

THE GUARDIAN



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**The Unifor Guardian Board,
and each of its respective
Executive Boards and
Workplace Representatives
would like to take this
opportunity to wish our
membership and their
families a safe, joyful and
well-deserved Holiday
Season. Furthermore, the
Guardian Board encourages
its membership to remember
with appreciation those who are
required to work during the Holidays.**

**We must not forget that many sectors of the
economy work seven days a week, 24 hours a
day and 365 days a year. We thank all those
workers in advance for serving our community,
not just during the Holidays but
throughout the entire year.**

The Renegotiation of NAFTA



By
**JAMES
STEWART**
President
Unifor Local 444

When NAFTA, the North American Free Trade Agreement, was first signed in December of 1993, many promises came with it; greater prosperity was assured, economic stability and proper currency valuation across the continent, just to name a few. Now, some 23 years later we see that the promises under NAFTA were smoke and mirrors. Mexico, one of the three partners in NAFTA, was supposed to see the lion's share of prosperity early on. This would have cast the Mexican people from the poverty level existence they had been in and brought all to a better standard of living.

In fact today Mexico suffers from an average 50% poverty rate where its citizens wonder from one day to the next if they will be able to survive or feed their families. Crime and corruption are a part of everyday life in Mexico as the Cartels continue to grow in power.

The Confederation of Mexican Workers (CTM), which is a union that is controlled by government entities, keeps the business owners' best interest in mind before that of the workers. There is no free collective bargaining in Mexico, no 'shop-floor' representation of workers as we know it, instead, this company controlled 'union' collects workers dues and puts them to work by keeping them down and misrepresenting them daily.

Canada has been bleeding jobs since the late 90s due to the impact of NAFTA both to Mexico and the jurisdictions within the United States that have enshrined the so-called right to work legislation. If the United States wins its recent demand that all automobiles that enter the US market must have 50% US content, you can only imagine the devastating effect this would have on Auto Manufacturing in Canada. Ultimately Canada and Mexico would end up fighting for the other 50% and when you realize that, of the last 11 auto assembly plants to be built in North America, none have come to Canada. The playing field would become

even more lopsided in favour of Mexico.

NAFTA left alone without any changes is no better. Auto manufacturers in Mexico pay their workers a maximum of \$6/hr with most receiving much less. Auto parts manufacturers pay far less. Safety regulations are almost non-existent. Without a significant change with a chapter that clearly protects the rights of workers and brings up the standards for workers in Mexico, we will continue to bleed good paying jobs, especially in the manufacturing sector.

Under today's NAFTA,

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Local 444 President James Stewart is seen participating in a NAFTA roundtable discussion with community leaders and elected officials. The new NAFTA agreement will undoubtedly have a profound impact in our community and across Canada for decades to come. James brought forth the important roll of labour in these talks, so that our community continues to strive.

James Stewart

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Mexico citizens only purchase about 8% of the vehicles sold in North America but they manufacture a full 45% of all vehicles made in North America. There can be no doubt at all that corporations use NAFTA to exploit workers in order to line their pockets. It must stop!

We need a fair and stable trading relationship with the U.S. and Mexico that will bring all three jurisdictions onto the same playing field.

Labour Laws Rewritten in 148

With the recent passing of Bill 148, (The Fair Workplaces, Better Jobs Act), we have begun looking over how it will affect our members. One thing is for sure, the rewriting of Ontario's labour laws was long overdue, and the ability



At the recent Unifor Ontario Regional Council (ORC) held in Toronto, representatives from Unifor Local 444 are seen protesting in a rally against the current NAFTA trade talks.

to be an active voice in the process has been rewarding, to say the least. Not only did Unifor participate nationally but we were directly involved in lobbying efforts as well as consultations where our input was given and in many cases accepted and re-

flected in the new laws. We can say that Unifor directly helped rewrite Labour law in Ontario. Local 444 has had a direct impact on this process and continues to fight for our members and the betterment of our community.

