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WINDSOR - ESSEX

The Election that Backfired!



By
CHRIS TAYLOR,
*President,
Unifor Local 200*

It is refreshing to start off a Guardian report with a positive script!

Hudak has been banished from the leadership of the Conservatives and Ontario sent a clear and resounding message to Hudak and the Conservatives, that labour is not the enemy, labour is not backing down and the continual push to reduce jobs in the name of austerity is not an acceptable practice any more.

We are hearing some in the Conservative party talking about getting back to progressive values and moving away from the adversarial styles of the former Reform party (let's hope, but we won't hold our breath). They are saying amongst themselves that the Rand Formula fight was not a fight to take on and in fact is not the reason for all of the economic woes. They all knew or now know that cutting 100,000 and then claiming to create 1 million jobs is simply insane!

And so this will be the last time that I mention the name Tim Hudak

and will only say thanks to Tim for allowing the people of Ontario to see and understand what our Province would have looked like with you at the helm!

The election was called after the Liberals proposed a budget that met and in some cases exceeded the expectations of quite a few of their opponents including the NDP and the results of the election must be seen by the Ontario NDP as a wake up call!

The NDP did not expect to come out of the election that they forced with a majority Liberal government and with the same amount of seats that they started with. They must get back to their grass roots and start

looking at what is important to all of the people and not just the party. This may seem harsh but it is needed and true. The NDP cannot attempt to govern by polls and popularity and must listen to their base or be left aside in future elections just as was witnessed in the spring election of 2014!

Municipal and Federal Elections

Municipal elections will take place throughout Windsor and Essex County this fall and these positions are some of the most influential when it comes to the industries and sectors that we represent. These elec-

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Essex Memorial Spitfire Committee along with Officers from Unifor Locals 200 and 444 are seen donating \$10,000.00 at the Essex Town Centre in which a full-sized replica Spitfire plane in the near future will be erected. It's to honour some 400 airmen who served the nation, including Essex's own WWII pilot, Jerry Billing. Lest We Forget

Chris Taylor

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tions are a time for us to put forth candidates and elect those who hold the values that make for a strong progressive and democratic society that allows all to have a voice.

On the Federal side of the coin, we cannot afford to have governments that continue to push a corporate agenda of continued free trade and tax relief for the rich and those with power. Our jobs have been eroded and we are now forced to compete dollar for dollar with jurisdictions such as Mexico, China and Korea to name a few.

We all have a stake and say on what happens and who leads our country and we will be out in force to discuss the issues leading into the elections. Our Union must take a lead in trying to ensure that working families and good paying jobs are a priority.

Human rights, women's rights and the rights of aboriginals cannot be some thing that is used to get elected and then used as political pawns; they must be made law for all to abide by. We cannot continue to reduce the jobs in the public sector or outsource to the lowest bid. These actions do nothing for your taxes, the only thing they reduce is the amount of good paying jobs in our country and the only upside to any of this is the bank accounts of those that exploit the outsourced jobs for their gain!

Ford and the Unemployed Help Center

I would like to take the opportunity to thank Ford Motor Company for their donation of land to the Unemployed Help Center that will give so many people the availability to

grow healthy food on the plots of the Community Garden.

We have all seen the tremendous work that UHC does for our community and with the expansion of the Garden; they will provide that much more to those in need in our area.

Ford, Nemak, Penske and Voith.

Ford continues to report profits in North America. We are meeting quite regularly with Ford to flush out any sourcing opportunities for the

Windsor Site. The companies plan for global engines is still their main focus and our site is regarded by Ford as one the best in the globe. With governments pushing for lower greenhouse emissions and higher standards put on car companies to lower gas consumption, we are anticipating engine capacity being added for North America.

We will be bargaining with Nemak, Voith and Penske starting in October and we are expecting reasonable outcomes from all three.



On June 24th, Local 200 Unifor officers, active and retired along with volunteer students from Eastwood Public are seen at the new Unemployed Help Centre (UHC) community garden after Ford Motor Company donated 1.6 acres of land. This will now give the UHC the capability of now growing an amount of 80,000 pounds of produce.



Labour Day 2014



By
DAN CASSADY
Financial Sec.,
Unifor Local 200

Labour Day 2014 is here. It's hard to believe summer will soon be behind us. It's full steam ahead into what will be a very busy and hectic fall agenda.

Three of our units will be bargaining new collective agreements in the coming months beginning with Voith in October, followed by Penske and Nemak in December. I am confident that the leadership in place at the Hall and in each unit will do what it takes to bring back some excellent collective agreements on behalf of our members in each of the units.

It is also always important to make sure that members in each unit concerned, attend their respective Amendment Meetings and Strike Authorization Votes. This sends a very clear message of our solidarity to each company. Believe me, it does make a difference!

On the Ford front, it was fantastic to see so many of our laid-off sisters and brothers being recalled back to work from layoff as vacation replacements, many of whom had not been inside the plants for a few years.

The leadership at all levels and our activists made a very concerted effort to remind everyone how important it is to book and take full vacation entitlements. The results speak for themselves! A big thank you is in order to all of our members who booked all their vacations. These call backs would not have happened without your help.

Our Local has also continued to be extremely active in terms of giving back to the community. Over the last few months we have made size-

able donations through our Social Justice Fund to some very worthy organizations, such as, Relay for Life (Canadian Cancer Society), Hospice of Windsor Essex County, Welcome Centre for Human Potential, Katelyn Bedard Bone Marrow Association, JDRF, Essex Children's Waterfest, Special Olympics Torch Run, United Way, University of Windsor Students Tanzania Project, House of Sophrosene, Grade 8 Social Justice Forum. Giving back to the community and being an involved community partner is a way of life at Local 200.

We will also have concluded our 19th Annual Frank McAnally Memorial Golf Tournament by the time you are reading this article. Although our final tally of monies raised will not be available by press time, preliminary indications point to total donations, in conjunction with our SJF of \$30,000 to six youth char-

ities.

Municipal elections are also just around the corner; take some time to educate yourself on the issues at hand and where each candidate stands. We need to do everything we can to make sure we elect "labour friendly" candidates. On that note, I would like to wish Marc Renaud, our Vice President, a successful campaign as he runs for a spot on the Amherstburg Town Council. Marc is well schooled on the issues at hand and I know he will do a fantastic job once elected. You can never have too many allies involved in the decision making process. . .

In closing (and I know you have heard it before), please attend your Union Meetings. And remember (and I know you have heard this before) **THE "U" IN THE UNION IS YOU!**



Seen at an assembly called Making Waves, Local 200 President Chris Taylor addresses other union leaders on issues affecting the working class.

Busy, but Good!

By **DINO CHIODO**
Unifor Local 444 President
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As I sit here at my keyboard pondering what to report in this Guardian, it occurs to me that we always have so many issues on the go, so many 'oars in the water', so to speak. The labour movement is constantly moving and especially at Unifor as we find our way as a new organization with so many members to service in so many sectors of the economy.

Just this week we had a rally at Extendicare, where the employer is trying to continue with a long held wage freeze on thousands of members across the country.

With all that is happening, allow me to update on a few of the things we are working on from a Local 444 perspective.

CAESARS WINDSOR

After going through bargaining earlier this year with this employer and making many beneficial changes to the collective agreement we still

work daily to ensure they are all being implemented. Our representatives, led by the chairperson, Dana Dunphy and the committee, are doing a tremendous job at putting the needs of our members first and foremost.

As we continue to deal with the many issues that arise, we need to understand and appreciate the demands of the service sector. Work and family balance continue to be a concern in this facility and we continue to express the needs of our members to have prime time off to help with that balance. The one component that cannot be negotiated, which has received a lot of attention behind the scenes, is in the fight to implement Bill C-290 that will allow for single sports betting to be conducted within the facility. This legislation would bring in and secure many good paying, much needed, jobs for our community. Currently, the legislation is stalled because the

Government broke for the summer and it is in the hands of the Senate. We have sent letters, lobbied M.P.s and Senators and conducted petitions to help get things moving in this regard and to date we continue to inch our way forward. Although, some may think this is a lost cause, we will see this to the end and remain vigilant on producing a beneficial outcome for our members and their futures.

I would like to extend my thanks to Gary Loveman, Chairman, CEO and President of Caesars Entertainment who recognized in his newsletter employees at Caesars Windsor. He stated: . . . Last month, our colleagues north of the border at Caesars Windsor turned en masse to help support organizations battling breast cancer in their community, and they did so with the kind of enthusiasm and flair guests have come to expect when they visit our casinos. **The Caesars Windsor teams raised more than \$28,000 for local cancer research."**

CHRYSLER W.A.P.

