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Rights and Freedoms under Attack



By
CHRIS TAYLOR,
*President,
Unifor Local 200*

The Year 2014 is here and it seems like déjà vu in the political arena with the conservative attack on Labour and our rights and freedoms as Canadians still under attack!

One only has to look at the recently tabled Bill C-23 which is strangely enough called the Fair Elections Act.

Put together by Pierre Poilievre the so called Minister of Democratic Reform, this Bill would see election rules changed in such a way as to put Canada on the same playing field as some third world countries as far as election rules.

The Conservatives were caught with their hands in the cookie jar in the 2011 Elections with some Conservative MPs charged with election fraud and we are still awaiting the outcome of the Robo-Calls scandal that points to the Conservatives also. It is disgraceful to see and hear how low this Conservative government will stoop to win at all costs and unfor-

tunately in this case it is our Democracy that is paying the cost and to think now that some Canadians will no longer be able to cast a vote is almost unimaginable until you consider the source of the injustice.

More "FREE TRADE"?

Harper has recently announced a Free Trade Agreement with South Korea that can only be seen as another nail in the coffin of manufacturing and in particular the Auto Sector. Our Union was very vocal and outspoken about the need for Canada to either walk away from this agreement or at the very least put in some rules regarding curren-

cy manipulation and a snap back provision on non tariff items similar to what the U.S. has done but this fell on deaf ears.

By the government's own admission and with the concurrence of most analysts, the biggest losers out of this agreement are the auto manufacturers and parts suppliers. Remember back to the debates regarding the auto sector bail-outs in 2008/2009 and you will recall Conservatives stating that the government should not be in the business of picking winners and losers and yet they implement trade agreements with clearly defined winners and losers.

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In a community partnership Unifor Locals 200 and Local 444 donated \$50,000.00 to help build a new youth wing at the Brentwood facility to help youth age 13 to 18 years old. It is the first adolescent program of its kind in Ontario, a dream of the late Father Paul Charbonneau, founder of Brentwood Recovery Home.

Labour was not the only ones who were against this agreement and Ford of Canada President Dianne Craig also requested that this agreement be stopped and that safeguards be put in place to protect the industry in Canada and instead of meaningful discussion with Ford, Harper pushed on and closed the agreement, in essence saying that Dianne Craig was being self serving in not wanting this agreement for Canada. She was simply saying that this agreement in the U.S. has not helped the U.S. auto industry at all and in fact has led to larger trade deficits.

Policies needed

It is time that our government puts policies in place that protect our interests as Canadians and workers. Start with a Manufacturing policy that requires companies to build here if they intend on selling here. Make those same companies that enjoy one of the lowest corporate tax rates of all industrialized countries reinvest those tax savings in Canada.

Tim Hudak recently accused Chrysler Corporation of holding Canadian taxpayers hostage for demanding government investment in its Canadian operations. This would not be any part of the debate in the vast majority of other industrialized nations because they have Auto Policies; manufacturing policies to deal with investment strategy.

The Korean Trade agreement will undoubtedly be a boon for the oil industry so why not have a strategy that allows Canada to refine that oil and sell it as a finished product and keep those jobs in Canada.



President Chris Taylor along with a crowd of hundreds is seen at a demonstration outside of Conservative MP Jeff Watson's office on his government's abolition of door to door mail service. This is a totally a wrong concept that will affect some of the most vulnerable citizens in our communities across Canada.

UNIFOR will be hosting a Good Jobs Forum in the future and sound Canadian Policies will enhance our ability to have good paying jobs with benefits and pensions well into the future, as long as Harper is not allowed to continue to sell our future to the lowest bidders!

Provincial Elections

I mentioned Tim Hudak already and we cannot let this man and his agenda form the next Ontario Government and it is incumbent on all of us to come together and defeat him at the next election.

We heard his rhetoric regarding Right to Work for Less and his intention on eliminating the Rand Formula for far too long now to think that because of a couple of MPs and candidates that spoke out against his agenda and the fact that the polls were clearly indicating that a majority of voters in Ontario do not support Right to Work for Less that now he says he no longer will have Right to Work for Less as part of his party's platform!

He cannot be trusted and we all know that given the opportunity he would introduce that full agenda in

a heart beat. Look at the history of what happened in Michigan and you will see that Governor Snyder said for two years that he was not interested in making Michigan a Right to Work for Less state and we have all seen what happened in December 2012 when he signed Right to Work for Less into law.

We may see a spring election and Tim Hudak must be made accountable for his attack on working people along with his willingness to put Ontario in the lead for the race to the bottom.

Local 195

On Behalf of the Guardian Board, I would like to wish Brothers Mike Dunning and Kirk Lozon all the best in their upcoming retirements. Both Mike and Kirk deserve the utmost respect of their members at 195 and the Labour movement for their unwavering commitment to the Union and the betterment of their members and society as a whole.

We will miss you, but take comfort in knowing that you are retired from the job, – not the fight.

Ford Canada, Ontario blast South Korean trade deal, saying Ottawa's pact will flood country with foreign cars

Reproduced : Financial Post by Scott Deveau, March 11/14

The Ontario government and Ford Motor Co. of Canada, Ltd., blasted the federal government Tuesday, saying the free trade agreement it reached with South Korea this week fails to protect the auto sector in Canada.

Eric Hoskins, Ontario minister of economic development, trade and employment, criticized Ottawa for failing to secure the same sort of safeguards the U.S. has in its free trade agreement with South Korea.

"Although efforts will be made to sell more effectively in Korea, it's more about fairness and making sure South Korea isn't able to implement any unfair measures that will make it even more difficult to export into South Korea," he said.

In particular, he said the Canada-South Korea agreement does not include the same sort of "snap back" provisions the U.S. has that allow for tariffs to be returned to pre-agreement levels immediately if South Korea is found to have violated the agreement in the automotive sector.

Those close to the negotiations say South Korea refused to replicate that sort of provision in any other agreement, anywhere in the world, including its recent deals with Canada and the European Union.

The Canadian agreement aims to eliminate the 6.1% tariff on vehicles imported from South Korea from companies like Kia and Hyundai in three annual cuts.

In exchange, the 8% import tariff in South Korea on vehicles produced in Canada would be eliminated immediately, compared to five years in the U.S. agreement and three to five years in the EU agreement.

Mr. Hoskins argued throughout the negotiations the Canadian government should seek the longest possible phase-out of the tariffs on South Korean imports to allow the sector time to prepare for an expected flood of imports.

Dianne Craig, Ford of Canada chief executive, said even those sorts of provisions have failed to prevent the one-sided flow of vehicles from South Korea into the U.S. and Europe since they reached their free trade agreements.

No Canadian manufacturer can compete with a market controlled by non-tariff barriers and currency manipulation

She said South Korea has a long history of using "non-tariff barriers" and "actively intervening in its currency to unfairly subsidize its exports and protect its home market."

"As a global company committed to free trade, Ford supports well-negotiated agreements that open new markets for vehicles produced in Canada," Ms. Craig said. "For this reason, we cannot support the Canada-South Korea free trade agreement."

She believes South Korea would remain "one of the most closed automotive markets in the world" under the deal negotiated by Canada.

"No Canadian manufacturer can compete with a market controlled by non-tariff barriers and currency manipulation," Ms. Craig

said.

There is a sizable imbalance of auto exports between the countries. Canada imported 124,000 cars from South Korea last year while exporting roughly 2,000 vehicles there.

Prime Minister Stephen Harper defended the deal, which he says the country needs to diversify its exports from its main trading partner, the U.S.

"What we're doing here is allowing other Canadian companies and other Canadian sectors to have the same access that Ford already has," Mr. Harper told reporters in Seoul. "Ford supported the Korea-U.S. free trade agreement, thereby Ford has access through the U.S. to the Korean market."

Brenda Swick, a partner at McCarthy Tétrault LLP specializing in international trade, said the devil would be in the details because she sees very little reciprocal benefit for Canada.

She said non-tariff barriers run deep in South Korea and Japan. Over the years they have ranged from ordering tax audits for people who bought imported vehicles to a rolling series of regulatory barriers, from penalties for the type of tint used or the frequency used on a vehicle's automatic door lock.

"These countries are very sophisticated in protecting their domestic sectors," Ms. Swick said.

Those close to the negotiations say Ottawa saw little upside in holding out for similar snap back clause for Canada, in part, because the retaliatory tariff in the U.S. sits at just 2.5%.

The snap back agreement can't be applied in the first four years of the U.S.-Korea free trade agreement, and there is a sunset clause that will see it expire in 10 years if there are no violations of the agreement in that time frame.

The federal government saw little threat here because more than 85% of the vehicles produced here are exported, and more than 40% of the South Korean vehicles sold here are imported duty-free from the U.S.

There are also provisions in the Canada-South Korean agreement that address issues like internal taxes, emissions standards, fuel-economy, and others that will address many of the non-tariff barriers used in the past, those with knowledge of the negotiations said.

Not all vehicle manufacturers in Canada condemned the agreement.

The Japanese Automobile Manufacturers Association of Canada [JAMA Canada], which represents Toyota Motor Manufacturing Canada and Honda Inc., lauded the decision. That was, in part, because JAMA Canada was hopeful the conclusion of the South Korean free trade agreement would accelerate trade talks with Japan that would see a 6.1% tariff on vehicles produced in Japan eliminated. General Motors Co., which has operations in South Korea and Canada, said the pact with South Korea would be a boon for consumers, leading to more competition and choices.