I want to spend a quick moment on the topic of the increase to the minimum wage that some people are speaking so cynically about. There are a few groups, most of them business groups, that say the minimum wage will hurt businesses both big and small. Although this may be true in very few cases, the research and investigation tell a very different story. There are countries today that have similar economies to Canada with an even higher minimum wage that provides a better level of existence for its people. A person who earns \$15 per hour is not investing or saving the extra income they are getting. They're certainly not moving their extra cash to offshore ac-



Another job well done by the Local 444 Community Service Committee at the Annual Ornament Day as Santa certainly put smiles on the children during that event.

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James Stewart

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counts or tax shelters like the extreme wealthy do. In fact, this extra money will go into buying a few more groceries, or paying the rent, maybe a new winter jacket for a child or paying the electricity bill. This money will be spent in our communities and as a result will drive our economy forward.

Two-Way Communication

Here at Local 444, we are working on a new model of communication for our members. It is not a way for us to communicate with you, but rather a way for us to hear from you quicker so that we can act on your feedback. We want to initiate a system that allows your ideas to come to us so they can be acted upon. This is your union, and as leaders, we respect that.

In the New Year, we will start with a series of new initiatives in order to create space for ideas and activism from our members across every sector we represent.

Also, we will investigate the possibility of an online idea network where a member could log in and share an idea to help move their union forward. We know we need to change, adapt and grow. Change for the sake of change isn't enough. We need to make change for the betterment of our membership. Change is never easy to achieve but this administration is committed to doing just that. We will continue to look at past successes and move the needle forward with the help of our entire membership. There are good things to come in 2018.

I would like to extend the entire Guardian Boards wishes for a heartfelt . . .

*Merry Christmas,
Happy Holiday Season
and a
Joyous New Year.
May 2018 bring you
Peace, Happiness,
and Joy!*



President of Local 444 and Bargaining Chairperson of the FCA Council, James Stewart is seen addressing the leadership council from all workplaces throughout Canada.



Continuing to have a strong voice at the regional and national levels for our members, President, James Stewart, is sworn in as an executive to the position of Member-at-Large for the Ontario Regional Council. Furthermore, Bruce Malcolm, Local 444 EFAP Representative, was also sworn into the position ORC EFAP committee.

Pharmacare — IS A PLAN FOR EVERYONE!

Why Pharmacare?

Canada's unions are proud that we've won health insurance coverage for many of our members. But we believe anyone with a health card should have coverage for the medicines they need. That's why we're working to win a universal prescription drug plan that covers everyone in Canada, regardless of their income, age or where they work or live.

The Unfinished Business of Medicare

Today, the only place where all Canadians are covered is in the hospital. The federal government covers the cost of prescription drugs for members of the Armed Forces and the RCMP, veterans and Indigenous people.

The provinces and territories all provide different coverage. Most subsidize the cost of medications for vulnerable Canadians like those over 65 and recipients of social assistance and disability benefits. Many also provide catastrophic coverage for those with astronomical medical costs.

But that still leaves one in five Canadians paying out of pocket for their medication because they either don't have a prescription drug plan, or have plans that don't cover the cost.

By the Numbers

About 8.4 million working Canadians don't have prescription drug coverage. The less you earn at work, the less likely you are to have prescription drug coverage. Women and young workers are less likely to have the coverage they need. Even those with drug plans are paying ever-increasing co-payments and deductibles.

Pharmacare Makes Economic Sense

Canada is the only developed country in the world with a universal health care program that doesn't include a universal prescription drug plan. Instead, our multiple-payer system has resulted in the second highest prescription drug costs in the world next to the United States. Our patchwork prescription drug system is inefficient and expensive.

It has left Canadians with wildly varying prescription drug coverage and access. Many are paying different rates for the same medications.

We aren't benefitting from the current system, but pharmaceutical and private insurance companies are. Pharmaceutical companies can charge higher prices for drugs because they sell to so many buyers. Private insurance companies benefit by charging employers, unions and employees to administer private drug insurance plans.

It's time for Canada to catch up to our peers. It's time to complete the unfinished business of our medicare system with a universal prescription drug plan that will save money through bulk purchasing power.

In New Zealand, where a public authority negotiates on behalf of the entire country, a year's supply of the cholesterol-busting drug Lipitor costs just \$15 a year, compared to \$811 in Canada.

That's why Canada needs to combine the purchasing power of all Canadians under one plan. An annual investment of \$1 billion by the federal government will mean Canadians save \$7.3 billion a year on the medications they need.

