
 Secretary Treasurer..... Dave Cassidy  
 Recording Sec.....Sandra Dominato  
 Trustee.....Manny Cardoso  
 Trustee.....Susan McKinnon  
 Trustee.....Dave Skidmore  
 Sergeant-at-Arms.....Frank Harshaw  
 Guide.....Darryl Desjarlais  
 Member-at-Large.....Tim Lachapelle  
 Member-at-Large.....Cathy Prestyko  
 Member-at-Large.....Charie Virga

## FCA's investment in Windsor

Windsor's largest employer has made another incredible investment in this community. The investment by Fiat Chrysler Automobiles (FCA) didn't come easy but I dare say it was earned by our members that work in the plant and many others that either feed or service the plant. When our members return to work they will be walking into a plant that has been gutted and rebuilt. Windsor Assembly Plant will be a state of the art assembly plant and one of the most advanced in North America when it fires back up at the end of May. The retooling started early in February and as of the beginning of May our members have slowly been returning to work for training purposes. On May 25 production is slated to begin on a re-launch of the current product with a new production system as result of a multi-billion dollar investment by FCA. An all new product will slowly pilot over the next 9 months with an official launch planned sometime early in 2016 in a plant that could potentially build multiple vehicles. This investment is not only a direct result of our last round of bargaining but also a credit to the work of our members who have accepted tremendous change in the workplace over the last 6 years. In a community that has the highest unemployment rate in Canada this is phenomenal news and ultimately provides many Windsorites with a more secure future. Did you know that when the entire WAP members return to work at the end of May it will affect approximately 40,000 jobs direct and indirect in our community.



Serving the Unemployed and Underemployed  
of Windsor/Essex County.

## 24th Annual GOLF TOURNAMENT (Scramble Format)

Shot Gun Start 1:00 p.m

Sunday, July 19, 2015  
at Roseland Golf and Curling Club

\$120 PER PLAYER BUYS YOU:

- ✓ Cart
- ✓ 18 Holes of Golf
- ✓ Door Prizes For All
- ✓ Buffet Dinner
- ✓ \$30 Tax Receipt

tee off!

To register or for any  
information, call Debbie  
Desjardins at 944-4900,  
Ext.116

Deadline for registration - July 3, 2015

First 144 golfers only. Fees must be paid in advance. We reserve the right to create a foursome.



# Plenty of Work Ahead



## SKILLED TRADES

As the national president of the skilled trades council, I have been very busy with continued growth of our council within Unifor from both former organizations (CAW and CEP). Locally our skilled trades along with the women's committee have done some tremendous work at the "Women's Welcome Centre" here in Windsor and we have from a national level chose this to be our first project for a newly negotiated fund with CN and CP Rail called the Canadian "Community Fund" that has the companies paying a certain amount of dollars per year to this fund so our skilled trades can work on projects like the Welcome Centre throughout Canada. We continue to complete the project and are hoping that we have a video and completion date by mid May.

The plant skilled trades at WAP are contining to "put the place back together" as we speak. This shutdown at

WAP as everyone has reported is the largest shutdown and investment in the history of manufacturing here in Windsor. The plant has hired new electricians from the outside along with transfers from ECP and BAP, we welcome each and everyone of you to WAP.

There is still an outstanding requisition to hire millwrights and pipefitters and the committee continues to get this completed ASAP because we are truly struggling with manpower issues. Our first round of 20 apprentices are "digging in" and "getting dirty" during this shutdown and what an experience that is for a brand new apprentice to be involved in a shutdown of this magnitude. I know our millwrights are scheduled for schooling shortly and hopefully our committee is able to get the second round of apprentices pulled ahead a bit before the first quarter of next year and get them in and started. I truly want to commend the leadership

**By DAVE CASSIDY**

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

in the plant and the skilled trades at WAP for their great work during this shutdown.

## AUTO STRATEGY

Automotive manufacturing is so vital to the Canadian Economy. In 2013 assembly and parts suppliers contributed roughly \$16 billion to Canada's gross domestic product. While employment has decreased significantly in automotive manufacturing since 2000 and production capacity has declined the industry is still very important in Canada as it represents 7.7% of Canada's total manufacturing jobs and the majority of these jobs are full time high paying jobs – not the ones that the government of the day likes to report which are part time jobs.

Over 90% of automotive manufacturing jobs in Canada are located right here in Ontario. Since 2001, more than 53,000 automotive jobs have been lost in Canada, 43,000 from Ontario alone. The decline in automotive parts jobs lost has been more than assembly over this time period. While employment in the industry is still well below the pre 2008 crisis, a modest recovery in assembly and parts jobs has occurred since 2009.

Hourly wages in the automotive sector generally pay well, with hourly wages that exceed provincial and national averages. For example automotive assembly workers wages are higher than average wage in manufacturing and the broader economy, while auto parts manufacturing



*Unifor Local 444 Secretary-Treasurer Dave Cassidy along with other local leadership are seen at the most recent Chrysler Council meeting held in London discussing concerns affecting the membership throughout the FCA (Fiat Chrysler Automobile) chain.*

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## Dave Cassidy

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workers' wages are close to the average wage and slightly above the average wage in the broader economy. Between 2001 and 2013 Windsor alone shed almost 12,000 auto manufacturing jobs.

The correlation of declining jobs to the median income is truly direct. In Windsor in the year 2000 the median family income was 91,500 whereas today that figure is 81,550 is this a direct correlation? I think so because since 2000 in Windsor we have lost GM (Windsor Powertrain), Pillette Road Chrysler, and many more good paying jobs. Since 2001 roughly \$7 billion dollars in potential revenue has been forgone due to the loss of automotive industry jobs in only six important automotive dependant communities in Southern Ontario. In Windsor alone, Federal Tax lost \$1.2 billion, Provincial Tax lost 675 million CPP lost 324 million, EI Lost 125 million and to think the government doesn't think a strategy is necessary....REALLY !!!

A thriving Canadian automotive industry reinforces the existence of economically healthy families and establishes the conditions for further job creation and general prosperity in the community overall.

## EI REFORM

Our unemployment insurance program has served this country well since 1940. When the great depression gave rise to mass unemployment and large public demonstrations, workers demanded a program of unemployment insurance to address the obvious. They were supported by mayors, business leaders and others who understood how important an income replacement program is to the communities that were trying to "weather the storm". The program has continued this vital role in the decades since and

especially during periods of economic crisis, however, during Harper's 2013 budget changes came and came with harmful changes to workers. Since 1990 workers and employers have totally funded the program without any government contributions. What's more is, between 1994 and 2009, the funds of the EI program were used for other purposes than the protection of workers, these funds should be restored. We believe that unemployment is an economic and social phenomenon and requires a collective response, unemployed workers have a right to a fair and worker friendly appeal system when contesting EI commission decisions. EI requires improvements that improves access, duration and benefit levels.

We truly need to seek EI Reform that benefits workers and their communities by improving access by reducing qualifying hours in all regions to the lesser of 360 hours or 13 weeks, increase duration to at least 50 weeks in all regions and provide a special extension when unemployment exceeds a 6.5% paid from federal general revenues, increase benefits to at least 60% of earnings using workers' 12 best weeks, raise the maximum benefit, eliminate severance pay allocations and the two week waiting period, pro-

vide EI income benefits so long as workers are in approved training programs, and expand supports for work sharing arrangements under EI to reduce layoffs.

These are a few things that our government can start with after all it is our money not theirs.