"We will continue to work closely with the Canadian and Korean governments to ensure the agreement is implemented in a way that brings the full benefit of fair competition to customers in both markets," the company said.

Executive Board Election Complete



By
DAN CASSADY
Financial Sec.,
Unifor Local 200

We remain extremely busy at Local 200. We have now completed our Executive Board Election process; the successful candidates were acclaimed for three year terms.

We have also completed our elections for In Plant Representatives for our Ford, Penske, Voith and NemaK units. Congratulations to all those whom have been elected. Your Executive at the Hall look forward to working with you and supporting you over the next Three years. These jobs are not easy by any stretch of the imagination. Thanks for putting your name on the line, taking up the challenge, and trying to make a difference in the lives of those members you will be representing. It is truly what democracy is all about! We have bargaining this year with 3 of our units, Voith, Penske and NemaK and we are looking forward to working with the bargaining committees on the challenges that we will face.

A special thanks also needs to go out to all of our Local 200 Election Committee members, who helped run all of the unit elections over the past couple of months. We could not have managed to accomplish this feat without your valuable assistance!

We need to stand ready for a possible provincial election if the Liberal budget is not passed at the start of May. At the time this article is being written, it is not easy to say exactly which way things will go, but it is easy to make it very clear, that we must do everything humanly possible to make sure that if an election is called, the Conservative party (under Tim Hudak), does not get elected. On so many of his views and the views of his party, Mr. Hudak is so far out to lunch that he has never even had breakfast yet! I think you get the picture. . .

I would also like to take this opportunity to AGAIN remind all those who are reading this article to make sure that all of their important benefit information on file (with their benefits administrator), is up to date and accurate. In my position as Financial Secretary I come across many instances where a member passes away, and the member's family is adversely affected because

the time was not taken to update and change life insurance, wills, healthcare benefits, pension survivor benefits. This needs to be taken care of NOW while you are alive, as it cannot be changed in the unlikely event that you were to pass away. Please do not put your loved ones at risk, take some time and make sure your affairs are in order.

Spring is here, summer is just around the corner, and the memories of this past long cold winter are already fading away. Please stay involved with your union, and attend your membership meetings. Together we still can make a difference!



Representatives from the Guardian Board are seen attending phone calls for donations and also presented a cheque for the 30th Annual Easter Seals Windsor-Essex Telethon. This year the six-hour telethon, raised \$213,365.

Hard Work Paying Off

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



Local 444 has had a number of negotiations ongoing over the past few months. Although some have concluded, with others we remain focused, trying to finish our bargaining sessions, so we can present respectable tentative agreements to our members.

CAESARS WINDSOR

Like previous sets of bargaining, it was a difficult and tiring session for the entire Bargaining Committee over the past eight weeks. The Bargaining Committee strategized early on, to set the tone in negotiations and expressed to the company that outsourcing would be one of the top priorities as our membership's job security was imperative to us getting through this process. It was definitely a tough sell as the management team across the table had wants and

needs as well. They knew the standoff would come but they were also clear in telling us it was not a possibility. As well, the company had presented us with many 'take aways' of which they were itching to implement just as we were working to get them taken off the table.

As the deadline quickly approached we realized we would have to continue on in order to get a tentative deal in place. We had said all along that as long as we were making forward progress we would not walk away from the process.

We truly believed we could get a tentative agreement before any wind-down procedure was initiated. This was not as easy as it would seem. The avoidable was closing in, making the wind-down impossible to avoid and although intentions were to keep talking until we

reached an agreement, the stakes were being raised. The Company moved forward with their 'wind-down' procedure that meant sending paying patrons off the gaming floor and asking guests to leave their rooms that evening, sacrificing tens of thousands of dollars in revenue and possibly hurting the overall image and reputation of the Casino in the process.

As we progressed into the early hours of the morning the company presented us with their 'final offer', forcing us to make a decision based on their proposal. The questions we needed to ask ourselves at that time were, do we take 2300 workers out on strike at this point or do we take it to the membership to decide? It was our belief that it was a respectable offer even though it didn't contain everything we had set out to achieve, but it did reflect many improvements over and above previous agreements. In this process we were upfront with the members, we kept nothing from them and put out five special reports over the 8-week period, talking to the process and what was happening in bargaining, making sure they were aware of the challenges their committee was faced with.

The decision to recommend this contract to the members came when we looked at the overall picture. This contract would provide our members with the contracting out language we had proposed, improvements to wages, benefits, pensions, language items like scheduling, 4-hour shift language and would maintain many pieces of language that the company wanted to remove from the existing contract, just to name a few.

After bringing this tentative agreement to the membership during three separate meetings that saw over 85% participation, we had

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Caesars Windsor Local 444 members are seen applauding the bargaining committee on the recent agreement which was ratified with a vote of 73.5 per cent in favour of a new four-year deal.

Dino Chiodo ... cont'd

a vote that resulted in a 73.5% approval of this tentative agreement. The bargaining committee, which included Laurie Green, Dennis Vaillancourt, Diego Mazzone, Sue McKinnon and Vince DiStefano were absolutely committed and with the leadership, encouragement and support of Chairperson Dana Dunphy, they were a united front and deserve our combined gratitude for all their hard work, long hours and commitment to the membership that was expressed during this process.

CHRYSLER and HUDAK

When Tim Hudak called the Chrysler request for a 20% investment 'ransom' it sent an obvious ripple through the industry. This kind of commentary is not new, it is consistent with the right wing, conservative, US-style attacks that we are commonly plagued with. Hudak's proposals, comments and actions are hurting years of gains for Ontario workers and do very little to support or generate employment.

Now understanding he can no longer use his Right-to-Work platform, Hudak started throwing comments about Chrysler 'extorting' taxpayers and 'holding ransom' the public, further suggesting Chrysler is looking for handouts and that it was nothing more than corporate greed. Well, let's stop and think for a moment.... Toyota has used the Auto Innovation Fund twice in the last few years and no one has made mention of it. Magna Corporation has also applied and was awarded money from the fund, still no comments being heard from anyone on the matter. Further, Ford has more recently received \$143 million for

its Oakville Assembly Plant by both Federal and Provincial Governments with not even a 'peep' from Hudak or the 'right'. Even closer to home, Jeff Watson recently handed out over \$1.3 million in grants from taxpayer dollars that will never be repaid. I don't remember Hudak questioning him on these 'handouts' or 'ransom dollars', do you? So, why the stink over this request from Chrysler? I would suggest it is another way for someone like Hudak to continue to keep workers uncertain, a way to keep us down and feeling frustrated. It's sad really, he is certainly grasping at straws, losing a lot of integrity and taking it out on the Auto Sector and the hundreds of thousands of people that work in it and are employed because of it every single day.

At this point, even though Chrysler has backed away from their request of Government support, we will continue to work with them to ensure our members get to produce, not only the next generation of minivan, but also continue to work to provide the best quality product with the best workforce in the world, well into the future, securing their lives and those of people in our community.

RIMS TRANSPORT

We are in negotiations with this employer, which is definitely unique in its makeup. In this group we have Owner-Operators, Company Drivers, as well as Skilled Tradespeople that we are trying to achieve gains for. As with any bargaining, at times it is difficult but we continue to meet with the company to try and make changes to the collective agreement that will benefit all of our members at this facility.

PETERSON SPRING

This employer is finding itself in the same position as many other 1st, 2nd and 3rd tier suppliers in parts manufacturing in Ontario. In just a few short years, the current product line at Peterson Spring will have run its course, leaving this facility in a vulnerable position if new work cannot be secured.

The company has raised the idea with the bargaining committee to enter into a preliminary round of negotiations instead of waiting until our traditional contract expiry date. We have agreed to this idea in principle as we feel it will manoeuvre us into a more beneficial position later as we fight to secure longevity for the workplace.

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President Dino Chiodo is seen introducing Brian Masse, MP of Windsor West to the stage at the first area Unifor "Rights At Work" seminar. Brian gave a brief update about what's happening on parliament hill and the outlandish events that the Harper government is pushing through legislation which will affect us all for decades to come.

Dino Chiodo

... cont'd

As the Chairperson of Unifor Chrysler Council, I also participate with the Parts supplier meeting held quarterly with Chrysler management and have raised this issue at that level to see what opportunities exist to bring Chrysler work to the Peterson facility in Kingsville. As well, I have asked my counterpart from Ford to conduct the same process under their Parts Council with Ford Motor Company as we seek out any new opportunities that may exist.

The bottom line continues to be, if the Government does not step up

with protections for workers, whether that be fair trade agreements that work for us all or the passing of Bills like the C-290 single sports betting bill that will improve interest in Ontario Gaming Casinos we will continue to experience the downward spiral we have been seeing in regard to our livelihoods. Collectively people can make a difference if only we were to all stand united.

ALL TEMP FOODS

All Temp is one of our smaller units that is a fish processing facility. Currently we are in bargaining with the employer as we work towards reaching a tentative agreement ahead of the expiry of the current collective agreement. As lia-

sion to this facility, James Stewart does an incredible job working with the committee and keeping the needs of the membership as a priority with this employer.