At the Windsor Assembly Plant recently we were on hand to witness the award of the J.D. Power and Associates initial quality award for the 3rd time in four years. This achievement is only made possible through the hard work and dedication of the 4500 plus members who work in the facility and the hundreds of supplier members who produce quality parts for the vehicle every day. Not only do we have the best selling van but we can now state that our product is also the highest quality and most dependable vehicle in the minivan segment.

After many discussions and arguments for the need to hire more workers at Chrysler, the Company finally agreed to bring in approximately 60 individuals to help backfill openings to fulfill the required number of people to facilitate operations at the Windsor Assembly Plant. This will help sustain the cur-

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President Dino Chiodo is seen handing the keys to a new Chrysler Windsor Built Minivan to John Elliot, director of the Sandwich Teen Action. The Sandwich Teen Action Group is a community-based charitable organization responding to the needs of youth in the Windsor-Essex County area. They are committed to providing programs for positive life experiences that enable youth to find support, cope with problems and lead healthy lives.

Dino Chiodo

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rent operating system in W.C.M. as well as alleviating the pressures from the many retirements we have been seeing as of late. In the future they will also need to hire to accommodate the visible challenges we have in maintaining plant levels. The hiring process comes from our current collective agreement that states "... develop means to provide for the availability of employee referral applications during periods in which the Company is hiring new employees." This language, bargained in 2012, ensures that the hiring process is fair to our members and gives opportunity to keep most, if not all, of the jobs here in the Windsor/Essex area.

A WORD ON THE VIOLENCE IN THE MIDDLE EAST

Recently the Unifor National Office, through our President Jerry Dias sent out a communication in relation to the violence in the Middle East. I would like to echo this sentiment as the Ontario Regional Chairperson:



Seen left to right is Dino Chiodo, Sarah Lewis of Street Help, Ken Lewenza, Adam Vasey of Pathway To Potential and Ron Dunn from the Downtown Mission. These charities all received portions of the \$30,000.00 which was raised at Ken Lewenza's Retirement Roast Party held in January.

"The horrible loss of life, the rampant fear and the deterioration of everyday life for Palestinians and Israelis requires leaders to return to negotiations with a focus on the need for long-term peace, stability and justice."

W.E.S.T.

Recently, the Women's Enterprise Skills Training of Windsor met with a number of prospective skilled trades women at Unifor Local 200/444 hall for a week of training

and discussion. The need for women to enter fields of Skilled Trades is growing as shortages of many different trades continue to grow. We are proud of the work that this group does and want to congratulate the participants as well as the committee that put the course together. Special thanks to National Skilled Trades Union Education Co-ordinator, Terry Weymouth for the countless hours putting this group together and the rest of the committee that worked so hard to make it a success.



Women throughout Windsor and Essex County who are seeking Skilled Trades work are seen participating at Local 200 - 444 union hall in the Trades and Technology Awareness Course sponsored by Unifor, St. Clair College and Women's Enterprise Skills Training more than 90 women attendance this special hands on workshop along with guest speakers. Of this group, 25 will be given pre-apprenticeship opportunities.

POLITICS



By DAVE CASSIDY
*Unifor Local 444 Financial-Secretary,
 President of Windsor-Essex Skilled Trades
 dcassidy@uni444.ca*

It honestly feels like it was only last week that I was attending my son Connor's grade 8 graduation and here we are just weeks away from Labour Day! Just like that the summer has flown by, and a new season will begin. I am reminded of the Byrds (1950's classic) song I often heard my dad sing ... For every reason Turn , turn , turn there is a season turn, turn, turn - We will soon enter into the new season of cleaning up the yard, putting away the yard furniture, closing the pool, or camper and sending the kids off to school (ya!).

As well we are entering into a season of municipal ELECTIONS. Just as surely as the many leaves will drop onto your yard this fall so will politicians and political literature of all shapes and sizes! I often get asked "why is our union involved in politics?" My answer is quite simply- "if not us, then who?" The longer answer is-I, much like my fellow colleagues are constantly in a battle for the working class. More and more these politicians are aligning themselves with big corporations and lobbyists who push the agenda against the worker. Legislation to weaken our strength in solidarity, and take away hard fought rights! So we are forced to fight at the bargaining table and at the ballot box .

There are politicians even at the municipal level who like to align themselves with big business and there are those who want to fight for the working men and women! I urge you all to be diligent in who you want speaking for your family, for your neighbourhood, and your city or town. There are many seeking of-

fice who come to our local asking for our endorsement. I assure you as a local we take endorsing a politician/party very seriously as we know all too well the fight of the working class. If an endorsement passes the smell test and is agreed to by the executive it is then brought to the membership for final approval. Your vote is your VOICE, use it. This fall Labour needs to be on the march! To everything Turn , turn, turn...

Apprenticeship Program

Folks, we are finally getting some movement and making headway on the apprenticeship program. We as a national apprenticeship committee have met numerous times and I assure you will continue to PUSH until the program we want is launched!! The Local Committee has also met, gone through all the applications to assure everyone filled them out accurately and correctly. The spectrum of candidates applying could not be more reflective of our plant population. Men, women, those with higher seniority to those with lower seniority in every area of our plant. I personally was very pleased with our roundtable turn out and the discussion.

I honestly believe when we openly discuss issues on the same level with one another in this format gets us quicker to being on the same page which only helps us grow stronger together as a union. We as a committee are compiling a list of the questions and answers from these round tables and will be handing

them to all the reps in our Chrysler plants to help anyone who is looking for answers. I have recently spoken with those at St.Clair college for they will be conducting all the testing and told me it will not be long before testing gets rolling, stay tuned!

This very well could be a new and exciting chapter of many people's lives....Good luck!

Future

Folks, I know for many of you there is insecurity with what the future holds for us. Most cannot help it, for this is the industry we are in. It has often been that we have heard about changes with little to no notice, the cancelation of our big van, selling of Chrysler to Daimler, sold to Cerberus, going bankrupt, losing the third shift, saving the third shift, shift smoothing to working every Saturday -Feast or Famine. Folks, I don't know the future but I can tell you right now we have some decent things to be cautiously optimistic about. This is what we know: Our van is selling well . . . no actually great!, we are getting investment in our plant, we are getting the new minivan plus new plug in/electric version, and the plant is hiring!

In later years we would give our left foot for this kind of news, but this industry and CEOs have warned us down. In the game of sales that we are in, one really does not know how the economy/sales will go but if for only a MOMENT let's be at least pleased with how it is looking . . . so far :)

New Executive Elected

Editors Note; Gerry Farnham is recovering from hip replacement surgery and will return to his capacity as President of Unifor Local 195 shortly. In his absence, John Toth, 1st VP of Unifor 195 will be filling in and contributing articles to the Guardian.

Our Local Executive Board elections were held recently and I'd like to take a moment to congratulate all those who participated at every level. The candidates handled themselves in a professional manner throughout the campaign and those on both sides can hold their heads high knowing that we represented our members well and that everyone is on the same side when it comes to serving the membership.

The election committee, led by Kevin Meloche once again rose to the occasion in running a successful election in numerous facilities at multiple times over two days. If any issues did arise, they were dealt with swiftly and efficiently, therefore protecting the integrity of the process and the ultimate results.

Finally, I want to thank the membership as well for their participation in taking the time to cast their ballot and learn about the candidates and issues. Democracy is the lifeblood of our Union and this election was an excellent example of how differing viewpoints can be accommodated and reconciled. There will be many more opportunities for you to participate in your Union in the future and we urge you to take advantage.

The election results saw the election/acclamation of five new Executive Board Members as well as two new full time officers. Gerry Farnham was re-elected as President and will be joined by Tony Ciampa as Financial Secretary, John Toth as 1st Vice President, Tammy Pomerleau as 2nd VP and Mario Mocerri as 3rd VP. Don White,

Tammy Smith and Haidar Aouli were acclaimed as the new Trustees. Also acclaimed were Erica Bondy (Recording Secretary), Bob Maurice (Sgt. At Arms), Alan Provost (Guide), Paul Adams (Skilled Trades), Christine Mitchell (Women's Committee) and Emile Nabbout (Union in Politics). Kevin McMaster was later re-elected as Chairperson of the Education Committee and Kevin Meloche as Chairperson of the Retirees.

Moving forward, there has been a commitment made by all involved to step up engagement efforts of our members so as to allow and encourage them to fully participate in the activities of the Union. One tangible example of this will be our Family Picnic on September 21st. This event, which will be held in partnership with our sister locals (2458, 240 and 2027) at the Labour Centre at 3400 Somme, will allow our members to enjoy food, fun and activities with their families and fellow members outside of the workplace environment. Activities like this can bring our members together and help us see that we are all in this together as part of something bigger.