## CONCLUSION

It's been roughly a year and a half with the creation of our new union. It has been very busy to say the least as we continue to go through many growing pains, both nationally and locally. Your officers here at the Local are continuing to discuss and find new ways to better serve you, our members as the same old same old status quo doesn't work anymore. I'm not saying that the old way wasn't the best method but we need to think out of the box, engage with the membership even more than before and have the best practices in place for our union as we continue to fight this right wing ruling class because if we don't continue the fight for workers, we will, with a stroke of a pen see nothing but a race to the bottom with the government of the day.

*"Keep the main thing the main thing."*

*With respect and solidarity,*

**DAVE**



**A BIG THANK YOU goes to Unifor Locals 195, 444, 1498, ONA Local 8, Unifor Retirees and associates of Fiat Chrysler Automobiles who have contributed towards the 2015 United Way Campaign**



# Government Responsibilities



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

## *Greeting Sisters and Brothers,*

I would like to start out this report by thanking our members, their families as well as other Local Unions and membership for their support throughout my recent extended absence due to Health issues that arose. I would also like to report that I am fine and once again I and my family appreciate the kind words and thoughts throughout that time period.

On a more important note, our members and their families need to be aware that the Bankruptcy and Insolvency Act views a pension plan deficit as an unsecured debt, just like any other amount owed by a Company to its employees, trade creditors, contractors, parts suppliers or utilities. In most, if not all cases, a secured creditor which is usually a bank, other lending institution or credit provider, has a ranking high above an unsecured creditor. In other words secured creditors will get paid first.

Despite the fact that numerous studies have demonstrated that pro-

viding pension plans with equal status to secured creditors has no effect on the cost of lending or the ability of companies to obtain credit, the Federal Government insists that these are the reasons why it has not amended the BIA (Bankruptcy and Insolvency Act) to better protect pension plans.

Retirees are one of the most vulnerable groups in our society, they have performed work, which fulfilled their obligations in order to obtain their pensions, and they ought to have the absolute right to expect that they would be entitled to the same considerations as a bank that has lent money to a Company and absolutely should be paid! After all it is our opinion that these pensions were rightfully negotiated as deferred wages. The difference is that the BIA ensures that the bank will get as much of its money as it can from a bankrupt company and does almost nothing to ensure that pension plans are afforded the same treatment. Retirees who have their pensions reduced are almost never in a position to recover those losses. Most of these members cannot go out and find a job, most often have to in-

crease their reliance on Government social supports and may have to begin to do without it!

It is absolutely ridiculous and a crying shame that the burden of their former employer's insolvency falls directly on them, while to Government's policies protect those most able to bear the risk of a corporate insolvency, the bankers and financiers who have knowledge of a company's financial status before they lend money to a company and base their interest rates on that knowledge.

**Workers and Retirees Do Not Have That Luxury;** therefore the Government ought to be protecting those who have less ability to protect themselves in negotiating; they are certainly more vulnerable when insolvency occurs; and are more likely to have to turn to the Government for assistance. Therefore we are calling on the Government to amend the BIA to protect retirees and their pensions so that in the event such as many employers becomes insolvent, especially

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*Chairpersons from various Unifor Local 195 workplaces are seen attending a seminar at the local union hall.*

## Gerry Farnham Report ... cont'd

in the parts sector and beyond. This needs to be corrected; why our Government allows such atrocities is beyond me!

Special Meetings are taking place as the IPS (Independent Parts Sector) Task Force will be holding area meetings in the very near future the dates, times and location are as follows: **May 4th** London-Regional office 9 am-1pm, **May 5th** Kitchener-Waterloo-Local 1524, 9 am-1 pm, **May 20th** Windsor-Local 195, 9 am-1pm, **May 25th** GTA East Oshawa Local 222, 9 am-1 pm, and **May 26th** GTA West Niagara, Local 1285, 10 am-2 pm. We need full participation and engagement in this important initiative.

The following is a list of the agreements we have ratified since our last report:

Our members at **Veltri Lakeshore** ratified a new 3-year agreement by an 86% margin Tuesday, April 15, 2014. This agreement was a difficult agreement to negotiate with the Lakeshore facility leading the pack in the all-in costs throughout the Flex-N-Gate chain. Highlights include: numerous language improvements, although there is no further increases in the monetary of this new agreement, there is a commitment letter by the employer that they will keep the current work at this facility as well as, that they will add an addition to this facility and bring in a complete new line which will run the new (RU) work. This will create job security for our members and will create approximately 40 new jobs. A \$1200.00 signing bonus was also put in place upon ratification to all full-time employees and a \$200.00 signing bonus to the TPTs. Congratulations to the bargaining unit which consisted of Don White,

Chairperson, Steve Petrie, Committeeperson, Ray Nantais, Committeeperson, Steve Christou, Committeeperson, Earl Lajoie, Committeeperson, Kirk Lozon, 1st Vice President, Unifor Local 195, Gerry Farnham, President, Unifor Local 195 and Aaron Neaves, Staff.

**Viking Pump** ratified a new 3-year agreement by 100% margin. Contract status quo plus \$2500 signing bonus and .25 cent increase in pension.

On May 21-14 our members at **Precision Group** ratified a new 3-year agreement by a 76% margin. Highlights include: Numerous language improvements, wage increases of \$1.50. Retro pay to all current workers from February 16 through to June 30, 2014. As well, a Christmas Bonus of \$400.00 to employees with more than two years of seniority, and \$200.00 to all employees with seniority less than two years. Congratulations to the Bargaining Committee: Scott Patterson, Chair, Ujamaa Nuckles, Rec.-Sec, and Aaron Neaves, Staff.

Our Members at the **Waterfront Hotel** ratified a new 3-year agreement by an 81% margin on Thursday, May 29-14. Obviously this round of bargaining was an extremely difficult set of negotiations. The Company (Vrancor) upon purchasing the Hilton

Hotel which had lost its name brand, took an extreme hard line on our membership. Their position was very clear and that was that all employees will not make more than \$12.00 an hour, that they would be paying 50% of all benefits and that the pension would be done completely! An agreement was finally reached and ratified. This is a 3 year agreement, which calls for our members to pay 20% towards their benefits. The pension will now be at 40 cents an hour, and these two items are exactly the same as the unionized workers at the Sheraton Hotel in Hamilton, however our wages will remain frozen over the life of this agreement. As well, a significant commitment has been put in writing that the company agrees to put a multi-million capital investment into this hotel and also a re-branding of an international recognized brand. The investment and branding shall be done within one year of this ratification. Congratulations to the bargaining committee, Tammy Smith, Chairperson, Rhonda Finley, Committee, Winston Aitcheson, Committee, Glenn Clarke, Committee, Gerry Farnham, President, Unifor Local 195, Mike Renaud, Staff, and Jenny Ahn-Assistant to the President, Unifor National. Without their fight, determination and patience throughout

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President Gerry Farnham and Financial Secretary Tony Ciampa with a few of our delegates attending "Stop Bill C-51 Rally" in Windsor



## Gerry Farnham Report ... cont'd

this process, this would not have been achieved. Certainly a job well done under the circumstances!!

Our members at **PM Plastics** ratified a new 3-year agreement by a 98% margin on Sunday, June 8th. Highlights include: Numerous language improvements, increase to their Health and Welfare benefits, Discipline records were cleared, increase to their pension of 10 cents in the 3rd year of this agreement, Wage increases of 25 cents in year 2 and 3, also a \$500.00 signing bonus in lieu of a wage increase in year 1 which was payable upon ratification. Congratulations to the bargaining Committee: Steve Banfill, Chair, Marc Frey, Vice Chair, Linda Gravel, Rec.-Sec, John Toth, Vice President Unifor Local 195, Gerry Farnham, President, Unifor Local 195 and Mike Renaud Staff.