ELRINGKLINGER

Since 2012 when Local 1769 merged with Local 444 we have not had access to the plant to address any of the labour issues and this was one of the first items addressed at the bargaining table, we hope that a relationship can be built from this agreement that sees us able to enter the plant to facilitate our members needs as they arise.

We have high hopes with a new plant manager being in place that we will be able to repair the bad feelings of the past and move forward with our members' best interest in place. Recently we reached a tentative agreement with ElringKlinger and the membership overwhelmingly accepted the agreement with a vote of 80.7%.

CONGRATULATIONS

I would like to congratulate 1st Vice-President, Kirk Lozon and Mike Dunning, Financial Secretary, both of Local 195, on their coming retirements. They have both dedicated many years of their lives to the labour movement and I wish them both the best for their future.

SO MUCH MORE TO DO

We are all finding ourselves busier today than at any other time in our past, however, we all need to dig deep and find just a little bit more in order to continue to push against the right-wing agenda that we are constantly faced with. I would ask that when you feel you've done enough, search to find just a little bit more to give, let's work together and make real progress for everyone in our community!



Photographed are ElringKlinger members reviewing the contract highlights and getting an explanation of the agreement. The members accepted the agreement with a vote of 80.7%.



Elected representatives from all Unifor Local 444 workplaces are seen just after being sworn in to perspective office.

Ontario College of Trades



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

As the Chair of the Skilled Trades of Canada, I am extremely pleased that Unifor is front and center with the early planning stages of the Ontario College of Trades. Collectively with the OCOT we can make important contributions to the success of the college. The real primary goal of the college is to weed out the underground economy. Not only protect consumers from unqualified workers but also to create a level playing field for businesses and trades professionals.

We have a lot of our skilled trades who sit on divisional and trade boards with the college and it gives us a voice at the table to make these decisions. The college is a self-regulation, self-governance body that actually eliminates the government bureaucracy. We can no longer buy into this "Conservative government "tax grab line rhetoric anymore. It's no coincidence that just the other day in the Toronto Sun, Federal Employment Minister Jason Kenney said "*that as most*

provinces in Canada are looking at ways to remove barriers to enter the skilled trades, Ontario is heading the opposite direction—the wrong direction" and he continued to say that "*many people out there are not aware of this disastrous impact that this could have on the economy and many people's livelihoods*".

Well, my response to Minister Kenny is that the Ontario College of Trades has a mandate to promote the skilled trades and apprentices in Ontario and with our Unifor Skilled Trades Council, we have a mandate to promote SKILLED trades and apprentices in Canada! For a minister to sit back and say that anybody can "pick up a hammer" and build a fence or frame a house with no need of a license is just trying to water down our system and make way CHEAP unskilled, unsafe labour! As I like to say: *Skilled labour isn't cheap and cheap labour isn't skilled.*

INTER-PROVINCE APPRENTICESHIP PLAN

Last issue I spoke about the harmonization of the apprenticeship program in Eastern Canada and now we have a bold move in Western Canada. The Premiers of Saskatchewan, Alberta and British Columbia agreed that by next fall, that apprentices in the skilled trades will be able to move between the provinces without having to start their training over again. I feel that this is so important for apprentices to be able to move where there are jobs available and still have their experience recognized.

AUTO STRATEGY NEEDED

The decision for Sergio to not accept the financial assistance from both the provincial and federal governments as part of its proposal to invest in Windsor Assembly and Brampton Assembly is bluntly "Total bullshit". Our workforce has not only earned it but has proven time and time again that "**WE BUILD THE BEST**", but building the best just isn't enough. We need to develop a long term strategy.

In the past four years, investment to increase capacity in Canada has amounted to \$180 million for a single project in 2012, compared with \$46.9-billion pumped into China and \$6.3-billion spent in Mexico. Canada was once the fourth-largest automotive assembly country in the world – it is now 10th.



Members from the Windsor County Skilled Trades Council take a break from their duties to present a financial contribution to the Windsor Downtown Mission.

Dave Cassidy ... cont'd

The failure of the Federal and Ontario governments to entice auto makers to increase capacity in Canada – and the good-paying jobs created by those investments – underlines the importance of retaining existing factories if the country is to remain an important auto-making nation. (Globe and Mail)

We truly need a strategy that is going to build and maintain a strong economy in this province. Our politicians need to understand the importance of this long term strategy which includes public investment. We are having a “Good Jobs Summit” during the month of October in Toronto and we will be focusing on this strategy. We will continue to push the needle forward to ensure the continued success of our auto manufacturing in our province.

CAESARS WINDSOR

We all know that Caesars Windsor's best bet are their workers, and Caesars is starting to show they agree with this latest contract. The bargaining committee brought home a contract that a good majority of the workers agreed with and I send my congratulations to everyone involved, good job.

I enjoyed my time as liaison to the Local for the casino workers. Their passion and fight will rival any group of casino workers!

I urge all my casino brothers and sisters to stay strong and keep up the good fight.



Unifor Local 444 officers along with the Nickolas Lavin and his family gathered for a photo in which John Logan, TRW Local 444 member who raised \$8,000.00 during the Go Blue - Go Bald fundraiser. The proceeds went to the Sunshine Make A Wish Foundation. Outstanding John!

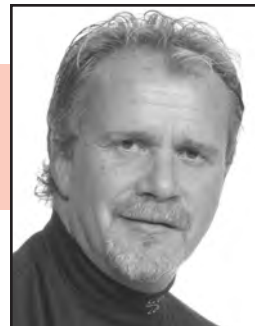


NATIONAL DAY OF MOURNING APRIL 28th

WE CAME TO WORK, NOT TO DIE

Unifor Guardian Board members will always remember those who have been injured, lost their lives to work-related incidents or occupational diseases. When a “Worker Dies” a “Family Mourns” as we all feel the pain and loss in our labour family.

Unit Reports



By
GERRY FARNHAM
President,
Unifor Local 195

Greetings Sisters and Brothers,

I am starting out this article with the recent announcements of both Mike Dunning and Kirk Lozon announcing that they are retiring at the end of their terms in May of this year. Both of these two individuals are strong union activists and assisted many of our members throughout their terms in office. Their dedication and commitment to workers was shown throughout the work they have done on behalf of our Local and at the national level.

Kirk started working at National Auto Radiator in July of 1968 and held numerous positions at this facility which included the Chairperson. During that time Kirk sat on numerous standing committees and the Executive Board at the Local. Kirk was elected as the 1st Vice President of our Local in November of 2006 where he assisted our members in negotiating contracts, handling of grievances and was instrumental in WSIB. His dedication and work ethics were inspiring to all of us. Kirk is a family man and enjoys his time with his grandchildren. His wife Pam I'm sure will have a long list of to-do items for him upon his retirement, Good Luck with that Kirk!

Mike Dunning, although retiring, is hoping to keep himself busy as he will be running as a councillor in his ward out in Tecumseh and we wish him the best of luck in this endeavour. We firmly believe that when we can have like-minded individuals in politics who are Labour friendly we benefit as a Union overall. If Mike happens to be in any of our readers' riding, I would confidently recommend supporting him. Mike started working for Lear

in May of 1994 and played a vital role in bringing the Security Unit to our Union and Local. Mike also held the position of Chairperson up until moving on to the Local level as Secretary-Treasurer in June of 2002. Mike assisted this Local throughout the most difficult times and pointed us in the right direction in order to get us through the recent recession. Tough decisions had to be made and Mike led this with the support of our Executive Board. Mike assisted our members on a daily basis with in-plant problems, handling of grievances and benefits and pensions. Mike ensured that our retiree issues were at the forefront. His better half Kathy as well I believe, will have a long to do list for him as well and again I wish him the best of luck with that.

On a personal note I would like to thank both of these individuals for their continued support and their trust and confidence throughout their tenure. I relied on both of these Brothers for advice and guidance throughout the years. You can't work this closely and not form a friendship. I believe we were not just co-workers but real friends and although I personally will miss them, I'm also excited for them as they move on to the next chapter of their lives, which is well deserved.

We as the Executive Board and membership would like to personally congratulate both Mike Dunning and Kirk Lozon on their retirement from Unifor Local 195 and their respective facilities. We enjoyed working with you both during your tenure here at the Local, and we considered you not only a valuable asset to our Local Union and Membership, but an enjoyable presence in the office, as well.

While you will be missed by all of us at Unifor Local 195, you certainly deserve your retirement. Your hard work, support, strength and diligence have greatly benefitted our Union both locally and nationally, and we hope that our newly elected representatives here will strive to follow your stellar example.

It has always been our pleasure to work with you both. So, while we are saddened to see you go, we are also quite confident that you will find the same success and happiness in retirement that you experienced during your time here.

We wish you the best in your future endeavors.
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Seen are Unifor Local 195 Executives Gerry Farnham, Kirk Lozon and Mike Dunning at the most recent Ontario Regional Council held in Toronto.

Gerry Farnham Report ... cont'd

Retirement will surely offer you many new opportunities, which I know you will embrace whole-heartedly, just as you did at Unifor Local 195. Please keep in touch and visit often if you find that you have the time. We hope you have a fun and fruitful retirement!