There is also a renewed effort to revitalize our committees and this presents an excellent opportunity for workplace activists to start to get involved. One example is our Union in Politics Committee which will be very active in the upcoming municipal elections that will determine the type of local government we elect. As Union members it's extremely important that we elect representatives that will be like minded and supportive of members rights and issues at the municipal level. The latest provincial election proved that our members can make a difference and helped push back the right wing agenda that threatened workers rights and jobs in our province. We have to stay vigilant and ensure that the same



By
**JOHN
TOTH**
1st Vice-Pres.
Unifor Local 195

mindset prevails locally.

Our members have the ability to positively influence decisions that directly affect us when we work with others that share our interests. Two other recent examples include labour's involvement in protesting the discontinuation of thoracic surgeries locally and the proposed future development of Ojibway Shores.

Labour took a leading role in convincing the Province to reverse its decision to stop funding Thoracic surgeries in Windsor thereby impacting the health of our members and our community. The temporary landfill proposed at Ojibway Shores was stopped in its tracks due in a large part to Unifor's Regional Environmental Council which includes members of our own Environment Committee in Ken Wickens and James Paolatto. While this fight is not yet over, it proves once again that our actions produce results.

As our Summer draws to a close I'd like to encourage all of our members to get involved in an activity within your Union. Our Union is a work in progress that constantly requires new energy and ideas and each member is uniquely qualified to add to this dynamic. If you don't like the direction your Union is heading, get involved and be part of the change. If you're satisfied with the progress being made, help propel it to the next level by attending a meeting, joining a committee or participating in an event.

One of the reasons we enjoy the rights and benefits we have today is because others chose to get involved before us. The values and principles of our Union were defined by those members who chose to be activists then. You can help shape the future of your Union and make it what you want it to be by choosing to get involved now.

Have your Voice Heard on October 27th

As this is my first Guardian report I would like to take this opportunity to thank the membership of Unifor Local 195 for electing me as Secretary Treasurer. I have been a proud member of local 195 for over 25 years and have served local 195 for many years in the capacity of Trustee, Union in Politics, Solidarity committee and various other committees. I look forward to serving the membership in this new role and to working together with all the elected representatives.

October 27, 2014 is a very important date. On this date all eligible voters have the opportunity to have their voices heard by participating in the municipal civic election. We need to ensure that on this day we vote for individuals who are committed to enhancing the quality of life in our communities and who are committed to working together with labour, industry and all levels of government to make our communities the best place to live, work and invest in.

The individuals who are elected on October 27 will lead based on their campaign platforms. Decisions such as increases in taxes, incentives to businesses, infrastructure spending, investment in affordable transit system, maintenance of parks impact all of us on a daily basis and can make our communities attractive to investors and to future residents. As much as most of us don't like to see increases in property taxes, we have to remember that we should not base our decisions on who to vote for Mayor and City Council solely on their position on taxes. "Tax Freeze" and "Zero Tax Increase" make very good campaign slogans but we have to ask these candidates how they plan to achieve the tax freeze? Will a freeze in taxes lead to deteriorating bridges and roads, flooding basements, poorly maintained parks, closure of community centres, decrease in services and contracting out of well-paid jobs?



By
**TONY
CIAMPA**
*Sec. Treasurer
Unifor Local 195*

We have the responsibility to elect individuals who care about our communities and neighbourhoods and who have a vision and a solid plan to make our communities stronger, a plan beyond "tax freeze".

Before voting day, we need to research the past voting history of incumbents on critical issues, their attendance at Council meetings, their leadership style and their ability to work with all sectors of the community. We also need to pay close attention to the campaign platform of all candidates, assess their ideas and plans.

As the candidates come to your door seeking your support, think of these visits as an opportunity to get to know who they are and what they stand for. You might consider asking them the following questions:

Why are they running for office?

What is their position on key issues such as job creation and outsourcing?

Have they been actively involved in the community? What is their history of volunteerism and community service?

How their past experience has prepared them for the role of Mayor/Councillor?

What is their vision for the community? What do they plan to do to achieve this vision?

How are they going to improve transparency and gain public trust?

Find out their plans for maintaining good paying jobs and for attracting new investments. We can't afford to elect municipal leaders who are able to hold the line on taxes by eliminating good paying jobs to the lowest bidder.

Future investments are the key to

ensuring that future generations have access to well-paying jobs. The auto industry, as an example, was the backbone of our community. Currently we only have one auto assembly plant and have lost many supplier plants which also provided a good living wage. The candidates need to have a sound plan to attract new investments whether by providing incentives such as grants, resources for workforce retraining and/or land. Over the years we lost many jobs to communities in the southern states who are able to provide these incentives to attract investment.

We should pay particular attention to the candidates running for Mayor. The position of mayor is a very critical position in any community. He or she is the face of the community. The Mayor must be able to work with and listen to all sectors of the community. The Mayor must invest time and energy to building an effective team with a unified vision. He/she needs to be approachable and committed to open communication and resident engagement. The Mayor is the key link to other levels of government; we need an individual who will be able to work with the Provincial and Federal levels of government to secure future investments. Do you want a mayor who is always in the limelight for the wrong reasons.... such as being the opening punch line on late night talk shows?

As the Election Day approaches, do your homework, call the candidates' campaign offices, visit their websites, e-mail or tweet them, approach them and ask them the tough questions. Ask for specifics, don't settle for answers such as "I want to make our community better", "I want to attract new businesses", get details.

In closing, I would also like to take this opportunity to thank Local 195 past Secretary Treasurer Mike Dunning who retired in May. Thank you Mike for your dedicated service to our membership, wishing you and your family all the best. Although Mike has retired from serving Unifor, he is seeking the opportunity to serve his community as councillor in the Town of Tecumseh Ward 3. Wishing Mike a very successful campaign.

Peter to Pay Paul

Municipal elections will be held throughout Ontario on October 27, 2014. The actions and decisions of municipal government touch the lives of community residents day to day more so than the Provincial and Federal governments.

Municipal governments are responsible for Police and Fire service, Hydro, public transit, ambulance service, roads and sidewalks, water, sewers, social services, social housing, public health, garbage and recycling, economic development, parks and recreation and a host of other services that affect people every day. Why is it that in recent municipal elections less than one half of eligible voters even bothered to cast their ballots?

In Windsor we have an opportunity as a community and a labour movement, to impact the municipal election in a way we haven't in

By
BRUCE DICKIE
President
Unifor Local 2458



decades. In Windsor Eddie Francis is not seeking re-election (his chosen successor Drew Dilkens is running for Mayor) and three other incumbent councillors are not seeking re-election. This means Windsor will have a new Mayor and at least four new faces on council.

I believe we have not only an opportunity, but a responsibility in the upcoming election to support a mayor and councillors that will allow us to engage once again in meaningful dialogue with our city's elected leaders. We need leadership that puts people first. The previous regime had an agenda to attack workers' wages, job security and retirement benefits. They contracted out the second most efficient garbage collection in Canada

(which will come back to cost us far more in the future), as well as many other important jobs, middle class jobs that are needed to maintain a vibrant community.

We need a change in leadership style at City Hall. Francis' culture of intimidation and take no prisoners style is not conducive to the long term success and viability of our community.

Francis' legacy of course is his six years of property tax freezes. However, according to a recent column by Alan Halberstadt, one of the councillors not seeking re-election, the image that Windsor is a fiscal powerhouse is "hugely misleading", accomplished by borrowing from Peter to pay Paul.

He goes on to say that the \$5 million annual dividend paid to the City by Enwin saved the city from raising taxes but that Enwin and Windsor Utilities (now a single utility) took out a \$103 million loan last year. Seeing as that is a Public Utility who do you suppose is going to repay that loan?

Francis and the current council have pledged \$42.1 million a year in uncollected taxes for the term of the next council from 2015 to 2018. An independent review of our infrastructure gap on "very poor assets" is pegged at \$386 million. I am sure when Eddy is gone and no longer in control, there will be a number of unpleasant surprises. Just last week there was a report that one of Eddy's mega projects our downtown Aquatic Centre is awash in red ink. Meanwhile, the local community pools closed to pay for it are gone for good.

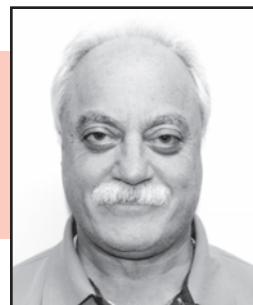
The deadline for candidates to file is September 12th.

We need leaders to come forward who are fearless, are consensus builders, and who will work tirelessly for our community. Most importantly we need to get out and vote for those candidates.



On August 20th seen are members and union officers from Local 2458 who work for Extencicare Tecumseh at an information picket. The negotiation talks have broken down and despite some good progress on non-economic issues the monetary offer fell short. After a two year wage freeze, it is time the workers be shown some respect.