Our members at **Morrice Transportation** ratified a new 3-year agreement by a 95% margin on Sunday, June 22, 2014. Highlights include the following: numerous language improvements, increase to their pension of .25 cents, wage in-

crease of .25 cents in year one, .25 cents in year two, and .50 cents in year three. Increases to their boot allowance, vacation days will be allowed now in one day increments, a quarterly performance bonus of \$1000.00 yearly and a \$500.00 signing bonus to all employees. Congratulations to the bargaining committee: Ben Longpre, Chairperson, Chris Fedak, Committeeperson, Mike Othmer, Committeeperson, Tony Ciampa, Secretary Treasurer, Local 195, Gerry Farnham, President, Local 195 and Mina Sarajcic, Staff Rep.

Our members at **Gates Automotive** ratified a new 4-year agreement by a 74% margin on Tuesday, June 24, 2014. Highlights include: numerous language improvements, banked O/T now allowed in one day increments, a new apprenticeship program will be instituted, an increase in union time tied to 120 members, General Council delegates will now be paid for by the employer, 2-day increase in bereavement for Mother, Father and Common Law Spouse. Safety glass increase, 2.5 day increase to members with 10 years or more of seniority in vacation time off. Increase in Health & Welfare benefits increases in their vision plan, life insurance, S&A benefits, tool allowance increase, wage increases of \$500.00 lump sum plus .20 cents in year one, \$500.00 lump sum plus .20 cents increase in year

two, \$500.00 lump sum plus .20 cents in year three and a .40 cent increase in year four as well as a \$1000.00 signing bonus to all employees. Congratulations to the bargaining committee: Ron Hochreiter, Chairperson, James Gilbert, Recording Secretary, Bryan Smith, Committeeperson, John Toth, 1st Vice President, Local 195, Gerry Farnham, President, Local 195 and Colette Hooson, Staff Rep.

**Butcher Engineering** ratified a new 3-year agreement, by a 92% margin.

**Lanex** ratified by 90% with \$1.30 increase over 3 years, benefits improvements, direct billing, also PPH added.

Our Members at **JD Norman** ratified a new 3-year agreement by a 78% margin. This agreement calls for wages increases of 0.50 year 1, 0.50 year 2, and 0.75 year 3, as well as a \$500.00 signing bonus to all employees.

Our members at **Syncreon Automotive** ratified a new agreement by a 74% margin. This agreement calls for a 10 month extension on the current CBA as well as a new 3-year agreement. Highlights include the following: numerous language improvements, bereavement leave has been extended, continuation of benefits during the Chrysler shut down, increases to their life insurance, one extra holiday in each year of the agreement. As well as a total of \$2600.00 over the life of this agreement in lump sum payments in lieu of wage increases. \$500 payment in June of this year, and \$700 payments in May of each year after. Congratulations are in order to the Bargaining Committee: Richard Smith, Chairperson, Richard Long, Committee, Lenny Clinansmith, Committee, Darrel Girard, Committee, John Toth, Vice President Unifor Local 195 and Colette Hooson, National Staff Rep.

The Executive Board of Unifor Local 195 would like to wish all our readers and their families the very best throughout the summer!



**Local 195 Retirees participating in our monthly meeting.**

# Modernizing Ontario's Labour Laws



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

ON FEBRUARY 17, 2015, the Ontario Government announced that they will be launching public consultations with the intent of modernizing the Labour Relations Act and the Employment Standards Act.

This announcement is welcomed by the labour movement. As stated by Sister Katha Fortier, Ontario Regional Director for our union “Work has changed and the laws protecting workers must change. Jobs and the labour market in Ontario look very different than in previous decades but our current labour law does not reflect those changes”.

The consultations will examine the following trends:

- Increase in non-standard working relationships such as temporary jobs, part-time work and self-employment
- Increasing prominence of the service sector
- Globalization and trade liberation
- Accelerating change in technology
- Greater workplace diversity

Under our current laws, a large portion of workers are not covered by basic minimum wage, vacation and overtime protection. Also, workers misclassified by their employers as independent contractors lose their legal protection and entitlements to Employment Insurance and Canada Pension Plan.

The Employment Standards are supposed to provide a minimum standard of protection to all workers but it contains many exemptions related to minimum wage, overtime and public holiday pay for certain sectors and categories of workers.

Full-time permanent well-paying jobs with benefits are becoming rare in Ontario. Jobs have become less secure and more precarious therefore, it is critical that laws are updated to provide

greater protection for individuals working in these types of jobs (part-time, on call, temporary, self-employed). Advocates hope that through these consultations the following is implemented:

- Broadening the definition of employee to ensure that employee's who are currently excluded, such as independent contractors, are entitled to protections.
- Instituting scheduling standards such as minimum three and four hour shifts and requiring all employers to post work schedules with two week notice.
- Eliminate loopholes and exemptions to workers' rights to overtime pay and minimum wage
- Provide guaranteed paid sick days for all workers
- Increase minimum vacation entitlements to three weeks

Employment Standards reform is only one part of the equation. It is also

important to remove any obstacles preventing workers from organizing and joining a union. Collective bargaining is critical to improving wages, benefits and working conditions. As Sister Fortier stated “modernizing Ontario's labour laws and employment laws is only part of the solution, collective bargaining is also an essential part of a well-functioning labour market, as it helps to ensure jobs become good jobs”.

As the consultations start, it is critical that as members of the labour movement, we become involved in the process at the community level. This is a great opportunity to have a great impact in the lives of so many working people across Ontario in setting the foundation for future generations.

As the summer months approach, I would like to take this opportunity to wish the membership of Local 195 and their families a healthy and safe summer.



**Representing Unifor Local 195 at the Easter Seals Telethon seen are Tammy Pomerleau and Tammy Smith.**



# A Raise - \$111,000?



By  
**BRUCE  
DICKIE**  
President  
Unifor Local 2458

**D**AVID MUSYJ, the President and CEO of Windsor Regional Hospital received an \$111,000.00 raise last year. Yes, you saw that right, ONE HUNDRED AND ELEVEN THOUSAND DOLLAR raise, bringing his annual salary to \$461,000.00 and he apparently got the raise without even asking.

The two Windsor Hospitals, Windsor Regional Hospital and Hotel Dieu Grace Health Care went from 92 people on the “Sunshine List” (those paid from the public purse earning more than \$100,000.00 per year) in 2013, to 229 people in 2014. So much for economies of scale.

The Chairman of the Windsor Regional Hospital Board explained that the merger and realignment of the Hospitals gave them the opportunity to address the salaries of Musyj and other managers that had been under a freeze imposed by the province for the last couple of years. Poor buggers. I take it from his comments that there were a number of administrators and managers that received significant increases as part of their review. The Sunshine List appeared in the Windsor Star on March 28, 2015 and on March 31, 2015 the Star carried a small article regarding 3000 nurses and other health care professionals employed by 9 Community Care Access Centres across the province.

These workers had just been awarded a 1.4% wage increase in

each year of a 2 year agreement by an arbitrator. Prior to the arbitration, they had been subject to a 2 year wage freeze. During negotiations for this contract, their employer demanded another 2 year wage freeze. Those workers refused and after a 17 day strike agreed to return to work and settle the wage issue by arbitration.

Bear in mind that funding for both of these groups comes from the same source. The Ontario Government through the Ministry of Health and the LHINS who in turn get their money from us through the taxes that we pay. What is wrong with this picture you might ask? There is plenty wrong with it. To begin, decisions about the salaries of CEO’s and Administrators are made by other CEO’s and Administrators. Do you think there

could be self-interest at play here?