On another note you may or may not be aware, at our December 2013 IPS Council meeting I was elected as the President of IPS (Independent Parts and Suppliers) Council. At this meeting leadership and delegates discussed the idea of creating an "Auto Parts Task Force". The idea was widely supported by those in attendance. As a result, in consultation with the IPS Executive Committee and Fergo Berto (Auto Parts Industry Director), we have decided to proceed. It is important to understand, the initiative is in the planning stages. There may be changes as we develop the Task Force. It is also important that everyone understand what it is we wish to achieve and how we intend to do it. Here is a general overview of our plan:

The main focus of the Task Force will be in the area of Collective Bargaining. The Task Force will be mandated to consider methods and/or strategies that would move our Union towards a more co-ordinated model of Collective Bargaining in the Auto Parts sector. This can include, attempting to establish bargaining standards in areas such as: new hire rates, wage progressions, new work rates, pension conversions and contract duration. The Task Force will also be mandated to consider structural issues such as: establishing stronger Inter-Company Bargaining Councils, pattern bargaining, single employer, multi-bar-

gaining unit negotiations, the influence of Major Auto OEM's on auto parts bargaining and competitive bidding.

More than likely Workplace representative members of the Task Force will be selected by the IPS Executive Committee in consultation with the Industry Director, Local Union Presidents and Assistant to the President. Factors such as Regional balance, participation of both new and mature bargaining units and gender will be considered.

This is a very important initiative in our continued efforts to advance the interests of our members and their families. Your support is appreciated and we look forward to speaking with you in the near future.

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Our Local is very busy and consistently in bargaining. We are currently in bargaining with the following: *JFJ Mold, Precision Stamping, Veltri Lakeshore, P.M. Plastics, Viking Pump, Waterfront Hotel and Butcher Engineering.*

A.G. SIMPSON – our members ratified a new three year agreement by a 90%. Highlights include: numerous language improvements, COLA will be frozen until the last quarter of this agreement and then will kick back in. COLA of \$2.51 was folded in to all wage classifications, one additional PPH starting in the first year of this agreement, three additional vacation days, increases to their safety boots, .60 cent increase, .20 cents in each year to the welding classification, signing bonus of \$400.00 year one, \$500.00 in year two and \$600.00 in year three. Increase in their shift premiums. The above highlights will take these members wages to \$30.40 an hour in the skilled trades' classifications, set-up operator to \$25.89 and janitorial \$24.53. Congratulations to the bargaining committee which consisted of Jaswinder Rai, Chairperson,

Oliver Huppertz, Committeeperson, Gerry Farnham, President, Unifor Local 195 and Mina Sarajcic, Staff.

E. R. ST.DENIS – ratified a new three year agreement by a 100% margin. Highlights of this agreement are: Language improvements in Travelling agreement, Shift Changes and Overtime Rates and Conditions. Increases in Tooling Allowance, a shift premium has been negotiated of \$0.50 per hr. Traveling allowance was increased for those traveling to the United States, a service premium of \$2.00 per hour for all service work, increases on wages of \$0.30 yr 1, \$0.35 yr 2 and \$0.35 in year 3, taking their wages to \$30.12 in the last year of this agreement, as well, a signing bonus of \$1750.00 to all active employees. Congratulations to the Bargaining Committee: Chris Theriault-Chairperson, Abe Schroeder-Committeeperson, Gerry Farnham-President Unifor Local 195 and Collette Hooson-Staff.

JFJ MOLD – ratified a new three year agreement by a 95% margin. This facility is currently in bankruptcy protection and is hopeful to come out of this in the very near future. We bargained an agreement that we believe will give the opportunity to this employer to bid on new work and as well give our members stability into the future. Highlights are minimum, however we are optimistic that this agreement will position both the employer well. Highlights include: Language improvements, wage increases of \$0.0 in the 1st year, \$0.50 in year 2 and \$0.50 in year 3, as well as a \$500.00 signing bonus to all Seniority employees upon the ratification and \$250.00 to the probationary employees.

Congratulations to Jeanine Stieler - Chairperson, Gerry Farnham-President Unifor Local 195 and Mike Renaud - Staff Unifor.

How to Steal an Election

By Stephen Harper



By
MIKE DUNNING
Fin. Secretary,
Unifor Local 195

Bill C-23 the so-called Fair Election Act violates Section 3 of the Charter of Rights and Freedoms. The Conservatives are preparing to steal the 2015 Federal Election; Bill C-23 is part of their ongoing assault on non-conservative voters and marginalized groups.

Section 3 of the Charter states *“every citizen of Canada has the right to vote in an election of members of the House of Commons or a legislation assembly.”* Bill C-23 strips the youth, aboriginals, the poor and the other politically marginalized groups this right, and the Bill would make voting using voters I.D. card illegal. Harpers Bill C-23 wants us to believe that elimination of the practice of “vouching” for voters without IDs would eliminate voter’s fraud. In the 2011 election more than 120,000 Canadians voted by being vouched for.

Marc Mayrand the chief election officer is worried that these voters wouldn’t be able to vote under this new Bill; he has said *“aboriginals, young people even seniors that are increasing in terms of (the proportion) of the population and have increasing difficulties producing ID documents”*.

In the 2011 election, robo calls and an U.S. style of voter’s suppression tactics robbed thousands of voters of their right to vote. The real nature of these frauds are not known yet, but a Federal Court challenge supported by the Council of Canadians revealed that the crooks used the Conservative party’s data base to dissuade non conservatives from voting. With C-23 in place and the realignment and additional ridings constructed

by the government, Harper is doing everything he can to ensure the re-election of his party.

Last week in an open letter 19 scholars from universities around the world said that Canada’s global reputation as a “guardian of democracy and human rights” is threatened by Harper’s government Bill. They also wrote that the proposed act undermines the integrity of the Canadian electoral process, diminishes the effectiveness of Election Canada, reduces voting rights, expands the role in money in politics and fosters partisan bias in the election administration.

• • •

My Last Guardian Report

This is my last article for the Guardian as I have decided to retire as of May 31, 2014. As I look back on the last twelve years that I have been privileged to serve our members as the Financial Secretary there are many days that come to mind, but what I will always remember are the friendships that I have been able to establish and that

will continue in my retirement.

There have plenty of days when we couldn’t see the light and the end of the tunnel, but with the assistance of many and the advice of a few we were able to come to a resolve to every problem. Not all resolves are what we had hoped for but I can assure you every effort was made to resolve the issues to the betterment of our members.

Upon my retirement I have decided to run in Tecumseh’s Municipal election this October. I will be a candidate for councilor in Ward 3. I think it is paramount that the voice of labour is heard at all levels of government. Finally I would like to thank Mike Renaud for the faith he had in me over 12 years ago when he gave me a chance to assist our members in a full time capacity, and my heartfelt thanks to the Members of Local 195 for allowing me the honour and privilege of representing you for over the last twenty years.

In solidarity!



Unifor Local 195 Financial Secretary Mike Dunning is seen addressing members at the Independent Parts Council of the many concerns that are affecting his work places.

Ontario Health Coalition



By
**BRUCE
DICKIE**
President
Unifor Local 2458

Late last summer a mandatory public service notice was posted in the Ontario government's regulations website revealing the planning of a change in delivery to a number of public hospital services. Subsequent to that notice the government introduced new regulations to cut services from hospitals and contract them out to private clinics. The regulations were formally passed earlier this year. Guidelines have been issued and it appears the government is planning to enter into contracts with private clinics beginning this summer.

Most of you will know by now that the Ontario Health Coalition recently completed a month long campaign aimed at increasing public awareness about this issue and conducted a public referendum in a number of communities across the province.

Our Union and several other labour movement partners supported the Health Coalition's campaign. The campaign succeeded in increasing the level of public awareness and delivered a

strong message to the government. Over 60,000 residents participated in the referendum, and voted over 95% in favour of supporting our public hospitals. They clearly rejected private, for profit, two tier health care delivery.

Undoubtedly there will be more to be done on this issue in the not too distant future, depending on whether or not there is a provincial election held before summer.

In the meantime, we should all be aware of just how a serious a threat this poses to our cherished public health care system.

The government has tried to calm fears of privatization saying it is their intent that the clinics would be non-profit. Those claims cannot be believed. In fact, the regulations passed have been fashioned in such a way as to establish that the private clinics are expressly not under the Public Hospitals Act. The fact is the government could establish public, not for profit clinics wherein patients could access one stop outpatient clinics and

diagnostics without any new regulations. They have the power to do so under the Public Hospitals Act. This is a move that really could improve access to timely care and reduce costs and is something that the Health Coalition has suggested as a viable alternative and one that we could support.

There are already a number of private clinics currently operating in Ontario. The significant difference is that the government plans to remove other services from hospitals and totally transfer them into private clinics. If we want to keep Public Health Care Public, we need to do everything in our collective power to prevent these transfers.

The Health Coalition has conducted research on the existing private clinics in Ontario. They found 97% of them are for profit. They routinely charge patients directly for administration fees of \$50.00 to \$100.00, they upsell a patient medically unnecessary services that cost from hundreds to thousands of dollars and extra bill patients for fees that run contrary to the Canada Health Act.

There is a compelling body of evidence in jurisdictions where increased levels of privatization have been allowed that show higher costs, inefficiency, lower quality, higher mortality rates and longer wait times.