Caregivers still Expected to pay for Recession



By
**TULLIO
DIPONTI**
Fin. Secretary,
Unifor Local 2458

Unifor members who work at Extendicare Southwood Lakes and Extendicare Tecumseh and their supporters hosted barbeque rallies this month as part of actions across the province to express their frustration with the bargaining that has stalled for a collective agreement that expired on July 31st.

Their frustration stems from wage offers that are far less than the rate of inflation, and would essentially amount to further real wage reductions. In the last round of negotiations they were denied any wage increases at interest arbitration for two years. Their last real wage increases was a modest 2% in 2011. Since then, the cost of living has increased by more than 4.5% in Ontario.

Our members are not interested in leaving the fate of their negotiations to the whim of an arbitrator again. Over our fourteen year history of bargaining in the long-term care sector, 2012 was the first time

we were forced into arbitration. They were lumped into demands for a public sector wage freeze, despite the fact that they work for a profitable corporation that has suffered no adverse effects on their bottom line related to the recession.

Unifor believes that quality resident care can only be provided by quality conditions of work. De-valuing the care provided long-term care residents de-values the lives of these residents and their families.

We will guarantee that no Unifor action or demonstration will directly adversely impact on any resident in these homes. Our struggle is certainly not with residents or their families – but with a health care system that is failing to appreciate the commitment, dedication and sacrifice of front line workers. We are fully committed to negotiating a fair and equitable settlement that recognizes the effort and sacrifice of our members. Our mandate from our membership is to return with a voluntarily negotiated settlement containing reason-

able and real wage increases.

Bargaining has now reached a clear impasse – most critically – around whether there will be sufficient compensation improvement to provide our dedicated and hard-working members with any reasonable and real wage increase after inflation. At this point in time, negotiations concluded without a settlement with no future scheduled dates. Bargaining has effectively broken down as it is clear that Extendicare does not intend to table such a reasonable offer.

We are now all challenged to step forward in solidarity with thousands of other Unifor health care members in exactly the same predicament. Negotiations are currently underway, or set to begin shortly for thousands Unifor members in hospitals and nursing homes across the province, all of whom have seen their real wages fall because of inflation over the last two years. If settlements are not reached soon, more than 15,000 Unifor health care workers will be without collective agreements by October 31st.

It is our intention that no Unifor action or demonstration will directly adversely impact on any resident in these homes. Our struggle is certainly not with patients or residents or their families – but with a health care system that is failing to appreciate the commitment, dedication and sacrifice of front line workers. Together, united in action, we shall decide our future. We ask for your support in the coming months for further workplace and community action.



In a show of support at a rally, seen are members and officers from Unifor Local 2458 who work at the Southwood Lakes Long Term Care Centre. Greed has set in from this employer who is looking to roll back wages and a host of benefits.

Labour Day

Many of us tend to forget that Labour Day is more than just the unofficial end to summer, another day off work, or the start of a new school year.

In 1872 a Typographical Union in Toronto goes out on strike with demands of a maximum 9 hour a day, 54 hour work week. At a time when Union activity was to be considered illegal, the organizers were jailed for conspiracy to disrupt trade. The Toronto Trades assembly then organized one of Canada's first demonstrations for workers' rights, this saw 10,000 people take to the streets, receiving tremendous public support, in which the government was forced to recognize the important role that trade Unions had in Canadian Society. This led to The Trades Unions Act being passed legalizing trade Unions. Labour Day was originally celebrated in the spring, but was moved to the fall in 1894, and established as a National Holiday, by the Federal Government.

Over the years Unions fought for rights to fair wages, safe working conditions, compensation for workplace injuries, and to be treated fairly without discrimination. Unions continue to battle with the governments as these rights are constantly under attack.

You and your families are invited to come out and celebrate Labour, on Monday September 1st at the following locations:

- **Chatham Banquet Hall:**
280 Meritt Ave. Chatham, ON
11:00-3:00 Children's

Activities and BBQ.

• Unifor Local 444/200:

Parade will begin at 10:00 a.m., marching to the Fogolar Furlan Club, Children's Activities and BBQ to follow.

UNIT REPORTS

Accurcast

This Unit remains busy; they have seen an increase of scrap resulting in some discipline issues, as of late there have been some improvements in this area. Unit chairperson Jerome Brown and his committee continue to provide great service to their members.

Autoliv

This Unit was successful in negotiating an early agreement ratifying at 92%. The agreement saw an increase to wages, and pension along with many language improvements. A signing bonus of \$700.00 was paid upon ratification. Soon after ratification new machinery was brought in. It is now up and running, and has resulted in some hiring. Great job Paula Carson, Dean Mitchell, John Turton, Bill Webster, and Dan Vanthuyne.

Hudson Manor

This unit has seen a drop in residency, which resulted in the restructuring of hours. The Home has seen some investment and is undergoing a Kitchen remodel. Chairperson Edna Larsh continues to provide great service to the membership at



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

Hudson Manor.

Mahle Filter Systems

This unit has recently received word that they have been awarded the Carbon Canister for the RU platform. This is a new product for the Tilbury facility, which is great news. Discussions between Chrysler, Mahle, and the Union continue to take place, to decide where the volumes will be built for the RU manifold, which is shipped to the Detroit area.

Tilbury Manor Nursing Home

Recently the membership elected a new Chairperson and Committeeperson. Congratulations to Tina Thiessen and Anne Mason. This Unit continues to work with an expired CBA. We have a date scheduled for early September and are hopeful, to reach a tentative agreement.

Unemployed Help Centre of Windsor Inc.

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President's Report

By **D. J. LACEY**
President, Unifor Local 2098



Hope everyone has been enjoying the summer so far. With so many exciting festivities and venues happening around Essex County with everyone's hectic lives, it is nice to attend and unwind at some of these local events. This year I had the opportunity to attend the Blues Fest and must comment that it was very well put together with many great acts. I also noticed the large force of volunteers that were making it all happen. Job well done.

Provincial Elections are now behind us and I must say, I was glad to see that the voters understood the severity of things that could come with the leadership of Tim Hudak. A big thank you to all the different affiliates and local unions in creating similar initiatives to help educate their members while keeping the public informed. One thing for sure, the message was loud and clear that Tim Hudak and his vision was not going to be the plan and the future for the voters of Ontario.

With the 3rd time frame window for buyouts closed, the membership looks significantly different. In total there were 110 buyouts available and when all was said and done, 103 members took a buyout leaving Local 2098 with 153 members. Things around the plant have been very hectic for the current membership working under the new efficiency methods. Currently we have a total of 103 members working. These brothers and sisters are faced with the many stresses of learning all the machines in their classification. Prior to this contract, members only

performed on one machine within their classification. Everyone has been great at putting their best foot

forward to become competent in their classifications.

Recently we have had many visitors from corporate come to visit our plant and have had nothing but praise, complimenting our workforce on their commitment to bring our plant forward and become more efficient. Hats off to the membership for a job well done.

Enjoy the rest of your summer and be safe in all you do.



Guardian Board Executives are seen with members from Unifor Local 2458 supporting them on an Information Picket after talks broke off at the Extendicare Long Term Care facility at Southwood Lakes.

Established 1952

THE GUARDIAN

INC. OF WINDSOR, ONT.

The Directors are:

- Local 195—Gerry Farnham, Tony Clampa
- Local 200—Chris Taylor, Dan Cassidy
- Local 240—Theresa Farao, Angela Divitaris
- Local 444—Dino Chiodo, Dave Cassidy
- Local 1498—Gary Taylor, Carol Watson
- Local 1941—Bob Ashton, Dean Mitchell
- Local 1959—Bill Wark, Clovis Côté
- Local 2027—Steve Taylor, Darryl McLean
- Local 2098—D. J. Lacey, Courtney Ryan
- Local 2458—Bruce Dickie, Tullio DiPonti








GORD GRAY, Editor

The Guardian, 1855 Turner Road, Windsor, Ontario, N8W 3K2
Telephone (519) 258-6400, Fax 258-0424. Address changes should be directed to your Local Union Office

The Guardian Board will be accepting advertisements in the Guardian magazine which is distributed three (3) times a year and the dimensions for ads are as follows below:

Size	Colour	Black & White
Full Page	\$1200	\$800
1/2 Page	\$ 600	\$300
1/4 Page	\$ 300	\$150
1/8 Page	\$ 75	\$ 40

For further information contact Gord Gray at 519-258-6400 (Ext. 427)

SWORC REPORT



By
MIKE LOVRIC
Chairperson and
Vice-President
Unifor Local 444
mlovric@uni444.ca

The members of SouthWestern Ontario Recreation Council are from various Windsor & Essex-Kent County Locals representing their respective members. They volunteer and work within this council to ensure Unifor sponsored tournaments run effectively so that our members can benefit from them. All SWORC members volunteer their own time to attend monthly meetings and events. Our website www.uniforsworc.ca is a useful tool to download tournament applications and to check the results of past tournaments. You may also contact your recreation chairperson and/or the tournament director through our website. Therefore, if you don't see any postings of tournaments in your workplace, you will see it on our website. Join our group on Facebook at "UNIFOR SWORC" for more information.