Canadians Say "YES" to Pharmacare

An overwhelming majority – 91 percent – of Canadians believe our public health care system should include a universal prescription drug plan.

Several national health care commissions have recommended the same, along with the Canadian Medical Association, Canadian Federation of Nurses Unions, Canadian Doctors for Medicare, Federation of Canadian Municipalities, Canadian Health Coalition, Council of Canadians and the Canadian Labour Congress.

Provincial leaders are signaling support too. The Ontario provincial government, for example, has announced a targeted Pharmacare program that will cover full prescription drug costs for anyone under the age of 25.

But patchwork measures aren't enough. We need this federal government to commit to the implementation of a national, publicly-administered universal prescription drug plan for every Canadian, in every province and territory.



"Stick and Stay, – It's Bound to Pay!"



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

THE POLITICAL FRONT

The Ontario Federation of Labour "Make it Fair Campaign" continued to build on its work with "Fight for \$15 and Fairness", fighting for sweeping reforms to Ontario's labour and employment laws. Bill 148 marks a historic change in Ontario. It is the first time in over twenty years that the labour and employment laws in the province have been reviewed.

From rallies on the front lawns of parliament, to lobby days with MPP's to finally on November 27, 2017, Bill 148, the Fair Workplaces, Better Jobs Act, 2017, received Royal Assent. Many provisions of Bill 148 come into force on January 1, 2018, including the amendments to the Labour Relations Act, 1995. Over the next few weeks we will be reviewing what the entire Bill means to our members and how it will affect each and everyone of us.

REMEMBERING

On Dec 6th, once again we will be recognizing the National Day of Remembrance and Action on Violence Against Women also known informally as "White Ribbon Day" remembering the 14 female engineering students who were murdered at l'Ecole Polytechnique de Montreal by an act of gender violence. We also commemorate the missing and murdered aboriginal women and every woman in Canada and across the world whose lives have been harmed or lost to gender-based violence.



We as men, must speak up and stand against violence; we must hold ourselves and our peers accountable for behaviour that threatens women's respect, protection and freedom. Who would think that in 2017 we would still be talking about this topic, but with all the mainstream media and the sex-related allegations against prominent celebrities, it still continues. We must continue to lobby for women facing domestic violence, so we can close the gender pay gap and end violence against women.

I WOULD LIKE TO HEAR FROM YOU

Over our union's history, Local 444 members in collaboration with elected leaders have substantially improved the quality of life of members in our workplaces and ultimately their own lives.

The creation of the third shift at FCA is just one example how the members of the shop floor, along with the unions leadership defied both company and industry experts, by teaching and proving out how a three shift operation can be effectively organized and maintained as an efficient operating model, as well as setting precedence that would soon be mirrored as an industry standard. To the benefit of companies, union members, future generations and the massive known and unknown social and economic enhancements to automotive communities everywhere.

I am reaching out to all members of Local 444 from all workplaces that may wish to participate or consider learning about some fresh and highly innovative initiatives that once again will benefit our workplaces, communities, people's lives and hopes of future generations.

As in most cases, I am less concerned about the potentials or the exciting social, economical outcomes that are expected to flow from these initiatives than I am about the process which must first include numerous opportunities on how all our members may consider plugging into the several civic initiatives before they are publicly announced.

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On November 22 in Toronto at Queen's Park on Parliament Hill, are Local 444 delegates who attended a rally for fairness, unity and justice, which was part of the OFL 14th Biennial Convention.

Dave Cassidy

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In closing and perhaps most importantly, I am determined to showcase how 444 members working in collaboration with elected representatives and importantly community stakeholders, can create social and economic breakthroughs that will be required if we are going to make our workplaces, communities and our future more inclusive, resilient, prosperous, democratic, sustainable and hopeful.

Wishing you and your families a Merry Christmas and a Prosperous, Healthy and Safe New Year.

Looking Forward to 2018 ...
With Respect and Friendship
In Sol ...
Cass



At the recent Ontario Regional Council are President John D'Agnolo, along with Unifor Local 200 Representatives Kevin Bell, April McLellan and James Fyke.