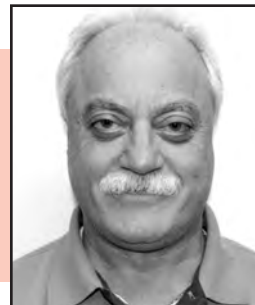
In Britain for example, the British Medical Journal in 2004 reported that the National Health Services was billed 47% more for hip replacements done in private clinics than for the same procedure in a public hospital, and a coronary bypass costing 91% more in private clinics than in a public hospital. According to the Canadian Institute for Health Information, the average cost

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Unifor retiree Ken Brown and Health Coalition members along with others are seen outside the office of MPP Teresa Piruzza, Windsor West, protesting the privatization of medical clinics.

Conservatives & Health Record



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

We are less than eighteen months away from a Federal Election. So we have some time to prepare ourselves to start a conversation about health care, and the dangerous direction this country is taking under the leadership of the Conservatives, by their refusal to negotiate a new Health Accord.

The Health Accord provides provinces and territories with stable health funding and set national standards. Following the Romanow Report, the current Health Accord was a 10-year negotiated plan running from 2004 to expiry on MARCH 31, 2014.

The 2004 Accord provided stable funding after deep cuts by the federal government in the 1990s. It brought the federal government's

cash share of provincial health spending up to 20 per cent, and while this is short of the 50% covered at the start of Medicare, that is certainly better than the low of 10 per cent reached in 1998, before the first 2004 Health Accord. Payments increased 6% annually.

The Prime Minister and Premiers recommitted to the Canada Health Act and its requirements: public administration, universal access, comprehensive coverage, accessibility without extra charges or discrimination, and portability across provinces. It also committed to a set of common goals around wait times, home care, prescription drugs, and team-based primary care.

On wait times, the accord has been successful; eight out of 10

Canadians are getting treatment within the timelines set in 2005, for the five chosen procedures. We certainly need to do more, but progress has been made. In the other areas progress has been poor because the governments set only loose goals, with no financial strings attached.

Prime Minister Stephen Harper doesn't want even loose goals — in fact, he's refusing to negotiate another accord. This abandonment of federal leadership in health will lead to 14 different and weaker health care systems. Access to quality public health services will depend on your postal code and credit card balance.

Without notice and without discussion, the federal government announced a 'take it or leave it' health care funding plan. Harper had announced in December 2011 a major cut to the Canada Health Transfer (CHT) of \$36 billion over 10 years beginning in 2017. The plan will keep federal health care funding on its current track until 2017, at which point cuts will kick in. Instead of increasing at 6 per cent a year, the health transfer will be tied to economic growth, with a 3 per cent floor.

The federal government is also changing how it divides the health transfer between provinces, leaving some worse off and creating winner and losers among provinces. Together, these two changes to the



SOS – “Save Our Services” activists are seen at the rally at MPP Teresa Piruzza, the signs held, speak a thousand words.

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BRUCE DICKIE

... cont'd from page 15

for a knee replacement at a public hospital in Canada is \$8,000.00 compared to \$14,000.00 to \$18,000.00 at private facilities.

Between 2002 and 2011 an Ottawa area private endoscopy clinic wasn't sterilizing equipment properly, resulting in 6,800 patients being advised that they should be tested for HIV and Hepatitis B and C. A 2009 study found that 13% of colonoscopies done at private clinics were not completed properly because the scope failed to reach the colon. In 2001, Ontario opened a for-profit cancer clinic that closed two years later, following a report from the Auditor General that found the clinic

had been paid an extra \$4 million dollars to set up and was charging \$500.00 per procedure more than public treatment.

British Columbia has gone further than any other jurisdiction in Canada with health care privatization and has had a host of problems. Patients have been forced to go to court over extra billing from private clinics. In July 2012 a BC audit report into two private clinics found almost half of the procedures performed involved some type of extra billing that was contrary to the Canada Health Act, some as much as 500% more. In one example a patient was billed \$7200.00 for a service that the province allows \$1288.00. This is just a small sampling of the evils of private, for-profit health care. Anyone who thinks that a little more privatization won't hurt better think again.

Tullio DiPonti

... cont'd from previous page

Canada Health Transfer mean \$36 billion (8.3 per cent) less in federal funding for health care over 10 years.

But cash transfers from the federal government are really the only potential carrot or stick available ... to maintain the bonds of our federal system; encourage nation-wide social development and promote equity between the provinces.

Already, the federal government is ignoring violations of the Canada Health Act, allowing for-profit health care to grow and doing next to nothing about user fees, extra billing and other violations of Medicare rights.

Unifor members can work to put the Health Accord on the 2015 election agenda. We can work with our local, provincial, and national health coalition partners to alert Canadians to the end of federal leadership in health care and cuts of \$36 billion to health transfers over 10 years. We can contact Members of Parliament to demand their support for re-negotiating another Health Accord and will continue to pressure federal politician into the 2015 election.

The labour movement has a proud history of fighting for our universal health care system, and we know it's become an integral part of how we define ourselves as Canadians. We can lead the fight in 2015 for a new accord; one that will incorporate home care and long-term care, universal public drug coverage, and adequate stable funding to the provinces with adherence to the Canada Health Act.

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YOUR HEALTH

DIABETES AND HEALTHY GUMS

Dr. Patrick J. Nagle (Periodontist)
Dr. Douglas Chan (Periodontist)

Diabetes is a serious chronic disease that is on the rise in Canada. It poses a challenge not only to those living with the disease but also to their families, communities and the health care system. Diabetes is one of the most common diseases in Canada. According to some experts, it is becoming a global epidemic. In the adult population aged 20 and older, the prevalence rate is near 8% or one in 11 Canadians.

Periodontitis (gum disease), is a chronic inflammatory disease characterized by destruction of the supporting structure of the teeth (periodontal ligament and alveolar bone). Nearly half of North American adults aged 30 and over suffer from some form of periodontal disease. Scientific studies confirm that diabetes is a major risk factor for periodontitis; susceptibility to periodontitis is increased by approximately threefold in people with diabetes, especially uncontrolled diabetes. There is a clear relationship between degree of diabetes control and severity of periodontitis.

BUT WAIT! There is emerging evidence to support the existence of a TWO-WAY relationship between diabetes and periodontitis. Not only does diabetes increase the risk for periodontitis BUT periodontal disease negatively affects the body's ability to control blood sugar.

Diabetic patients worry about problems developing with their kidneys, their hearts and their eyes. In a scientific paper published in 2012, the authors reported that end stage kidney disease is three-times more frequent in diabetic patients who have severe periodontitis compared to diabetic patients without severe periodontitis. Furthermore, the risk of death related to a combination of heart disease and kidney failure is three times higher in diabetic people with severe periodontitis than in diabetic patients without severe periodontitis.

In severe periodontitis (late stage gum disease) the treatment sometimes involves removal of hopeless teeth and minor gum surgeries. **HOWEVER**, in the early stages of gum disease the infection can be stopped and stabilized by good oral hygiene and more frequent periodontal dental cleanings.

The perceived problem is that your dental plan only covers a restricted amount of time for cleanings and also only once every 9 months. As a result of this, many patients including pensioners on fixed incomes are paying "out of pocket" to get these extra cleanings.

THERE IS AN ALTERNATIVE. Most patients in the Windsor area are unaware that their dental coverage will allow more frequent cleanings (unlimited in most cases) as long as they are pro-

vided by a periodontal office. A Periodontist is a dental specialist who treats diseases of the gums. Most patients are unaware that they can go to a periodontal office and have their cleanings covered. Also, some periodontal offices, in the Windsor area, do not charge specialist fees so your extra cleanings may be covered up to 100%.

To connect with a periodontal office, you can ask your dentist or hygienist to refer you OR you can call a periodontal office directly without a referral. Before treatment or cleanings can be started, any new office will need to do an exam and perhaps some current x-rays which should also be COVERED by your plan. If you are planning to visit a periodontal office, you can always call to speak with the receptionist who will explain to you what to expect with your specific plan. Also, you can request that a pre-determination or estimate be forwarded to your insurance provider and the company will reply directly to you about your coverage. However, after the initial appointment, if the periodontal office is not charging specialist fees, you should find that you have full or close to full coverage for any or all treatments.

ORAL AND PERIODONTAL HEALTH SHOULD BE PROMOTED AS AN INTEGRAL COMPONENT OF DIABETIC MANAGEMENT.



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SWORC REPORT



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

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 or "UNIFOR SWORC" on Facebook.

REGIONAL 10-PIN BOWLING

In January, the Annual SWORC Regional 10-Pin Bowling Tournament went very well with 30 teams participating. We had an 800 series from Charlie Yott, member of Local 200. Congratulations Charlie, great bowling! Thanks to Scott Richardson and his team of volunteers for this event.

Here are the results with handicap:

Men's Team	Score
Chuck Teno, Local 444	3418
Women's Team	Score
Lori Lindsey, Local 200	3312
Men's Singles	Score
Bryan Cousineau, Loc. 444	779
Women's Singles	Score
TIE - Pat Thorpe & Gail McIntosh	635

MOONLIGHT BOWLING

This is a very popular outing for couples that bowled on February 8th and the winning couple is

Michelle Delaurier of Local 444 & Bryan Parker of Local 127. They bowled a score of 1318 between the two of them. 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.