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

FISHING TOURNAMENT

Another successful fishing tournament organized by Mal McIntosh and his volunteers. The weather was absolutely beautiful for the Annual Bud Jimmerfield Memorial Fishing Derby held on May 18. A total of 140 entries were received and approx. 60 fish were measured. All those attended enjoyed great food, refreshments and swapping fish stories. Final results are as follows:

Special Prize Winners:

Perch

1. Garry Peltier, Loc. 444 12.25"
2. Shane Tolaon-Westrop, 444 12"
3. Justin Malenfant, Loc. 444 11"

Pickrel

1. Branden Gignac, Loc. 444 29"
2. Massimo Chiodo, Loc. 444 29"
3. Paul Fountain, Loc. 444 28"

We hope to see you all, once again on the May long weekend next year.

REGIONAL GOLF TOURNAMENT

On May 25, we held our Regional Golf Tournament. Congratulations to the low rounds of the day, on the women's side, Heather Brunelle of Local 200 shot 89 and on the men's side, Bill Wallace of Local

584 shot a 75. The Following qualified for the National tournament to be held on August 16 in Barrie:

WOMEN'S FLYTE

Gross:

1. Heather Brunelle, Loc. 200
2. Therese Millet, Loc. 1973

Net:

1. Karon Brennenstuhl, Loc. 498
2. Pam Strong, Loc. 200

MEN'S A FLYTE

Gross:

1. Bill Wallace, Loc. 584
2. Ron McDermott, Loc. 444

Net:

1. Marvin Wilson, Local 444
2. Mike Purdie, Loc. 2098

MEN'S B FLYTE

Gross:

1. Randle Landicho, Loc. 200
2. Rob Brush, Loc. 1959

Net:

1. Pete Gelinas, Loc. 444
2. Rick Cojocari, Loc. 444

MEN'S C FLYTE

Gross:

1. Pat Cloutier, Loc. 444
2. John Maurina, Loc. 1973

Net:

1. Jim Cousineau, Loc. 1959
2. Doug Brown, Loc. 1769

SWORC

Upcoming Events

• UNIFOR NATIONAL 4-PERSON SCRAMBLE GOLF TOURNAMENT

Saturday, September 20th, 2014
Deadline: September 5th, 2014
Roseland Golf Course

• UNIFOR REGIONAL TEXAS HOLD'EM TOURNAMENT

Sunday, October 5th 2014
Deadline September 30th
Local 200/444 Hall

• UNIFOR RETIREES "SWEET" PEPPER TOURNAMENT

Wednesday, October 22, 2014
Royal Canadian Legion
Ambassador Branch 143
1570 Marentette Ave., Windsor

Check our Website at
www.uniforsworc.ca or
"UNIFOR SWORC" on Facebook for
applications, future tournaments

MEN'S D FLYTE

Gross

1. Chis Irvin, Loc. 584
2. Dan Bedard, Loc. 444

Net

1. George Gyori, Loc. 200
2. Pat Beadow, Loc. 1959



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COMING

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to know
it's you

At Windsor Regional Hospital,
we will check it **TW2CE!**

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- We will ask your date of birth
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to prevent patient harm!

We check every patient.
It's your right to check that we did!

SAFETY 2 by 4

SOON

4 moments for hand hygiene

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1

BEFORE Aseptic procedure

2

AFTER patient/patient environment contact

4

AFTER body fluid exposure risk

3

ASK ME!
2 by 4


unifor

www.wrh.on.ca

We always wash our hands.
It's your right to ask if we did!

New Unifor Local 240 Executive Board



By
THERESA FARAO
President,
Unifor Local 240

I am very pleased to announce On May 22nd, 2014 Unifor Local 240 had its Nomination Meeting for the Executive Board and although there have been some changes with some of the Officers, everyone has been acclaimed.

I would like to welcome to the Executive Angela Divitaris, Financial Secretary, Paula Bastien – Stedman, Trustee and Mark Radvanyi, Sergeant of Arms; there is no doubt in my mind they will do an amazing job in their new roles and will work very hard on behalf of our members representing our local, the National Office and our community.

Below is your new Executive Board:

Theresa Farao, President
Jim Angus, Vice President
Angela Divitaris,
Financial Secretary
Jodi, Nesbitt,
Recording Secretary
Julie Kotsis-Wilder, Trustee
Pat Ford, Trustee
Paula Bastien-Stedman, Trustee
Maureen Dinchik, Guide
Mark Radvanyi,
Sergeant of Arms

I would be remiss if I didn't take a moment and acknowledge firstly, Ian Craigmyle, a man who has mentored and inspired so many activists and has been extremely instrumental to me as President of Local 240, but more importantly as a friend. He has been a significant role model for so many of us who have been fortunate enough to be touched by his knowledge and wit. I have had the extreme privilege of working with Ian for the past 10

yrs as President. His dedication, passion and no nonsense attitude were just a few qualities that guided and continue to inspire me. For the past 23 yrs Ian, as Financial Secretary, has served under three Presidents and his hard work and dedication to the UAW, CAW and now Unifor will be missed terribly by so many. Ian is not retiring but understands the importance to grow our Local and mentor the next Generation and moving forward he will continue to assist our Local as EI Representative and as delegate to ETOP Council.

I would also like to thank Sandi Duby for her 22 years of service on our Executive Board as Trustee, Our Union and more importantly, our Local was fortunate in having her knowledge and dedication assisting our members as Trustee to our local, but more importantly as past Chairperson to her members at Canadian Salt.

I know Ian and Sandy will be no more than a phone call away in continuing to assist in helping members of our union.

The Windsor Star

Congratulations to Jim Angus, Vice President of CAW Local 240 and Chairperson of the Windsor Star and his committee Julie Kotsis Wilder, Maureen Dinchik, Claudio D'Andrea and Mike Beaudet who ratified a new three year agreement at 94%.

Jim and his committee really had their hands full with this round of negotiations. This past year has seen drastic job loss in their units through buyouts, restructuring and layoffs. The changing nature of the newspaper business and the challenge to the viability of the newspaper industry brought about by technology and an aggressive agenda by the employer to achieve

... cont'd on next page



Seen graciously accepting the Len Campbell Bursary is Ben Anzovino, son of Sarah Sacheli from the Windsor Star unit, along with Unifor Local 240 Trustee Julie Kotsis-Wilder, President Theresa Farao and Financial Secretary Angela Divitaris.

LOCAL 240 ...cont'd

cost savings in all areas of the operation made this set of negotiations extremely challenging for the committee and their Joint Council partners.

Through this, the committee was able to preserve a defined benefit pension plan for all, maintaining vacation accrual and entitlement and their weekly pay schedule. The committee also managed to improve and strengthen many areas of language including bereavement leave.

Hudson Bay

Congratulations to Rita Slatter, Chairperson and Nenzi Denomey for ratifying their new 3 year agreement.

During the course of 2014 negotiations, Rita and Nenzi along with a 100% strike vote from their membership, were able to make many language improvements from Harassment/Bullying, Layoff and Recall, Vacation to Union Representation; which included for the first time in the Retail Sector the committee was able to negotiate supper seniority. Woo Hoo Way to go!!!

Also, I am proud to announce the completion of Pay Equity is finally done. Effective June 1st our members in specific Female Job Classes where there was inequity will receive wage increases from .11 to \$1.05 and retro payments from \$500 to \$15,000 totaling a little over \$230,000 to be paid July 15th and July 30th.

I would encourage all leadership to ask themselves the question; "Do we have a Pay Equity Plan and if so, has maintenance been done?", if not remember your employer has a legal obligation to

ensure your Pay Equity Plan is maintained. I can guarantee it has not.

On behalf of Local 240 we would like to thank Mina Sarajcic, National Staff for her hard work in helping us reach an agreement with The Windsor Star and Hudson Bay.

Freesds

Local 240 Executive and its membership welcome this opportunity to extend a heartiest congratulations to Freeds on their 85th Anniversary. We look forward to continuing our long relationship and the continued success of Freeds.

Congratulations to Karren Burdge, Chairperson and her committee Ian Craigmyle and Brian Bobbie on ratifying their new 2 year agreement.