A couple of years ago when Mayor Eddie Francis was attacking the arbitration system for police and fire fighters, Musyj got on the band wagon making similar complaints about the arbitration system covering health care workers. They claimed the system was broken.

These arbitration systems have been in place for over 50 years, assuring the public of uninterrupted delivery of essential public services while providing workers an opportunity to engage in collective bargaining. Failing a voluntary settlement their issues are referred to an independent third party for

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**Unifor Local 2458 is photographed at leadership conference at Port Elgin recently taking collective bargaining and grievance handling.**



## BRUCE DICKIE

... cont'd

binding resolution. So we have a guy who was one of the highest paid Mayors in Canada and a guy who is now the highest paid publicly funded administrator in the city complaining about, essential public service workers (half of which are part time) getting modest increases through arbitration.

Something is broken alright and in my opinion it is the system that allows a publicly paid administrator to get a 32% increase in compensation while at the same time asking the workers to accept wage freezes in the name of austerity. Where the hell is their sacrifice and who is monitoring the pay practices that allows it to go on? If the province wants to look at public sector pay practices they should concentrate on those at the top, not on the system of arbitration that has been working for the public good for decades.

On a sad note, since the last Guardian publication, we have lost two long term valued and loyal activists in our Local Union; Laurie Gillis was a long serving committee person and chairperson at Richmond Terrace Nursing Home in Amherstburg and a Unifor Trustee on the Nursing Homes and Related Industries Pension Plan. Also, Marian Williams was a retired activist at the Windsor Essex Catholic District School Board who established our Local 2458 Retirees Chapter. Both have recently passed away and we send our condolences to their families. We will miss their activism and their friendship.



*Members from Unifor Local 2458 join in with other Local Unions and activists at the Windsor Assembly Plant on December 6th recognizing violence in the workplace and abroad must cease.*

## You're Invited! Volunteer Speed Matching

For Pre-Retirees and Retirees



Give back, make a difference, share your skills, meet new people and have fun!

**Come and hear about  
volunteer opportunities in the  
community.**

**10 a.m. to 11 a.m.**

Organization Presentations

**11 a.m. to 12 noon**

Networking

**12:00**

Lunch

**12:30 to 1:15**

Organization Presentations

**1:15 – 2 p.m.**

Networking

**Door prizes, free lunch  
and refreshments.**

**May 25th, 2015**

Unifor Local 200/444

1855 Turner Road

**REGISTER by May 18, 2015**

by contacting United Way by phone  
at 258-0000 x 1184 or by email to

[mcurtis@weareunited.com](mailto:mcurtis@weareunited.com)

or

[dmalcolm@workforcewindsorsex.com](mailto:dmalcolm@workforcewindsorsex.com)



**United Way  
Centraide**  
Windsor-Essex County

**RETIREE VOLUNTEER COUNCIL**



# SWORC REPORT

The SWORC Council meets monthly to discuss the recreational activities for our respective Locals and Unifor sponsored tournaments. We encourage all Unifor members and their families to get involved and take advantage of these and other events we co-ordinate throughout the year. There is no other union that gives back to its members in terms of entertainment and recreational events. Visit our website for more information [www.uniforsworc.ca](http://www.uniforsworc.ca) or join our group "UNIFOR SWORC" on Facebook.

## REGIONAL 10-PIN BOWLING

In January, the Annual SWORC Regional 10-Pin Bowling Tournament went very well with 33 teams participating. We changed venues this year and there was a lot of positive feedback. Thanks to Scott Richardson and his team of volunteers for this event.

Here are the results with handicap:

<b>Men's Team</b>		<b>Score</b>
Steve Scherle	Local 444	3347
David Herrera	Local 444	3325
<b>Men's Singles</b>		<b>Score</b>
Matt Oneil	Local 444	780
Jamie Charles	Local 195	745
<b>Women's Team</b>		<b>Score</b>
Jennifer Allard	Local 444	3147
Judy Cartier	Local 200	3108
<b>Women's Singles</b>		<b>Score</b>
Marg Rheault	Local 444	679
Pat Thorpe	Local 1941	633



Members are seen enjoying the day at the recent Annual SWORC Regional 10- Pin Bowling Tournament

## MOONLIGHT BOWLING

This is a very popular outing for couples on the night of February 21, and the winning couple was **Donna Macinnis** of Local 200 and **Mike Stearry** of Local 444. They bowled a combined score of 1273. Second place went to **Carole Hacker** of Local 200 and **Frank Butera** of Local 1959. Thanks to Pam Strong and the SWORC Committee in making this tournament a yearly success. If you ever wanted to have a great night out with your partner, this is the tournament you want to be in.

## RETIREE EUCBRE

In March, our retirees got together for a social and competed in their Annual "Bill Percy" Euchre Tournament. The only prerequisite is



By  
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that you have to be a retiree. Over 50 retirees got together for a fun filled day of cards and food. Thanks to Jim Closs and the volunteers in making this a huge success.

## SWORC

## Upcoming Events

- **UNIFOR BUD JIMMERFIELD FISHING TOURNAMENT**  
Sunday, May 17, 2015  
Deadline: May 11, 2015  
Amherstburg, ON
- **UNIFOR REGIONAL GOLF TOURNAMENT**  
Sunday, May 24, 2015  
Roseland Golf Course, Windsor  
Deadline: May 11, 2015
- **BOB PROBERT MEMORIAL RIDE**  
In support of Angioplasty at Hotel Dieu Grace Hospital  
Sunday, June 14, 2015  
For More Infotmation, visit [www.probertride.com](http://www.probertride.com)

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



# SWORC Report

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Windsor Essex County Senior Sports Organization (WECSSO) wants slo-pitch players age 50 and older. Our league has 16 teams in three divisions. Each division is based on player ability. Each team plays twice a week, Monday through Thursday (no weekends) from May through September at the Ciociaro Club at 10:00 am. A \$50 registration fee includes two shirts (home and away), cap, and two banquets mid and end of season.

To sign up call Brian Adlam at 519-735-5438 or Rick Anderson 519-734-0173 or Bill Magone at 519-966-9365.

Visit our website at [www.wecss0.com](http://www.wecss0.com)

## JACK BATTERSBY MEMORIAL CRIB & EUCHRE

On Mar. 1st, we had our annual tournament and the winners of the Crib tournament were Joe Howe of Local 444 and Gaston Landry of

Local 195. The winner of the Euchre tournament was Tony Bucsu of Local 444, who defended his title from last year. Congratulations to all of them and thanks to Leo Labbee and his volunteers for organizing this event.



SWORC Executive members who put in numerous volunteered hours take a moment to be photo'd at the recent Regional 10- Pin Bowling Tournament. A Job Well Done!





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More importantly, you'll benefit from our 24/7 professional claims service, which is backed by Aviva's Claims Service Satisfaction Guarantee. Take advantage of all of your exclusive member discounts and benefits.

## \$\$\$\$\$\$ DEBT FIGHTER CREDIT AND YOU

As a Credit Specialist and Debt Repayment Consultant, I provide personal confidential one-on-one credit review sessions to assist you. DEBT FIGHTER has a successful history solving the financial problems of many Unifor members. HOW? With proven debt solutions that could save you thousands of dollars. These include Debt Repayment Options, Customized Spending Plans And Strategies For Money Management. We've helped Unifor members so they are now living happier with less financial stress. Don't YOU DESERVE TO BE HAPPIER WITH LESS FINANCIAL STRESS? **IF YOU ARE: Feeling the Credit Crunch, Living Paycheque to Paycheque, Using Payday Loan Companies, Retiring, with large credit card balances.** Thinking of filing for Bankruptcy or a Consumer Proposal - DEBT FIGHTER will help you in one session find the financial solution that is the safest and best for your unique financial situation.