JACK BATTERSBY MEMORIAL CRIB & EUCHRE

On Feb. 23, we had our annual tournament and the winners of the Crib tournament were John Rudling and Bob Farbota of Local 200/444. The winner of the Euchre tournament was Tony Bucusu of Local 444. Congratulations to all of them and thanks to Leo Labadie and his volunteers for organizing this event.



Seen are Unifor members from Local 2098 enjoying a day of bowling at the recent SWORC Regional 10 Pin Bowling Tournament.

SWORC

Upcoming Events

- **UNIFOR BUD JIMMERFIELD FISHING TOURNAMENT**
Sunday, May 18, 2014
Amherstburg, Ontario
Deadline: May 12, 2014
- **UNIFOR REGIONAL GOLF TOURNAMENT**
Sunday, May 25, 2014
Roseland Golf Course
- **BOB PROBERT MEMORIAL RIDE**
Sunday, June 22, 2014
In support of Angioplasty at Hotel Dieu Grace Hospital
For More Info, visit www.probertride.com

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

RETIREE EUCHRE

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



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CONGRATULATIONS!

On behalf of The Guardian Board and its members, congratulations are in order to CBC Reporter GINO CONTI as a result of his decision to retire effective April 30th.



He has served the community of Windsor-Essex County for the past forty years as a radio journalist. His integrity, fairness and balanced reporting will be his legacy and for others to follow. The Labour movement will miss his comradeship and around the clock reporting.

Best Wishes, Gino in your golden years!



Enhancing Employability for Older Workers

(Also known as Targeted Initiative for Older Workers)

The Unemployed Help Centre is offering a program called "Enhancing Employability for Older Workers" (EEOW). This program will prepare older workers ages 55-64 at no cost for new employment by enhancing specific workplace skills to increase employability. Program runs between 8-12 weeks, Monday - Thursday from 9:00 a.m. to 3:30 p.m. For more information visit our website at www.uhc.ca or call 519-944-4900.



SWORC Chairperson Mike Lovric, Unifor Local 200 member Charlie Yott and Tournament Director Scott Richardson take a photo op with Charlie who shot an outstanding 810 series.



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tee off!

Deadline for registration - June 30, 2014

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

Name (Please Print Clearly)	Phone
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Player 2 _____	_____
Player 3 _____	_____
Player 4 _____	_____

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LOCAL 240

By
THERESA FARAO
President,
Unifor Local 240

It has been a lengthy and very difficult bargaining year for Local 240 and their members. While we had to make some very difficult decisions in Pension Plans in order to secure investment that will maintain and create future jobs, we were able to make significant improvements in Language, Wages and Benefits in a few of our workplaces and it was very difficult maintaining status quo in others.

Canadian Salt

Congratulations to Chairperson, Mary Beth Nantais and her committee Sandi Duby and Scott Peebles for just successfully ratifying a new three year collective agreement on February 20, 2014 with a 100% vote.

During the course of 2014 bargaining, the parties agreed to change the current defined benefit pension and introduce a new defined contribution plan component to the existing Plan. This decision was not made easily, however the parties knew that the best way to guarantee a future for the mine, both in exploration, development and exploitation of the commodity was to position and support the employer to make a major investment in the future. This decision affected all employees both current and future to differing extents, to do less than this would limit the life span of the mine to approximately 10 years.

With the sampling of a potential second mine level would indicate the likelihood of 45 years of production on top of the existing

Significant Improvements



Seen are the Green Shield Canada Master Bargaining Committee who received an outstanding endorsement of 98% in favour of the new contract they negotiated for their members.

10 years, and a possibility of 15 years in addition to that dependent upon quality and value.

On behalf of Local 240 we would like to thank Colette Hooson, National Staff for her vast knowledge, hard work and support in helping us reach an agreement, Jo-Ann Hannah, National Director of Pension who was exceptional and was always a phone call away when we needed

vital information, and Bob Orr, Assistant to President for his assistance in the last few days of negotiations who was instrumental in helping us reach an agreement.

A special thank you to Bill Wark, President of CAW Local 1959, Clovis Cote, Fine Salt, Chairperson and their committees for their continuous support of the office staff.

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Unifor Local 240 Salt Mine Bargaining Committee Members are seen going over the details of the company's proposals.

Green Shield Canada

Congratulations to Chairperson, Jodi Nesbitt and her committee Angela Divitaris and Paula Bastien Stedman on their new 3 year agreement which was ratified March 2nd at 98%.

During the course of 2014 negotiations, the parties agreed to make modifications to the Pension Plan. The decision was not made easily, however the committee agreed to the change in order for Green Shield Canada to continue to prosper and grow, while ensuring the sustainability of the Pension Plan into the future. The changes made to the Plan will allow for the retention of a Defined Benefit Pension Plan and more importantly, secure future investment that will maintain and create future jobs.

Additional gains are: \$25,000 Buyout for Retirees, \$2250 lump sum for past retirees, Pension increase each year, \$1000 signing bonus for all active, \$200 signing bonus for Probationary, wage increases, additional bereavement days, improvements to Workplace Harassment and Bullying language which includes training for all members and significant improvements in language throughout the entire agreement.

On behalf of Local 240 we would like to thank Aaron Neaves, National Staff for his hard work in helping us reach an agreement.

The Windsor Star

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 real-

ly have their hands full with this round of negotiations. While continuing to bargain an expired agreement and with a number of contentious issues in all areas of the collective agreement while dealing with 18 job losses, a strike vote is scheduled for April 27, 2014 for the Joint Council of Unions and I am asking our members to stand together in solidarity like we have in the past and support your bargaining committee with 100% Strike Vote! Deadline is May 3rd, 2014.



I would like to take this opportunity to congratulate Dave Hall on his retirement. Our union and more importantly the membership of Windsor Star were very fortunate to have his knowledge and dedication in assisting the members in their workplace. His respect and dignity for the workers will be greatly missed. The executive of CAW Local 240 and its membership wish Dave and his family all the health and happiness in their future. Put your feet up Dave you earned it!

The Bay

While continuing to bargain an expired agreement Chairperson, Rita Slatter, along with her committee person Nenzi Denomey continue to truck up the 401 to Toronto where negotiations have been taking place for the past several months with three other Bay stores represented by Unifor Local 40.

Job Security and Part-time lan-

guage improvements has become a major priority for the committee in this round of bargaining. A Strike Vote is scheduled for April 27th and once again I ask our members to continue giving their committee a strong show of solidarity and give them 100% Strike Vote.

Beach Grove Golf & Country Club

I would like to congratulate Beach Grove Golf & Country Club on the completion of their major renovation project.

The recent upgrades to the Club will attract more members resulting in job security and better working conditions for Local 240 members.

Ontario's Equal Pay Day was April 16, 2014

What is 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 U.S., 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. Supporters were asked to wear red on Equal Pay Day to mark how far women are "in the red" when it comes to their pay.

This year's Equal Pay Day fell on April 16, 2014. This is one week later than last year's because Ontario's gender pay gap increased by 3% and instead of closing!

According to the most recent Statistics Canada data, the

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LOCAL 240 ...cont'd

average annual earnings of all women in Ontario as compared to men is 69% – or a 31% gap. This measure includes all the women part-time workers, with about two thirds of part-time workers being women. The pay gap increases substantially when intersecting with other forms of discrimination such as those experienced by women of colour, women with disabilities and Aboriginal women.

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.

We need to re-instate employment equity laws and practices. Employers need to put in place non-discriminatory hiring, employment and retention practices for women and particularly women of colour, Aboriginal women, and women with disabilities who experience greater pay gaps and disadvantage. Right now we are not utilizing 100% of our talent.

We need to support our unions. Union representation is one of the quickest ways to close the pay gap in the workplace.

Organizing – It Doesn't Cost to Belong

The following statistics show what women in Canada get for their union dues.

- 79% of unionized women have a pension plan. 31% of non unionized women are covered.