During an ongoing difficult economic climate this was a successful collective agreement by today's standards in Retail, with no concessions, lump sum increase and language improvement throughout the agreement which include; New Woman's Advocate, Joint Health and Safety and Workplace Harass-

ment. This committee should be commended on a Job Well Done!

2014 Len Campbell Bursary

Each year Local 240 awards the Len Campbell Bursary to the son or daughter of a member submitting the best essay on a topic of concern to organized labour in Canada.

This year's award of \$1000 was presented to Ben Anzovino, son of Sarah Sacheli, Windsor Star unit. Ben will be studying at Humber College in Toronto and will be major in "Game Programming", a three-year advanced diploma program this fall. Congratulations!!!

****** As a community, we must strive to support union workers in union jobs. How? By shopping at The Bay or Freeds not WAL MART, by booking travel through CAA not through the internet and by banking at Motor City Credit Union, and not the major Financials******



Making her local proud, is Unifor Local 240 Recording Secretary Jodi Nesbitt addressing the audience at the Founding Ontario Regional Council Convention which was held in Port Elgin at the Education Center.



ANGELINA DIVITARIS - Fin. Sec. of Unifor Local 240

Iwould like to take this opportunity to introduce myself as a newcomer

to The Guardian Board. I work at Green Shield Canada and have been a committee member for over 10 years and I'm currently Vice Chairperson. When I started working at GSC, it didn't take me long to want to get involved with our Union. Based on the fact that I grew up in an active union household and always understood the value and strength of our union, I knew I wanted to be part of it very early on.

My first position held on our Executive Board was Youth Delegate and from there I became Sergeant-at-Arms until recently when I was acclaimed as the Financial Secretary of Local 240. Ian Craigmyle, our past Financial Sec-

retary has passed the torch and made way for the generational change within our Local. He plays a significant part in making this transition smooth and seamless. Ian continues to mentor me throughout this process and for that I am very grateful. He has been a great asset for our Local and we continue to respect his knowledge and dedication.

I would be lying if I didn't say I am very eager to take on this new role. I believe in our vision to grow our Local and our Union. In this day and age there are so many tools and avenues to help in this process and I'm excited to be part of it. Social media is a great way to communicate, inspire and motivate members to make change. Our Local is very pleased to announce that we now have a Facebook page. We invite you to "like" us so you can stay informed of all cur-

rent events and notifications.

In speaking about growing our Local, our Executive is continuing to build on our standing Committees. We are hoping to generate more interest in the Youth, Recreation, Human Rights, Environment and Women's Committee. It is a great way to get involved and learn about our union.

At the time of this writing, I can't believe I'm saying Labour Day is just around the corner. I hope everyone has had a safe and fun-filled summer. We hope to see you at the parade as we come together to recognize the history of the labour movement. Please join us in this important celebration that recognizes all of the struggles and successes we have achieved over the years for our rights and the benefits we all enjoy today.

Come one, come all! This is a great day filled with activities for the entire family.

Just recently, my sons Devin and Logan and I had the most enjoyable and unique experience attending the Family Education Program in Port Elgin this summer. In my classes we discussed Global Issues and many others that affect Canadian Families. Devin and Logan went to the Teen groups and learned about many different things as well. In a fun manner yet serious, they discussed issues that affect them such as bullying and acceptable social behavior and at the same time they learned about what it means when their parents work at a unionized workplace. They now have a better understanding that working in a unionized environment brings a better quality of

The Mail Box

life at home and abroad. On our free time, there were a variety of activities made available to us such as baseball, soccer and Beach Volley

Ball games against the Teens, a trip to the Scenic Caves for the teens and kayaks were rented for us, just to name a few.

I am grateful that my sons had the opportunity to learn from another source other than school or myself that they were not alone; that kids from all over Canada have the same issues. And, that there is a lot more going on in the world that they should care about other than just their own world.

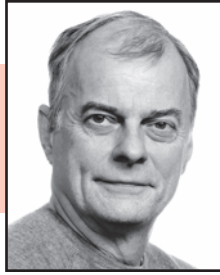
I can't thank the Unifor Education Center and staff enough and my Local Union 240 for giving my entire family this life lasting learning experience.

Thank you,
Proud Member
Unifor Local 240
Madeleine Levasseur



Logan (baseball cap) was voted Council President and he and the Bargaining Committee were successful in negotiating Doritos, Root Beer Pop, to name a few with Staff Rep, Robin Fairchild.

The Big Picture



By GARY TAYLOR
President, Unifor Local 1498

The provincial election is over. We're left with a Liberal majority government in Ontario. Tim Hudak is tweaking his resume. It seems like a pyrrhic victory for labour. But most important, where do we go from here?

The voters of Ontario should certainly be applauded and thanked for their insight and wisdom shown by kicking the Hudak Conservatives to the curb in this summer's Provincial Election. I'm not sure that anyone could fully predict the devastation to our province had Hudakonomics played out, but, fortunately, we won't have to watch that movie. Organized Labour and our affiliates played a huge role in exposing the reality of "work for less", corporate tax cuts and the individualism that PCs preach as a roadmap to the future. But, before we dislocate a shoulder patting ourselves on the back, the job has just begun.

Stephen Covey recommends that we "begin with the end in mind" – suggesting that we form a picture of what we want our society to look like, and then try to figure out how we get there. This is fundamentally different than what we do today – which is based on "how do I keep mine" and "how do we fix this." There isn't a vision for the future, but, rather reactions to the present. If the goal is to create a society where we all have our basic needs met, there is hope and opportunity for our kids and grandkids, and we can someday retire in dignity – I think most people would buy in.

I can't imagine that we would seriously consider a future where we allow the most wealthy to get wealthier while we stand back and hope for scraps. I find it very hard

to believe that we would sign up for a society that is solely focused on your own wallet instead of community.

We are staring at a municipal election this fall, and we have to support a progressive vision for our city and surrounding communities. We have an opportunity to elect representatives who believe in our common goals –working with the entire county for everyone's benefit – instead of the ego-based squabbling that we witnessed for the past num-

ber of years. We have to get past those who are focused on 'holding the line on taxes' – especially if it means attacking our neighbours, as we seen with CUPE members, and, now firefighters.

They are missing the big picture, and unfortunately driving that 'me-first' agenda – that is so counter-productive. We have become so fragmented as a society – wasting so much effort jealously staring at our differences that we don't realize our common ground – that we all strive for the same for ourselves and our families.

I really don't understand how we go so far off base in the last generation – but we have, and, it is time to get back to those principles that came out of the depression and the Second World World - building a nation where everyone benefits.



Plentiful HARVEST

Pumpkin & Spice BALL

September 19th, 2014

Caboto Club | 2175 Parent Ave, Windsor, ON | 6:00 pm

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

\$100/person: Please contact the Unemployed Help Centre to purchase your tickets. 519. 944.4900

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



President Report

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



We are happy to announce the recent hiring of 13 new employees in the plant. Some of which were recently laid off from Diageo, Heinz as well as a couple from the auto sector. This is one of our busiest times of the year, a second shift has been added to the Bottling, Blending and Shipping and Receiving departments to keep up with demand. Also, with the addition of new products and the recent negotiations, which involved 40 retirement incentive packages over the next three years, we hope the new employees are successful in getting their seniority and can enjoy “long term” stable employment with us.

Retooling of our current line 5 is underway in the Bottling department as well as new tanks and upgrades to our Blending and Distillery departments. This is in preparation for our new products to be run here shortly. We will now be producing Barclay Brandy, Meaghers and McGuinness products, these include (banana liqueur, cherry whiskey, triple sec, peach schnapps, amaretto etc). In addition to these products we will also be producing the smaller runs of Wisers Deluxe 1 liter, Wisers Oldest, Wisers Legacy, Wisers Small batch, Lot 40 and Pike Creek.

The relationship between the company and union, that we have worked so hard to mend, has taken a big step back recently. The company has decided to recall some of our members out of seniority order and after numerous meetings to discuss possible alternatives (which the

union provided numerous reasonable options) the company simply ignored them and we are now looking at a costly arbitration case. This is very disappointing to us all since it involved only two members for two short weeks. These are members that we could have used at work and could have been assigned to value added positions in the plant. Also, the company does not want to fully train the newly hired employees on the jobs they have been assigned, hindering their ability to perform all the required duties on that job. It creates an unfair situation for all the employees. I can’t understand why the union has to convince a company to treat THEIR employees fairly and equally.

Both these issues have somewhat tarnished the good news of more work coming into the plant and the hiring of new employees. It has created animosity with the workforce. Of course the company simply claims that it is cost. It goes to show us that even with bargaining a longer period for our members to get to full wages the company will always use cost as an excuse.