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# Ontario's Equal Pay Day



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

## *Isn't the gender pay gap so 1970?*

Sadly not. Even though women now account for roughly half of the labour force, the pay gap in Ontario has increased from 29% to 31.5% - one of the biggest reported gaps in the world.

## *What does this 31.5% gap actually mean?*

The average annual earnings of female workers in Ontario is 31.5% less than the average annual earnings of male workers. The gap is even higher for women of colour and Aboriginal women.

There are many ways to calculate the pay gap (hourly wages, comparison of full-time workers, comparison of median incomes etc.)

No matter how you calculate it, the gap is real.

The Equal Pay Coalition uses the average annual earnings calculation as it speaks to the total picture. About two-thirds of part-time workers in Ontario are women, many who have to work part-time as there is no affordable option for child care.

## *Don't Women just opt to work less and choose low paying fields?*

Nobody chooses to have their work undervalued and underpaid.

Ontario women work in every field – as scientists, childcare workers, business leaders and much more. The services provided are essential for our economic and personal well-being and yet job classes dominated by women tend to be paid less than those dominated by men.

Even when job classes like telephone operators and bank tellers transitioned from being male dominated to female dominated job classes, the pay dropped overall.

That's not because women's work is less important. It is because it is undervalued. Female dominated job classes are often not seen as being skilled because the tasks are related to domestic jobs that women were expected to carry out for free in the home.

## *Why have Equal Pay Day?*

Because women earn less than men, Equal Pay Day illustrates how far into the next year a woman, on average, must work to earn the same amount made by a man the previous year. The US, Europe and other countries have proclaimed Equal Pay Days with activities and events to raise awareness about the gender pay gap and to ignite action to close it.

This year Equal Pay Day fell on April 20, 2015. Supporters across the union wore **red** on

Equal Pay Day as a symbol of how far women and minorities are **"in the red"** with their pay.

Ontario's gender pay gap has increased by 3.5%, we can't fall backwards again this year. We need governments and employers to act now and plan for an Ontario without a gender pay gap.

Here are some ways to close the pay gap: Employers, as required by the Pay Equity Act and the Human Rights Code, must examine and correct their compensation systems which pay women's work less than comparable men's work. Identified pay gaps need to be closed and practices put in place to make sure they don't reopen by maintaining their Pay Equity Plans.

This past December at Unifor Regional Council our Union understood the importance of Pay Equity and how it can be used as a tool to close the gap and unanimously supported and endorsed a Pay Equity Resolution.

... cont'd on next page



***In the Red, proud members from Unifor Local 240 employed at Green Shield in Windsor are wearing red to bring the awareness of the gender pay gap. "Equal Pay for Equal Work", it's that simple!***

## LOCAL 240

... cont'd

### THEREFORE BE IT RESOLVED

that Unifor local unions make compliance Pay Equity law a priority. That a complete and thorough analysis of all workplaces shall be undertaken by the union and that Unifor monitor pay equity compliance and maintenance in our bargaining units and workplaces, through research local unions and staff reports to the ORC on an ongoing basis. Where a workplace is not in compliance, the local union with the assistance of the National should file a complaint; and

### BE IT FURTHER RESOLVED

that Unifor publicize its Pay Equity successes in organizing and campaign materials where appropriate to use as a tool to encourage women to join our union; and

### BE IT FURTHER RESOLVED

that appropriate Unifor Industry Councils be provided educational material on their legal and social



## ... In The Red ...

obligation of local unions to complete pay equity and that Unifor Local Unions commit to educating workplace leadership on Pay Equity through the PEL course; and

### BE IT FINALLY RESOLVED

that the ORC Executive, work in conjunction with the local, national union and appropriate departments to ensure pay equity is

used as a tool for rooting out discriminatory pay structures on an on-going basis.

Equal Pay Day raises our awareness. We have all year long to be part of the change and help close the gap. Start by making Pay Equity a bargaining priority.

When we fight for the rights that we have today, we need to continue to enforce them, otherwise we will lose them.



Support staff and along with representatives from the regional office are seen wishing Janice Baxter on her retirement after 25 years of service.



# Committees in Action



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

## Political Action

Local 240's Political Action Committee has been very busy mobilizing and educating our members on the importance of voting in the upcoming Federal Election. Jodi Nesbitt, who is Chair of the Political Action Committee for Local 240 as well as committeeperson on the Ontario Regional Council PAC is the driving force of mobilizing activists to engage and make an impact in the election. The Committee is gaining momentum and is focusing on getting people to sign the pledge forms committing to vote in the fall election.

## Education

Local 240 hosted a 40 hour Human Rights are Workers Rights course in March. We had over 40 local leadership who attended the course including Unifor Local 444 & 2027 members. A big thanks to Julie Kotsis-Wilder who not only facilitated the course, but planned and organized the week as the Chair of the Education Committee.

## Women's Committee

At the time of this writing, Local 240 Women's Committee is planning a social night on April 23rd. This is an event to get together to discuss issues that affect women across the globe. The federal election, 2nd anniversary of the Rana factory collapse and equal pay day which is April 20th will be the topics of discussion. We are excited to get the participation and dialogue flowing. The Women's Committee, led by Paula Bastien Stedman is continuing to blossom, and Paula is recruiting

new activists that are contributing to its success.

## Len Campbell Bursary

Len Campbell who is past president of our Local is recognized through an annual bursary that is offered to the children of Local 240 members who are enrolled in a post-secondary institution. The deadline to submit an application is May 15. Please see your Chairperson for more details.

## United Way – I Believe in My Community Awards

On January 9th at the Windsor Star Café, Ford Canada, Unifor Local 240 and Local 200 received a special Award in recognition of 50 million dollars of generous giving over the years to the United Way/Centraide, Windsor-Essex County.

On Wednesday March 4th, United Way/Centraide Windsor-Essex County welcomed almost 300 guests to celebrate and honour some of its most generous and dedicated supporters and the recipients of the 2014 "I Believe in My Community Awards". These prestigious awards are presented annually to workplaces, unions and individuals for outstanding contributions to the community through United Way.

Nine awards were presented to local organizations in recognition of their commitment to the community through United Way.

Congratulations to Local 240 Ford Office and Local 200 on winning "The Campaign Hero Award". The Campaign Hero Award salutes the Employee Campaign Co-ordina-

tor/Canvasser or Team. We would also like to congratulate Local 240 Windsor Salt Office and Local 1959 for receiving "The Community Partnership Award" (250+ Employees) which commends the combined success of the Workplace Employee.

Chairperson Mark Radvanyi, Ford Office would like to thank Arlindo Rocha for assisting him in this year's United Way campaign.

Their support for United Way is heart-warming and a continued testament to the caring nature of our community. Way to go!

## Ford Office

On January 22, Justin Trudeau, Leader of the Federal Liberal Party and Chrystia Freeland, Liberal MP came to the Ford Essex Engine Plant. The purpose of the visit was to meet with Ford officials and tour the PERDC (Powertrain Engineering Research & Development Centre) facility which is the group that does research and development at the Ford Windsor site.

Local 240 members are a critical part of that group along with Local 200 trades who work with the engineers to bring the concepts to reality.

Mr. Trudeau and Ms. Freeland were very impressed with the staff and the facility.