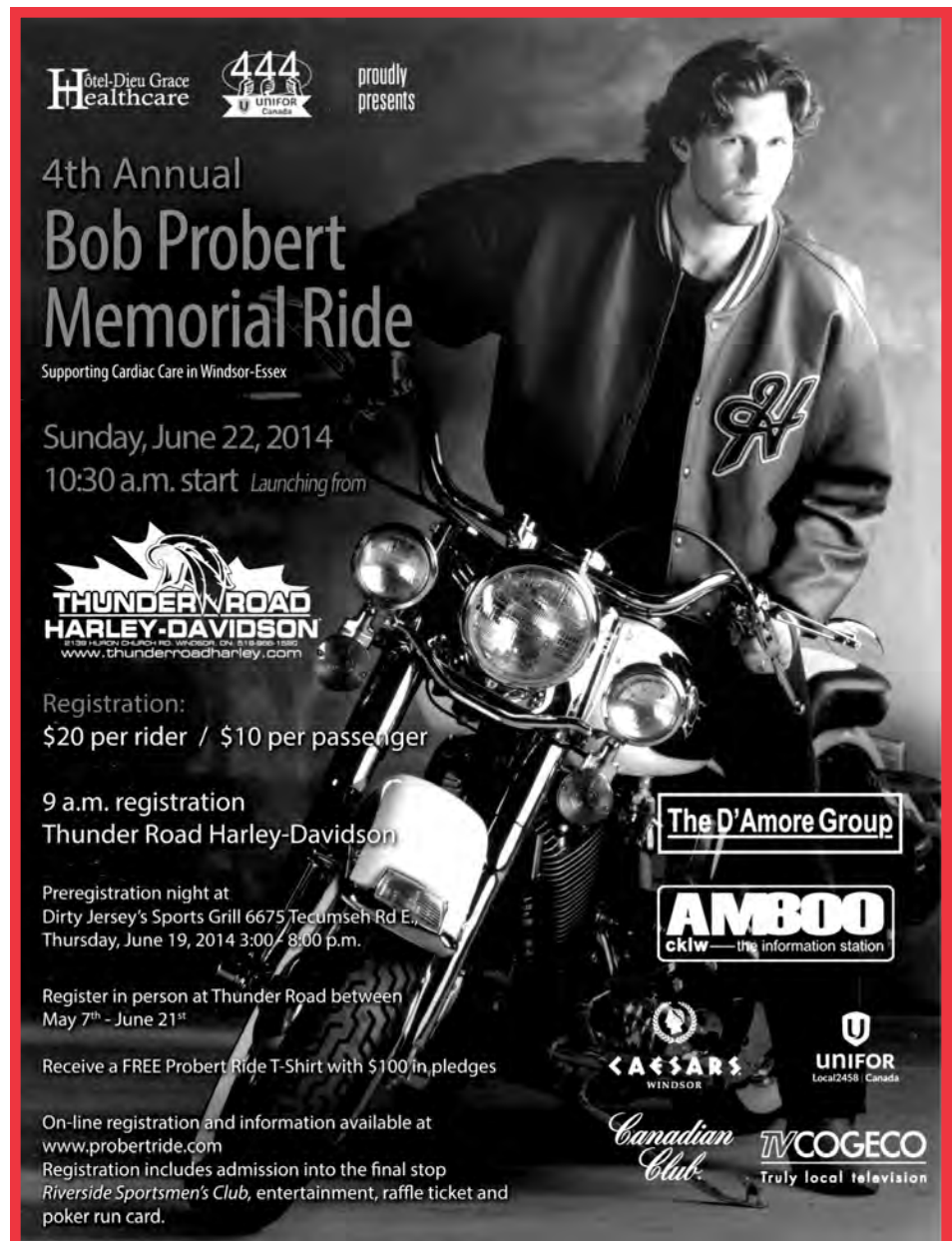
- 78% of unionized women have medical coverage. 40% of non unionized women are covered.
- 72% of unionized women have a dental plan. 38% of non unionized women are covered.

Unionizing is a sure way to move women out of Poverty.

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)



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4th Annual Bob Probert Memorial Ride

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Sunday, June 22, 2014
10:30 a.m. start *Launching from*

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Registration:
\$20 per rider / \$10 per passenger

9 a.m. registration
Thunder Road Harley-Davidson

Preregistration night at
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Thursday, June 19, 2014 3:00 - 8:00 p.m.

Register in person at Thunder Road between
May 7th - June 21st

Receive a FREE Probert Ride T-Shirt with \$100 in pledges

On-line registration and information available at
www.probertride.com
Registration includes admission into the final stop
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poker run card.

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AMBOO
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Local 2458 Canada

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Spring Election?



By GARY TAYLOR
President, Unifor Local 1498

We could be staring at a provincial election over the next few months or so, and I might suggest that we, as an electorate, take a different strategy as we make decisions about who sets the course. We need to look at our yardstick for measuring political parties, before we cast our ballots. We need to recalibrate our compasses before we go to the polls. We need to make decisions based on their impact on the future for our children and grandchildren – not on the immediate effect on ourselves. We have to become knowledgeable about the issues and the long term effects – we need to go past the rhetoric, the emotion and the personal attacks, and look at long term effects – how will this play out for the next generations.

I think we tend to vote more with our hearts than our heads. That's why personal attack campaigning works so well. It causes us to get emotional and instills some anger or contempt toward

candidates, but it rarely, if ever, deals with issues. The same can be said for the 'wedge' issues – those issues that create a tremendous amount of emotion, but only deal with a specific issue, instead of the entire spectrum. Issues like immigration policy, legalization of marijuana, pro-choice and gun control are very important – but they are being used to take our eye off the ball.

In Australia, they are called 'dog-whistle' issues, because only some people can hear them, but it sparks them to action. They are being used to play to our emotions – to divide – to separate – to prevent us from looking at the big picture. We continue to focus on the stuff that makes us different, instead of our similarities. We have more in common with each other than we have differences. We have pretty

much the same needs and goals as our neighbours. And we share the same vision for our kids and grand-kids. They should have, at the very least, the same opportunities that we had. That's not going to happen.

As a country, we came out of the Great Depression and World War II with very high expectations as a nation – a resource rich country where opportunities abound and possibilities are endless. We've regressed to a place where our concern is all about self – my rights, my taxes. We elect a federal government promising to create employment as they get rid of 11,000 jobs. We elect a provincial government that attacks teachers' rights at the bargaining table. We attack a municipal government that attacks its own employees to 'prevent' tax increases. And they're trying to sell us that this is about protecting the taxpayer. Sorry – it's about trying to divide us – it's about pitting worker against worker – it's about lowering expectations – it's about stealing the future.

The key to the future for generations to come is good jobs – manufacturing, extracting and processing resources, and public services – all facets of our communities. Good jobs pay fair taxes to sustain our way of life. Taking care of myself, while trying to ensure my neighbour doesn't enjoy the same benefits, is NOT the kind of society that our parents and grandparents fought for. This can't be our legacy.

We have to make certain that our votes are cast for those who commit to responsible government – those with strong policies on manufacturing, vision on resource extraction, commitment for resource processing, and respect for the public service who are a vital part of progressive nations. We can't be drawn off course by negative campaigning and focusing on narrow issues. We have to stand together for those who follow.



At the most recent Annual Chrysler Council meeting seen are members Paul Dubois, Gary Taylor and Steve Morash from Unifor Local 1498.

More Work Coming!

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



Currently at the time of writing, the plant is at the slow period of the year. We have 14 members on temporary layoff and predict that they will return to work shortly.

The company and union met in November 2013 in an attempt to attract more production to the Walkerville plant. The new products include McGuinness Liqueur, Meaghers, Barclay as well as some smaller run of Wisery's products that were being produced at a plant in Montreal. We were successful in attracting this new work, which adds 250,000 cases of a variety of liqueurs as well as an investment of about 5 million dollars to add new tanks to the blending department and retool one of our bottling lines.

We are also hopeful that this gives us the ability to attract even more work to the plant. As part of

this agreement the union agreed to a one year contract extension contingent on the new product and investment coming into the plant. The new products should be arriving around November 2014.

We hope that the new work, along with the 40 retirement incentive packages that start this year running right thru to 2017, eliminates the layoffs that our current members still experience and will eventually result in the hiring of some new employees. We also appreciate the grant the government provided to us. This made it a three way partnership to help ensure that this product did not slip away and we could get the work into our plant. It shows what can happen when everyone works together with the common goal of keeping manufacturing work and good paying jobs in our communities!



Seen are Unifor Presidents from Local 2027 Steve Taylor and Local 1942 Bob Ashton at the last Ontario Regional Council.

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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 reinforces our commitment to our community.

Thank you!

Unit Updates



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

Amherst Quarries

Operations are starting to ramp up after a long winter. Bargaining unit members are being recalled after the winter and now everybody is back to work. Some new equipment has been purchased and Brian Beaudoin has been doing a good job handling the day to day issues. Congratulations to Don Coyle on his retirement; it is very well deserved.

Precision Plastics – New presses have been installed and two older ones have been removed.

Honeywell - Operations on a reduced scale continue. The final suspension of operations date has been pushed back until late August of this year. The site currently is only transferring product and the production of HF has been suspended. Joe Capaldi and the committee has been working diligently tackling the array of issues that develop in times of layoff. A special thank you to Cara McDonald and Mike Renaud for their hard work regarding the various pension and benefit issues that have arisen since the announcement of production suspension.

Windsor Salt –We have recently completed a very trying set of negotiations both collective agreements were ratified by wide margins. Production continues well at the fine salt and the shipping season is just getting under way at the mine. Business conditions too look good for both units. It was especially nice to work with our representatives from the National Union,

Bob Orr, Jo-Ann Hannah and Colette Hooson. A job well done and a sincere thank you from the entire membership.

Provincial Elections

Moving forward we must make our collective powers felt as we move into the spring and a probable provincial election. Remember to ask each candidate were they stand on collective bargaining rights and

the protection of workplace legislation. Many people have fought long and hard before us for the rights we have today.

Great News

Congratulations to Dino Chiodo and Dana Dunphy and the entire bargaining committee at the casino for achieving a good contract.



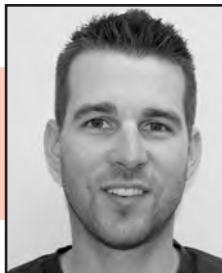
Seen is the Unifor Local 1959 Bargaining Committee taking a moment out of the busy schedule during the latest round of bargaining with the company.



Seen at the First Regional Women's Sisterhood Fund Raiser Dinner that was put on by the Local 200 Women's Committee and turned out to be a great success. They raised over \$2,000 dollars and the money went to the Welcome Centre.