The Labour Day Parade is on Monday, Sept 1st, 2014. Please come out to celebrate all the achievements our union has made, show our solidarity and enjoy the day with co-workers, friends and family. Also this is Unifor’s first birthday so come out and celebrate. The parade starts at 10:00 a.m. sharp, so get there early for your parade shirt. We will be set up at 9:00 a.m.

*Raising the Community
Standard of Living*



Shop Wisely - Shop Union - Shop Unifor

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

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

Thank you!

Unit Updates



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

Honeywell Report

Operations at this unit are tentatively scheduled to windup at the end of August of this year. The facility has been on a reduced crew schedule for the past couple of months. Hopefully some sort of restarting of this operation will occur in the future. Time will tell in regards to this. The employees at this facility made significant changes to their collective agreement in the past and are excellent trade unionists and workers. It truly is a shame to see this suspension of operations.

These are good paying jobs that provide a decent standard of living for working families leaving Essex County and Amherstburg. One could speculate on the reasoning we tend not to get a clear answer on this, however Honeywell is in the process of starting a HF production plant in China. Thank you to Brian Masse for researching foreign HF import data.

Ojibway Mine

Increased production schedules have continued throughout the spring and summer periods, largely due to the winter we had last year. Second level expansion plans are moving ahead at the corporate level. The annual maintenance shutdown has been reduced to one week from the usual two also largely because of the increased demand for salt. In closing, as Labour Day approaches we need to stop and reflect on the past sacrifices of our sisters and brothers who made sacrifices for what we have today. The past struggles and the continued efforts to gut workers rights and erode a decent

standard of living for everyone except the elite few at the top of the corporate ladders and society. To that we can say thank you.

Fine Salt

Windsor operations working steady with new hires being required come fall and new year, two to three positions due to retirements. New salt flaking process going well with some production now being done in house with strong market demands of the product. Salt grinding operations and agricultural (block salt) working weekends to meet market demands also. Pool salt seasonal runs are winding up with a large increase in production this year. Water softener salt adding another rotary pelleting press to again increase production to meet demand. Second shift for the household salt line going well and new products have been added to better utilize capacity of that line.

Amherst Quarries

Production continues at a steady pace. There is some overtime being worked. We continue to work on some lingering contract issues.

Precision Plastics

The Plant has seen some changes with the addition of two New Presses and one on the way. At this time all Seniority and Temporary employees are working. The Plant is seeing a lot of new work and with that comes a lot of changes but I am confident that our management along with the membership are up to the many new challenges that we will face together as a team and succeed. I would like to point out as of November we will have twelve members with thirty to thirty five years seniority. Congratulations Brenda, Laurie, Martha, Paul, Lynda, Stephanie, Cathy, Dianne, Carol, Colleen and Lori.



Members from the Unifor Guardian Board are seen at the May Celebration for a photo op supporting postal workers in their struggle to keep door-to-door delivery in our community.

Windsor Area Office Update

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

2014 UNITED WAY CAMPAIGN

Unifor will be the lead organization in the 2014 United Way campaign. I have been asked to be the 2014 Campaign Chair for the 2014 Cabinet. The Cabinet is well represented with numerous Unifor members holding positions on the Cabinet. My role is really only possible by the enormous support of the Windsor Area Unifor Locals. The Locals in this area have always done an outstanding job supporting the United Way Campaigns and our members have shown their generosity year after year.

Last year's Campaign Chair was Keith Henry, President of the Windsor Mold Group and he did an outstanding job and ran a very successful campaign. He will serve as the outgoing Chair this year and help make this year's campaign equally successful.

The lead organization next year will be Green Shield and Tim Catherwood will be the Campaign



Gearing up for the 2014 Campaign are United Way Cabinet Members: Jack Robinson, Jodi Nesbitt, Chairperson of Green Shield Canada and Gary Parent, Local 444 Retiree.



Chair. The need in our community is as important now as it ever has been with obviously fewer jobs in the community, the donations that are made are as crucial as ever. There are so many great agencies in our community that United Way supports that help so many of our friends, family and neighbours. We again, this year hope everyone can support United Way and we want to thank everyone for all their support in the past.

UNIFOR'S 1ST CANADIAN COUNCIL

The Convention shall be held on Saturday, September 13 and runs until Monday, September 15, 2014 in Vancouver, B.C. It will be the first convention since the formation of Unifor. The Windsor Area Locals appear to be sending a full compliment of delegates to this very important convention.

LABOUR DAY

In closing, I look forward to seeing everyone at this year's Labour Day parade. Please make every effort to come out to the Labour Day Parade. It is a great opportunity to see members in a much needed relaxed atmosphere.



On August 11th, Chris Taylor, Unifor President, Local 200 and WDCL addresses activists at the recent Municipal Matters training seminar. These individuals will play an intricate role in the upcoming municipal elections.

I am a union worker

That means I am part of an organization that fights not only for my benefit, but for everyone's benefit.

Unions set the standards!

Water, Water Everywhere Nor Any Drop to Drink!

(from The Rime of the Ancient Mariner, Samuel Taylor Coleridge. 1798)



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

The summer is a time to enjoy the beach, swim, camp and fish, but environmental issues have robbed us of this fleeting pleasure.

Most area beaches are once again closed due to algae blooms that poison the water, contaminate fish and can kill pets and sicken people, especially children, causing permanent liver damage!

Toledo Water Crisis

Heavy rains due to climate change have washed fertilizer from our lawns and agriculture and “nutrients” from human and animal waste to the lakes to feed toxic blue-green algae.

Algae blooms have covered a large portion of Lake Erie. The microcystin toxin released by the algae contaminated the drinking of 400,000 people in Toledo, Ohio for several days.

It sounds like something out of a cheap 1950s sci-fi movie or a terrorist plot!

This is a nightmare that doesn't end when we wake up. This is a wake up call to the perils of ignoring climate change. Now that we are awake, we need to take steps to solve this problem. We cannot control where and when the algae blooms but we can try to stop it.

Intense rain (and snow) events are the “new normal” according to scientists. To make things worse, we have paved over the wetland we live on and subverted the process of natural water filtration.

If you live in Windsor or Tecumseh you are told that you needn't worry as your water is drawn from the Detroit River (which has its own

pollution issues). County residents that get water from the Union Water System are susceptible to a similar crisis. The Union water system is now testing water almost daily against a practically inevitable crisis.

We are still the only species on the planet that intentionally dumps toxic poisons and essentially flushes our toilets into our own drinking water and we are facing the consequences. This must stop. Legislation must be put in place to eliminate waste and phosphate run-off into the Great Lakes. Natural water filtration must be allowed to occur.

Detroit Water Crisis

The Council of Canadians led a water caravan to Detroit to protest the city's decision to shut off the water for thousands of residents, while initially continuing service to businesses. Water is a human right that should not be denied to those who can't pay!

The Windsor Star's Chris Vander Doelen wrote that the problem is “mostly black Detroiters pitted against mostly white suburbs over control of the billion-dollar business”.

He said that “remnants of Kwame (Kilpatrick's) (Democratic) political machine saw they were losing...” and “Word got out and suddenly tens of thousands of people – some of whom are desperately poor, but nearly all of whom own cars, have cable TV and cell phones – stopped paying their bills”.

He blamed corruption, saying that most of those not able to pay their water bills were “scammers”.

He said it is “the old us-vs-them racial politics that has crippled Detroit since the riots, and it has noth-

ing at all to do with human rights or access to clean water”.

A United Nations report disagrees.

U.N. officials said in a recent news release, “Disconnection of water services because of failure to pay due to lack of means constitutes a violation of the human right to water and other international human rights.”

Vander Doelen and others like him would probably like to see the water system privatized to get rid of the public workers that he characterized as overpaid, lazy and the corrupt public servants and politicians. A properly run public system is best. If the system is privatized, the public will have no control and be at the mercy of profit-driven, heartless corporations.

Ontario Election Results

Ontario rejected Tim Hudak's anti-environment and anti-worker conservative vision.

Your Unifor Windsor Regional Environment Council played a part in defeating Hudak by hosting a media event in partnership with the Canadian Association of Physicians for the Environment (CAPE) warning of the potential loss of 31,000 Green jobs in Ontario if the Conservatives won and delivered on their campaign promise to kill Green Energy in Ontario.

Our Environment would fare better had the NDP won or held on to the balance of power but at least the Liberals are still supporting Green Energy and electric vehicles but they are not moving away from nuclear energy fast enough.

A Personal Message

The 2014 CLC Convention in Montreal marked a real turning point for the labour movement. After years of unprecedented attacks from big business, and brutal demands for concessions at the bargaining table; after years of bald-faced attacks and anti-union manoeuvring from conservative politicians, lobby groups and the governments they control; we'd had enough. It was time to change things.