## Retiree's Summer Picnic – SAVE THE DATE

We will be having our annual Retiree's Summer Picnic on Wednesday July 8th at 12:00 pm. This event will be held at the Local. We look forward to seeing everyone there.

*Raising the Community  
Standard of Living*



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- 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!

# Unifor Retirees Wellness Fair



**WELLNESS FAIR - FRIDAY, JUNE 12 – 9 AM TO 12 NOON**



**LIGHT SNACKS AND LUNCH PROVIDED**

**Unifor Local 200-444 Union Hall  
1855 Turner Road, Windsor**



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# President's Report

## IPS Task Force

The Independent, Parts, and Suppliers has developed a task force to take into consideration strategies and structure to build strength in this sector. In May there will be 5 scheduled regional meeting to gather input from local union leadership. Input will be gathered, an action plan will be developed and presented at the next IPS Council meeting to be held in November 2015. I recommend all local unions send a full delegation, as it is imperative to our sector.

## Autoliv

The current customer demand is the highest it's ever been. Starting in late January Autoliv began expediting installation of additional looms to meet the increasing requirement for existing and new business. Since last February an additional 46 employees have been added to the memberships seniority list, this is the first time since 2005 they have been in hire mode. Looking forward to working with all of the independent, parts, and suppliers, during the upcoming IPS Task Force Meetings scheduled for May, working together, and building communication, and solidarity within our sector. Hope to see you all there!

## Accurcast

Recently called back a few laid off members, and hope to have the remainder back soon, with the addition of summer students. There are a number of outstanding grievances in the system, and a 3rd step meeting will be scheduled to deal with these. Property damage has occurred to employees vehicles, due to a process called "fall out", the MOL was on sight for a visit and ordered the Employer to rectify

the situation, and reimburse members for the damages to their vehicles.

## Hudson Manor Retirement Home

Residency remains low with 11 empty beds. If you or any one you know is looking for a Retirement Home settled in the small community of Tilbury, please feel free to contact. The committee continues to deal with the day to day issues as they arise. The current collective agreement expires in December.

## Tilbury Manor Nursing Home

Currently this home has 7 empty beds, but have offset them with a few short stays, the low occupancy seems to be a trend at many homes in the area. The collective agreement is expired, and were unsuccessful at the last



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

bargaining session, to resolve the outstanding issues. We have since applied for conciliation, which is scheduled for the middle of May. There have been some favourable settlements recently within the sector and the committee remains optimistic.

## Mahle

This unit was able to avoid layoffs during the Chrysler re-tool. Currently interviews and orientation for students are taking place, which will provide coverage for the memberships summer vacations. There has been a lot of activity and investment going into the facility. We have just received word of the purchase of a new injection molding machine. Several launches will take place starting in the July time frame and continuing for the remainder of the year into 2016, which include new processes to the Tilbury facility.



*Unifor Local 1941 Autoliv Chairperson Paula Carson along with her husband Dan are seen actively engaged at the Easter Seal Telethon.*

## FIRST BLOOD DRIVE

### In Memory of Kylee Grace Cooper-Bois

**Saturday June 13, 2015  
from 8 am to 12 pm**

Our precious Kylee passed away this past December at the age of 9 months old while waiting for a liver transplant from an undiagnosed condition. Sadly Kylee lost her fight unexpectedly only two days before her scheduled anonymous live liver transplant donation. During Kylee's hospital stay she received numerous blood transfusions. As a special way to keep Kylee's memory alive and help others for helping our beautiful baby girl, her family invites you to join them on **Saturday, June 13th, 2015 at Windsor Blood Donor Clinic at 3909 Grand Marais Road East, 8 am to 12 pm and donate in her name.**

What better way to honor Kylee's memory than to give the gift of life through blood donation & Organ Donation.

Info booth/registry for Organ Donation and Stem Cell will also be on hand. Local charity Little Hands Kids for a Cause will be



selling T-shirts & lemonade with proceeds to assist local children in

our community fighting life threatening illnesses. Kylee's older sister Kelsey will be selling specially made bracelets in honour of her little sister and donating the proceeds also. Your love and support would be greatly appreciated to help soften a terrible loss by giving a helping hand to others in memory of our precious little girl. If you can't make it to this event you are welcome to still donate at your convenience using Kylee's donor ID number **INH052198**

**To book an appointment:**  
**[www.blood.ca](http://www.blood.ca)**

**1 888 2 DONATE**



## UNIFOR Women in the Skilled & Technology Trades Workshop

**Out of a JOB? Seeking a NEW & REWARDING Opportunity?**  
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**Women in the Trades!**  
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**Date: June 15 - 19, 2015**  
**Time: 9:00 am - 3:30 pm**  
**Location: Local 200/444 Unifor Hall**  
**1855 Turner Rd. Windsor, ON**

**REGISTER TODAY!**

**Contact: Toni MacDonald, Program Coordinator**  
**519-256-6621 ext.241 / [toni@westofwindsor.com](mailto:toni@westofwindsor.com)**





# Thank You!



**By GARY TAYLOR**  
*President, Unifor Local 1498*

**T**his is the last time I have the privilege of writing an article for the Guardian Magazine. My wife, Shannon, and I have decided that it's time to take on new challenges and I'm to retire at the end of May. I certainly look forward to that future, but, I'm extremely grateful for 31+ years at Chrysler Canada. Having said that, I am fully aware that those 31+ years are 100% dependent on being a member of UAW/CAW/Unifor Local 1498 and that is where my gratitude lies. I've been incredibly fortunate to serve as President for my Local Union for the past 9 ½ years and I am truly thankful for that opportunity.

And what an opportunity!

First of all, being a member of a Local Union. This is one of the most inexplicable conundrums on this planet. Let me explain – Chrysler (in our case) picks OUR team. They set the qualifications, do the interviewing, do the hiring – they decide who is in and who is out. And then, they take those hand-picked people and treat them like the enemy – where everything becomes a battle. I don't quite understand the rationale, but it is the reality. And the real value is the creation of strong and dedicated Union members.

Being a Local Union Rep (as Committeeperson & Benefits Rep) has been an education to say the least. Understanding the collective agreement and the history of how we got there is a huge part of that education. Seeing the value of our Benefits and Pension Plans is a true testament to the work of those who came before us. Dealing with peo-

ple, both our members and management, has, at times, been challenging.

Sitting on the Local 1498 Executive Board has been a valuable experience – in working as a team with a common goal – in consulting others in making decisions that impact our members' futures. To be able to have the debate where every person has the freedom to voice their opinion, knowing full well, that when the decision is made, it will be supported, is tremendously empowering.

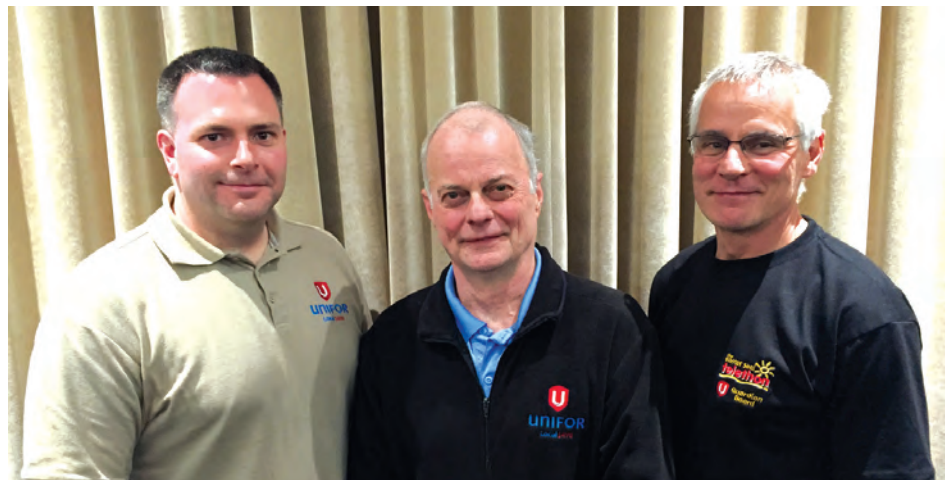
Serving as the President of our Local has been an honour. In spite of the prestigious title, this is all about service. Realizing that your decisions and actions will impact members' lives is a tremendous responsibility. Trying to predict consequences is always challenging – but keeping members' best interests as the focus is the goal.