President's Report

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



There are some big changes coming to the membership of Local 2098. Recently we ratified our collective agreement with 85% from production members and 100% from skilled trades group in favour of the three year contract. Some of the highlights include 110 buyouts valued at \$8 million. The buyout will begin with senior employees and continue down the seniority list until all 110 spots are exhausted. The last date to sign up for the buyouts will be June 13 2014.

We were also successful in maintaining our current Pension, Benefits and Cost of Living Allowance, improved Bereavement, along with a lump sum of \$500 for retirees. We were extremely pleased that Diageo made a commitment to a \$10 million dollar investment, which would include automation that ultimately allows us to be a highly competitive Diageo manufacturing facility. The new agreement strongly hinges on the ability to be efficient by trying new ways of working. Our members are presently in the process of establishing new methods and doing a great job at giving it a try!

Unfortunately, after all is said and done, our membership will decrease from over two-hundred active members to numbers under a hundred members which is a big blow to our membership. We knew as a committee very early into negotiations that this would have a huge impact on our members and made sure to hold information meetings during bargaining to inform them of the certain out-

comes we saw coming to the facility and felt it was very important to secure these buyouts to help anyone affected.

I want to thank the bargaining committee for their dedication to the membership under the situation we were faced with. There were many times at the bargaining table where we were reminded of closure of the facility. Despite all of the feeling of doubt we were feeling,

we were able to achieve an agreement that will benefit our members and the community for years to come. A big thank you to our national staff rep, Rick Laporte, who guided us along to achieve what seemed to be impossible.

During negotiations, many Unifor Locals along with people from the community were very supportive, providing encouragement to the negotiating committee and offering assistance if needed. We are appreciative of this and it will not be forgotten.

On a closing note, we have a tough road ahead at Diageo but the members are determined to make these changes work to keep these jobs and industry in Amherstburg.



Members from Unifor Local 2098 are seen going over the highlight sheets and everyone seem pleased with the agreement that was attained. Both Production and Skilled trades supported the agreement with a combined average of acceptance of 92.5 %.

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The Directors are:

Local 195—Gerry Farnham, Mike Dunning
Local 200—Chris Taylor, Dan Cassidy
Local 240—Theresa Farao, Ian Craigmyle
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

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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

WOW! What a long winter?

The Local Executive has sponsored a boat once again for the Dragon Boat races in Wallaceburg. We have decided to put a notice out to the local high schools to see if there would be any interest for them to fill the boat, the time put in would be used towards their community hours. What a great way to get our youth involved.

AUTOLIV

This unit was approached by the company to enter into early negotiations. Meetings were held and it was overwhelmingly supported by the members. As of writing, elections are being held for the negotiating committee, and bargaining is tentatively set to begin the first full week of May. This unit continues to be busy, and has seen a notice requesting applications for students for the first time.

ACCURCAST

Business remains steady, with some new hires as of late. However there has been an increase to the scrap product being pro-

duced, mostly caused by the outdated machinery in the building, and preventative maintenance has begun to correct this issue. This unit is also looking for summer students.

HUDSON MANOR

This unit continues to have plenty of issues, Chairperson Edna Larsh, along with the elected committee, continue to deal with these issues on a day to day basis, and are providing great service to membership at Hudson Manor.

TILBURY MANOR NURSING HOME

This unit has seen the installation of a new elevator as well as upgrades to the current sprinkler system. As of writing the home is currently at max capacity with a waiting list. The current CBA has been expired for approximately a year now and there has been some progress in bargaining. The next scheduled date for talks is in late May. The membership is definitely getting anxious, but we ask you to have faith in your bargaining com-



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

mittee, as they have your best interests at heart.

MAHLE

This unit remains busy and has seen the launch of a couple new programs. Notice for summer students has gone up for vacation coverage for the summer. The employer continues to actively pursue new business for this facility.

I would like to remind everyone that April 28, 2014 is the National Day of Mourning. This is a day of remembrance for workers killed and injured on the job. Mourning Ceremonies to take place on Monday, April 28th at 5:00 p.m. St. Augustine's Church Hall (formerly St. Aidan's, Wyandotte at Westminster) Procession to Coventry Gardens follows at 6:00 pm to "Injured Workers Monument" (Riverside Dr. at Pillette).

In Chatham, across from Target/Canadian Tire at the Memorial Garden near the river at 4pm.

If you're available please attend!



Unifor Local 1941 President Bob Ashton is seen addressing the most recent Independent Parts Council.

Unemployed Help Centre of Windsor Inc.

"Now serving in two locations"

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WINDSOR, ON N8T 3J9
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Fax: 519.944.9184

612 Notre Dame St.
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Tel: 519.944.4900
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www.uhc.ca

Electricity Deregulation Main Cause for High Rates



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

This winter, Windsorites with electric heating paid \$1000.00/month electricity bills!

The cost of electricity is projected to rise by 40% in the next 5 years!

People blame Green Energy, cancelled gas plants, the cost of nuclear energy, the polar vortex!

The main culprit is privatization and deregulation.

Mike Harris split Ontario Hydro into Ontario Power Generation (OPG), Hydro One and the Independent Electricity Market Operator. He expanded the Ontario Energy Board and created 250 municipal utility corporations.

Each new corporation has a CEO, executives, etc., costing nearly \$1 Billion more annually to operate than the previous public system.

Last year, at OPG alone, the CEO "earned" \$1.71 Million and eleven executives earned \$500,000!

The Conservatives opened up Ontario's power market to competition and prices skyrocketed! They capped rates at 4.3c/kwh and rebated excess charges. Taxpayers and ratepayers paid the price!

The Liberals have continued the failed Conservative experiment!

What can we do?

Conservation

Conserving energy saves money and our environment. Government energy conservation retrofit programs should be reinstated.

Green Energy

The cost of Green Energy is worth the Green Jobs created and reduced pollution and disease.

Solar Energy can eliminate electricity bills. A MicroFIT project has a 13% ROI and a Net Metering system earns you a credit on your bill.

Reintegration and Public Control

A CUPE and CEP study compared public and private systems and recommended:

Energy self-reliance within Canada; integration between provinces, not the US.

Restoring publicly owned and controlled electricity

Electricity must be viewed as a human right

Fostering growth in renewable energy sources

Restoring democratic control of our resources within our communities

The Ontario NDP estimates that \$650M can be saved by:

Stopping the \$1 billion annual

subsidy to export power to the U.S.

Capping executive pay and merging Ontario's four hydro agencies into publicly owned agency.

Stopping private power giveaways and review private power contracts.

Stop Waste – the Liberals political decision to move gas plants could cost Ontario ratepayers up to \$1.1 billion.

Tim Hudak's plan to completely deregulate and privatize our electricity system will lead to skyrocketing rates!

Pet Coke update

Detroit Bulk Storage was denied permission to dump 10 story high piles of material on the riverfront.

The Earth Day Celebration is Sunday, April 27th at Malden Park from 10 a.m. to 3 p.m.



Seen are representatives from the Unifor Guardian Board having dialogue from the Essex Region Conservation Foundation about the Essex-Amherstburg Greenway, a 22 Kilometer multi-use recreational trail.

Windsor Area Office Update

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



"RIGHTS AT WORK" CAMPAIGN

The attack on workers' rights is continuing, including the Conservative Government with Bill 525 that will take away workers' rights. Although the Ontario PC Leader Tim Hudak has backed off of his goal to end the RAND Formula in Ontario, there are still many issues facing working people.

Our campaign started earlier this year with the leadership tour that introduced our "Rights at Work" Campaign. The tour in which our union in top leadership travelled from city to city, was well attended in these communities. At these leadership meetings our campaign was laid out to the members in attendance and the challenges we face were discussed.

The next step in our campaign in over the next coming weeks is to have each local assign Campaign Canvass Co-ordinators. These workplace canvassers will be made up of local union executive members, committee members and activists. The role of these co-ordinators is to personally engage as many of our members as possible. We want to make them aware



The Unifor Windsor Area Office along with Locals 2458, 200, 444, 240 & 195 supported the 14th Annual Polar Bear Dip in Kingsville. Between the dinner and the Dip over \$93,500 in total was raised for Access County Community Support Services and Childcan. Pictured above is a team of Unifor Local 2458 members who participated.

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The
Guardian
Board



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PAPER

of the goal in the "Rights at Work" Campaign and provide them with information and the message of why we must defend our members at work.

KEN LEWENZA RETIREMENT CHARITY ROAST

Ken Lewenza who opposed any kind of retirement party agreed to a retirement charity fundraiser that was held at the end of January. The packed Caboto Club enjoyed an unforgettable evening as roasters roasted Ken. It was the perfect way to recognize Ken for his years of contributions to this union and to this community. Ken gave as usual a great speech that clearly showed how proud he was of this union, his own Local Union 444, his family and this community. It was a fantastic evening.

So once again I would like to congratulate Ken and wish him the best on his future endeavours and recognize all the individuals who helped put on such a great evening.



In December the first Ontario Unifor Regional Council was held, and over 800 delegates, guests and observers attended. Pictured above at the Council are: Isabell Taylor, Deb Tveit, Jack Robinson, Shelley Smith and Gloria Standon.