That's why I ran to be your new president. It is time for a different response from the labour movement to the attacks from those who want to take away the things unions have won for Canada's working people. We need to regain the respect the labour movement deserves by making it clear – crystal clear – that we continue to play an important role in our communities, that we are an important part of the economy, that we are ready and willing to work with governments and employers to make our country a better place to work and live, but we will respond in kind when attacked.

The delegates agreed. They elected me to lead the CLC and I am deeply touched by the faith that has been placed in me. To think that someone who arrived in Canada as an immigrant with only a few dollars in his pocket could find himself elected to lead his country's labour movement. This says so much more about our country and our movement than it does about me. Yet, this same potential, this wonderful possibility that has put me where I am today remains untapped.

Which is why the other decisions made at that convention in Montreal are so important. Delegates did more than just choose

new leadership, they also chose to change how we work together as a movement by committing an unprecedented amount of money toward the “together fairness works” project.

From now through 2015, the CLC will move ahead with the aggressive advertising program that started a year ago, only now we will not just talk about what unions have done, we will talk about why unions matter and the role unions play building our country.

We will also intensify efforts to help unions re-connect with their own members, so they know the benefits of having a union on their side while their unions build the communication networks they need to stay connected. Our future as a movement depends on being able to reconnect with our own union members as well as building a connection with a vast new and diverse generation of workers.

Giving this new generation of workers the same opportunity to join and become active in the labour movement that I had is the way forward in the long term. But we also have work to do in the short term, and that work is called defeating Stephen Harper.

Like no other government in Canada's history, the Conservative government led by Harper continues to promote an agenda aimed at destroying unions while it undermines virtually every social gain our movement made possible over the past 50 years. Since Harper's party won its majority in 2011, Employment Insurance, Medicare, public pensions and public services have come under siege. At the same time laws have made their way through Parliament that strip working people of their rights



HASSAN YUSSUFF
President, C.L.C.

while weakening the ability of unions to even exist. Their agenda is clear and, as promised, we must respond in kind.

We will begin our response this fall by reviving our campaign to expand the Canada Pension Plan and engaging Canadians in our quest to ensure that, after a lifetime of work, no one retires into poverty. Next year, we will start talking with union members and with non-union voters in the same way about child care, health care, and the lack of a national strategy to create full-time, family-supporting jobs for the next generation of workers.

Sisters and Brothers, I am tremendously proud and humbled to be your president of the CLC. I'm committed to defending workers from hostile governments and employers and working collaboratively with unions and our allies nationally and internationally. Together, we can regain the respect the labour movement has so rightfully earned as a partner in building our communities and our country.

But first we must stand together and tell governments and employers in one voice that, yes, we can work together, but if you choose to attack us we will fight back – and we will win.

Robocall guilty verdict doesn't close book on 2011 election fraud

By Council of Canadians / August 14, 2014

The Ontario Superior Court ruled today that Michael Sona, the young Conservative aide, is guilty of participating in the robocall scheme.

But this verdict does not resolve the issues surrounding the widespread orchestrated electoral fraud in the 2011 election. This fraud took place not only in Guelph, but **in 246 other federal ridings**. The Council of Canadians, which supported legal challenges of election results in six ridings across the country, expects that its pending legal challenge of the "Fair" Elections Act will shed more light on what happened.

"The story is far from over," says Maude Barlow, national chairperson of the Council of Canadians. "We have a few clues about one minor player, but we still don't have the ringleaders. Remember: this didn't just happen in Guelph."

Fraudulent calls misdirected people to wrong or non-existent polling stations in dozens of ridings. In a landmark ruling in 2013, the Federal Court found that there had been a widespread campaign of electoral fraud that was targeted at non-Conservatives. **Further, the court found that "the most likely source of the information used to make the misleading calls was the [Conservative Party of Canada's] CIMS database."**

A Commissioner of Canada Elections investigation report on the 2011 election released in May of 2014 has been used to claim there was no widespread campaign of voter suppression. **But that report has been shown to be "fatally flawed."**



"Other higher-ranking Conservative Party officials were most likely involved," says Dylan Penner, the Council of Canadians' democracy campaigner. "The Conservatives have yet to reveal the list of people who had access to this database. Who are they protecting?"

For Barlow, it is time for the Harper government to come clean with Canadians. "The Prime Minister still needs to answer some serious questions," adds Barlow. "Did someone close to the Prime Minister authorize the use of CIMS for voter suppression in the 2011 election? If not, who did? How can he ensure that this will not repeat itself?"

Meanwhile, the so-called "Fair" Elections Act, which became law in June, only compounds these unresolved issues. The law forbids Elections Canada from promoting voting and includes strict guidelines on proving residency to vote. The Council of Canadians and the Canadian Federation of Students will be challenging the "Fair" Elections Act in court for infringing the constitutional right of Canadians to vote.

"Techniques such as using large-scale robocalls or live calls to mislead or defraud electors were already difficult to detect during the last federal election," says Garry Neil, executive director of the Council of Canadians. "The new law will make it harder for the Chief Electoral Officer to report on complaints received from voters and thus it will be nearly impossible to detect these tactics."

That is why we will be challenging it in court." "While there are still far too many questions, the legal challenge of the 'Fair' Elections Act will hopefully bring us closer to finally getting some answers," concludes Barlow.

Contact Your Area Conservative MP On This Matter
(Mail may be sent postage-free to any Member of Parliament)

Conservative MP Jeff Watson

Email: jeff.watson@parl.gc.ca
Constituency: Essex

Constituency Office:

186 Talbot Street South Essex, ON N8M 1B6
Telephone: 519-776-4700 Fax: 519-776-1383

Conservative MP Dave Van Kesteren

Email: dave.vankesteren@parl.gc.ca
Constituency: Chatham-Kent—Essex

Constituency Office(s)

8 King St. W. (Main Office) Chatham, ON N7M 1C6
Telephone: 519-358-7555 Fax: 519-358-1428
15 Princess Street Leamington, ON N8H 2X8
Telephone: 519-326-9655 Fax: 519-326-2042

Dear Unifor Members;

I welcome you to enjoy a new Life...at an exclusive discount!

I want to take a moment to thank each and every one of you across Essex County for taking interest in something I've been trying to put together for years. Unifor members are extremely hard working individuals who encompass so much of Windsor and the surrounding area's employment that I strongly feel at a time when benefits seem to be getting reduced or taken away, why not do something to help reduce costs with an exclusive discount that is only available to you and your immediate family. We've cut costs all the way back to 2010, saving you over 15% on every product and service we provide. We care about Windsor and the people who have helped build it, and that's why it's so important for us to give back. If you're thinking about calling or stopping in, why don't you first continue reading the article and find out about the Bardgett Difference. At the end of the day, it's people helping people that really make the difference, and I hope this is just one small step to provide greater opportunity to those living in Windsor and the surrounding community.

"40 Years and over 20,000 new smiles." That was the headline across our recent Body magazine cover page. I think the best way to keep customers happy is to not think of what you're doing as just a job; it should be MORE than a job. Essentially, we are providing a service to patients... we want them to be happier, more confident, with increased comfort...and we'll stop at nothing to achieve that. I've never looked at it as a job, and that's why I think people

keep coming back, they can see that. It feels so good to know that I've changed many patients' lives over the years. Each and every patient walks out of the office with so much more than a new set of implants or dentures, THEY WALK OUT WITH A NEW LIFE! They can eat foods they never thought were possible, and there is minimal pain or discomfort. When it comes to Dentures and Implants, we are the definite experts in the field. If you like, take some time to visit our newly designed website (www.bardgett denture.com) to see actual patient testimonials, as well as our commercial... and one day maybe your story will be featured! If you're reading this and can relate to what I'm talking about, then please give us a chance to show you the Bardgett difference; you will not be disappointed. As a Unifor member/family you are entitled to a free *no charge consultation, and we'll even professionally clean your dentures. Thinking about implants? Don't worry we have you covered there too. Exclusively to Unifor members/ family we're offering a free *no charge 1st consultation and up to \$5000 off your implants. Please be aware that because we use such high quality products, they are never discounted and this is the first time in 40 years that we have offered a sale such as this.

In closing, I would like to extend my gratitude to Unifor for allowing this partnership to take place, and providing you with the opportunity to save your hard earned money. Now, let me ask you a question; what's stopping you from calling and making an appointment? We want to give you your freedom back, so come in and see what a new life feels like!



Tel: 226-444-TFSA (8372)
Email: info@godfroyfinancialgroup.com

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N8W 3R9

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Labour Day



W.D.L.C. LABOUR DAY PARADE

**Monday,
Sept. 1st, 2014**

Fogolar Furlan Club

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

For Your Entertainment

- ◆ Children's Village with Arts & Crafts
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