As a member of Chrysler Council, and being aware of the issues at all Chrysler facilities sets the tone for the importance of our role as far as all Chrysler workers go. As we witnessed in 2009, the magnitude of our decisions would determine the survival of the Corporation. Such a collection of personalities, all trying to move in the same direction – it was a privilege to be part of.

The lessons learned are lifelong. Understanding that if you don't have integrity, you don't have anything – is basic. Coming to the realization that you can't please everyone is a huge lesson, so is patience, so is considering the consequences, choosing your battles, not attending every argument that you're invited to, owning your mistakes, including others in decision-making...starting to sound like a self-help book. And, it's true – my experiences have opened my eyes to life, and what is good around us. I honestly believe that the personal growth I received from my Union was far greater than anything I could give.

I've met some incredible people. I would be remiss in not thanking the 3 National Presidents that I worked with. I really enjoyed listening to Buzz Hargrove at the CAW Council delivering his speeches, but, mostly his rebuttal to questions he was asked. He

*... cont'd on next page*



**Unifor 1498 Vice President Chrysler Council member Steve Morash and Member-At-Large Paul Dubois are seen thanking Gary for his years of service leading our Local and best wishes in his golden years.**

# President Report

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



Currently at Hiram Walkers we have no members on layoff. We have gotten through what is normally our slowest time of the year with no layoffs and now the talk around the plant is the company hiring students again this year.

We have had quite a few retirements under our retirement incentive packages that were bargained in the last round of negotiations,

with more packages being offered this year and next.

The company is also hiring one new member for an opening in the distillery.

The new line of products which we recently acquired and were featured on CTV-News (Meaghers, McGuinness and Barclays) are running well.

was incredibly quick on his feet. And, Ken Lewenza – the epitome of the selflessness that trade unions stand for – he certainly inspires us all. And Jerry Dias, President of Unifor, for his respect and support – he brings hope to Unifor members throughout the country.

My greatest inspiration, though, was a co-worker, Jan Miner. We worked together in the Printshop, back when Chrysler had a Printshop. When the company announced the closing of the Department in '94, work life got pretty ugly, tremendous stress and pressure from management and from each other. Jan was diagnosed with MS. His health deteriorated, medications caused organ damage, complications from a heart transplant – seemed like everything that could go wrong did. I can't believe how positive he was! He was far more concerned about others than himself. An incredible human being, and a true inspiration to all who knew him. Jan passed away in 2011.

Thank you to the Guardian Board for the opportunity to serve and to contribute my ramblings to our magazine. Thanks to the Guardian Board members for their acceptance and support. We are a better community because of the Unifor Locals of Windsor & Essex County.

And finally, thanks to the Executive Board, Members & Retirees of Unifor Local 1498. I appreciate the opportunity to serve.

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# President's Report

**L**ATEST NEWS from Local 1959. Salt unit operations running normal with a couple of grievances regarding pension and contracting out of production work either heading towards or slated for arbitration. The Quarry unit is picking up business locally and production is resuming after an especially long winter. Crews are actively involved in the installation of some new equipment which is keeping everyone busy there. Precision Plastics, production is finally picking up after an unusually long holiday slowdown season. In May Doug Shaw and myself will be attending a local IPS conference to discuss how other facilities are operating and current issues in the industry.

I recently attended the Unifor Presidents Conference in Port Elgin, making our vote count in the upcoming

*By*  
**BILL WARK**  
*President,*  
*Unifor Local 1959*



ing Federal Election and connecting with our members were predominate themes at this conference. More on these two subjects and upcoming Town Hall meetings will be communicated through our Regional Council Chair and Labour Council President.

The SKD pension plan windup is continuing through the FSCO system, at last word the issuance of anticipated pension option forms and payment of retroactive pensions to take place in July or August of this year.

Distribution of lump some benefits and the purchase of annuities will likely occur in early 2016. Although it is a true crime that these workers suffered any financial loss whatsoever. It has been long and winding road for these former workers. Some of whom have since passed anyway.

The National Union and myself have spent a great deal of time pushing to get a resolve for these workers. Anyone seeking further information is encouraged to Contact the pension administrator (Mercer) directly at the following number 1-800-431-5711.

May 30th Unifor Local 1959 will be celebrating it's 20th anniversary at the Verdi Club. All active members of Local 1959 and retired members of Local 1959 and Local 89 are invited to attend. There will be door prizes, entertainment and food available. Check Local in plant postings for more specific information on time and details.



***In a collective effort, members from Unifor Local 1959 and Windsor Salt won the United Way Community Partnership Award – this combined success of the Workplace Employee Giving and the Corporate Giving in support of United Way.***

# Windsor Area Office Update



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

## OFFICE APPOINTMENTS

Staff Representative Aaron Neaves from our office has accepted a position with the National as an Organizing Representative working out of the Windsor Chatham area. Aaron Neaves has been a National Representative in the Windsor office for the past four years. He will be missed in this capacity but we are looking forward to having an Organizing Representative in our area. Aaron maybe contacted at our office and is very optimistic with future organizing in our area and has already had numerous groups show interest in becoming Unifor members.

Mike Lovric, Vice President of Unifor Local 444 was appointed as a National Representative working out of our Windsor office replacing the vacancy left by Aaron Neaves. Mike's assignment has numerous auto parts plants and Mike will do a tremendous job with his experience. On behalf of the Windsor office, I would like to welcome Mike.

## FEDERAL ELECTIONS

January 16, 2015 Unifor's Regional PAC and Directors from across Canada met to discuss the strategy we will be taking in the next Federal Election that will be called sometime this year. This was a great way to open

up the dialogue and get our ideas flowing to make the impact we need to restore and preserve our country.

On February 20, 2015 Unifor held a meeting to gather our area locals together and give us an opportunity to identify federal concerns as it pertains to our workplaces. Jerry Dias, President was in attendance to ensure we all understood the issues we are facing and give us the determination we need to change our government. We then participated in a weekend seminar, held by the Canadian Labour Congress. The attendance was overwhelming. I was extremely impressed by the attendance of all of our Unifor area Locals. The Election Preparation Conference gave activists an opportunity to gain the knowledge and tools to engage our community and our workplaces on the impact of voting in this upcoming election. The energy and determination at this conference gave us all the energy and will to definitely take action in this election.

Unifor Area Locals are starting now in their workplaces to get members to sign the "I Will Vote" pledge cards and will be actively working together to make the change!

## 2014 UNITED WAY CAMPAIGN WRAP UP

On March 4, 2015 United Way held I Believe in My Community Awards celebration which basically wraps up the 2014 United Way Campaign. The celebration recognized the generosity of donors in our community. Over five million dollars was raised for United Way to assist so many less fortunate people in our community. This was a great year for Unifor Locals 444, 200, and 2458 to be the Lead Organization and I was honoured to be this year's Cabinet Chair representing them. I want to thank them and all the other Unifor Locals and members in our area and all the people that contributed to United Way and helped make a difference.



**2014 United Way Cabinet Members.**



# Good News for a Change!



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

## Unifor WREC 20th Anniversary

UWREC is celebrating 20 years of representing area locals on issues of the environment! We represent Locals 127, 200, 240, 414, 444, 456, 1498, 1941, 1959, 2027, 2098 and 2458.

Nominations for the Vice-Chair and Recording Secretary are currently being accepted at [mbartlett@uni444.ca](mailto:mbartlett@uni444.ca). The election will be Tuesday, May 12 at 4:30 pm at 2345 Central Ave. in the 1st floor glass boardroom.

Thanks Roger Dzigan and Claudio D'Andrea for years of service to the UWREC!

## Ontario's Climate Change Consultations and Carbon Cap and Trade system

The Ontario government announced a system to put a price on carbon and reduce emissions. This is great news for our environment! I recently attended the Ministry of Environment consultation meeting and demanded a price on Carbon that funds a Just Transition program for workers and their community during environmental change. The Unifor National Union supports this move and has joined others in demanding that the system be implemented to create jobs and benefit workers. <http://www.canadian-labour.ca/newsroom/publications/just-transition-workers-during-environmental-change>

## Victories on Great lakes issues!

NDP MP Brian Masse introduced the Ontario Invasive Species Act, a private member's bill **calling for tougher action** in the fight against Asian carp. The Bill, in second reading, would make it illegal to import Asian carp unless the fish is dead and eviscerated.

## Victory against Microplastics

The NDP gained support of Conservatives and Liberals to add microbeads to the list of toxic substances managed the Canadian Environmental Protection Act. Plastic waste and microbeads in cosmetics and cleansers are accumulating in fish and up the food chain, causing potential health risks – especially for young children and pregnant women <http://brianmasse.ndp.ca/ndp-scores-a-victory-for-our-oceans-lakes-and-rivers>

## Challenges Remain!

Masse is working to stop the plan to **bury nuclear waste next to Lake Huron** and to address **fluctuating Great Lakes Water Levels** that affect species, shipping, fisheries and recreational boating and fishing.

## Lake Erie Blue Green Algae

We don't want a repeat of last summer when an Algae bloom left 400,000 people in Toledo and the residents of Pelee Island without water for a week! This issue should be a Federal election issue as it is largely caused by increased rainfall due to climate change.

## Rally to Defeat Bill C-51

On April 18th, speaker after speaker echoed what David Suzuki, First Nations and others have said! This so-called anti-terrorist legislation will be used to stifle dissent around environmental and social justice issues.

## Suzuki Blue Dot tour

On April 19th, people across Canada rallied to demand that Canadians have the constitutional right to a clean environment. The local efforts are being led by a group of young women as part of Windsor City Council's Youth Advisory Committee. We will support a resolution to Windsor City Council to guarantee Windsorites the right to a clean environment.

## Windsor Community Right to Know

The Windsor Essex County Health Unit is hosting a public meeting on the Remington Park cancer cluster on April 30. We are working on launching a "white flag" campaign in the area – placing white cloths in front of homes to collect particulate air pollution.

## Unifor Good Jobs Summit Report

The Summit's Green Jobs workshop drew a large and diverse group of participants and resulted in the formulation of Summit Theme 8: Support the growing green economy, and the creation of good "green" jobs, to protect our planet and stimulate good jobs at the same time.

## CLC Green Economy Network – Windsor Roundtable – May 19.

This will give us the opportunity to expose Harper's poor record on the environment and offer solutions to create 1 Million Climate Jobs contrasting Harper's poor record on the environment. Windsor Essex County Environment Committee- New members-We encouraged Labour/ Environment friendly citizens to apply. Our allies Deb Grant, -Unifor Local 200, Joe Passa-St. Clair Architects Society, Edwin Tam-University of Windsor's Auto 21 program were appointed.

## Unifor National Environment Conference-May 29

Port Elgin-opportunity to consolidate our election strategy.

## Kids World of Energy

Green Collar Careers Day- June 4 (World Environment Day)- These interactive Green Energy workshops will be at Tecumseh Vista in cooperation with UWREC, Unconquered Sun Solar Technologies (USST) and Blue Water Power.<http://www.treceducation.ca/home>

# Unifor denounces EDC loan to Volkswagen

Canada NewsWire

TORONTO, April 24, 2015 /CNW/ - Unifor leaders expressed shock and anger at news that Export Development Canada is lending Volkswagen \$526 million to support the expansion of its assembly operations in Mexico.

"It is absolutely incredible that a Canadian government agency is helping to facilitate and accelerate the migration of the continental auto industry to Mexico, and with no guarantees of any Canadian benefit from the loan whatsoever," said Jerry Dias, Unifor National President.

EDC claims the loan will help Canadian parts makers win new business with Volkswagen. However, there are no requirements that VW buy anything at all from Canadian firms. They are only committed to participating in a "matchmaking" process. Even if Canadian-based firms did win a contract from Volkswagen, the work would most likely be sourced from parts plants in Mexico (rather than being made in Canada).

"If the Canadian government is really interested in supporting the auto parts sector, then it should focus on winning new investments and creating new jobs right here in Canada," said Dias.

"It is painfully ironic that we recently lost out on a lucrative engine investment in Windsor by Ford, largely because of inadequate government support. Yet we can somehow find \$526 million to help a foreign firm invest in Mexico. Our members are beside themselves with anger."

"Export Development Canada could play a crucial role attracting and supporting automotive investments right here in Canada," Dias said, noting EDC's valuable role during the 2009 restructuring of General Motors and Chrysler. "But actions like this suggest that EDC has truly lost its way."

Dias called on Industry Minister James Moore to launch a review of EDC's actions in promoting auto investment in Mexico, and prohibit future loans to support auto investments in other countries. The Volkswagen deal comes on the heels of similar EDC support to BMW for investments in South Carolina

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and Mexico, and an EDC initiative this February to help Canadian parts makers open up new plants in Mexico.

Dias stressed that EDC's actions only highlight the incoherence of the federal government's auto industry policy. "At one moment, the government acknowledges the importance of this industry, and says it wants to help. But in the next breath, it fully endorses and facilitates the exodus of auto investment from Canada that is destroying the hopes of so many Canadian families."

Recent federal actions undermining domestic auto investment include a trade deal with Korea (which imports virtually no automotive products from Canada) and the sell-off of shares in General Motors (so that the government could "balance" its 2015-16 budget).

"This decision is just the latest evidence of Prime Minister Harper's failure to provide the strategic leadership required to rebuild and maintain Canada's auto sector," said Dias. "We need the Canadian government to work with the auto industry, labour and municipalities here in Canada to create a meaningful auto strategy. Instead the government seems to have thrown up its hands, and is now actively facilitating the southward migration of Canadian auto jobs."

Last year Canada sold only \$484 million worth of auto parts to Mexico – down 30% since 2001 (despite the rapid expansion of Mexican auto production in that time). The EDC loan thus represents more value than the whole Canadian parts sector sells to Mexico in a year. Meanwhile, Canada imported \$4.4 billion of auto parts from Mexico in 2014 (and over \$6 billion more worth of finished vehicles). Canada's automotive trade deficit with Mexico last year exceeded \$10 billion – the largest bilateral auto deficit in Canadian history. Unifor estimates that deficit corresponds to the elimination of over 15,000 Canadian auto jobs – or 40% of the 38,000 auto jobs lost since the Harper government was elected.