LOCAL 200

Challenging Times

By
JOHN D'AGNOLO,
*President,
Unifor Local 200*



HAPPY HOLIDAYS

I want to start out by wishing our Local 200 members a Merry Christmas and Happy New Year.

FORD

2017 has been a challenge to say the least with the 2018 5 L program, Godzilla program, buyout packages, etc. Since early June, we went down the seniority list 182 people. I would like to thank the leadership and membership for recognizing the shortfalls in the department, so we could get our brothers and sisters back into the plant for approximately the next 10 years.

There are rumours on the floor that the language is going to change when it comes to our time-for-time in the Oakville, Bramalea, and Edmonton sites. That will not happen. We passed language at our ratification meeting stating that our goal was to get as many brothers and sisters back as possible.

Time Lines for the new program is 2019. The Trades are doing an outstanding job getting ready for the machines to go in. It is vital that we are ready to launch on time and we need the company's support to make sure we are successful.

LEADEC

Bargaining went well with a 95% ratification at the Windsor site. I want to thank Jim Fyke, Connor Fleming, and Chris Taylor for the work they did in bargaining and the membership who gave us an agenda and backed us up throughout the process.

PENSKE

Penske on the other hand is going to be a challenge. The company has done nothing but cause havoc for our Penske workers. Joe Trembley, Paul Georges and myself are looking forward to bargaining. The deadline is December 15, 2017. With the membership voting 100% in favour of a strike, it is pretty clear they are not happy with the antics the company has presented.

NEMAK

The site was hit hard with manpower issues due to the call back at Ford. I want to thank Jeff Tychie, Sean Shannon, Mike Jobin and the entire leadership and membership who were met with many challenges due to shortages in the plant. Tim Little and myself have done a walk through the plant numerous times understanding the site and we have a great group of brothers and sisters.

DIAGEO

Tim Little and I have walked through the plant on several occasions.

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John D'agnolo

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sions, giving us the opportunity to speak to both the membership and retirees, learning the history and challenges they've been through over the years. Over the last few weeks I sat down with your leadership and company to discuss grievances and changes to the line. It was refreshing to see that the company has been and continues to communicate with the membership and leadership to reach a common goal of making the workplace productive, while ensuring the membership is involved in the changes and challenges.

GOODWILL INDUSTRIES

I want to welcome our new Local 200 members from Goodwill Industries. Their first contract was ratified in June of this year. The new leadership is learning one day at a time, but have done a great job to date. At the same time, I too am learning about the everyday operations, trying to understand the challenges workers face. If you're looking at getting rid of household items please drop them off at Goodwill.

RETIREES

We just had 45 members retire at Ford Motor Company and I would like to wish them all the best. Retirees' meetings are held on the second Thursday of the month at 10 am.

I've had the pleasure to speak at the retirees' meeting, at both Ford and Diageo and it was an eye opener to say the least. The retirees are passionate about our members and our community and will do what they can to make our community and country a better place to live.

FAIRNESS CAMPAIGN

As the Fight for \$15 and Fairness campaign pushes forward, Ontario is moving to increase its minimum wage

by nearly a third by January, 2019. Next January, the rate will rise from \$11.40 per hour to \$14 and then to \$15 the following year.

Dino Chiodo, James Stewart and I, along with community leaders had an opportunity to sit down with Kathleen Wynne on the fairness campaign.

UNITED WAY

It was an honour sponsoring United Way's 70th anniversary.

The history displays from the last 70 years was outstanding and the pictures of our past leadership and membership showed the connection between United Way and Local 200.

We can't forget the struggles our membership went through for the last decade. Brothers and sisters losing their houses, cars, families torn apart it could have been one of us.

United Way gives an opportunity to get back on your feet through the organizations they support. We must not forget the importance of supporting one another in our community.

I am blessed to have a membership that has donated over 50 million dollars and is number one in per capita donations. Because of our Local 200 members, our community is a better place.



President John D'Agnolo, along with retiree Cleveland McGee, lay a wreath on behalf of the members at Local 200 at the Windsor City Cenotaph on Remembrance Day.



At the recent Ontario Regional Council, which was held by Toronto members from Unifor Locals 2027, 1941 and Local 200 member D. J. Lacey and wife Christine join in a rally protesting against the current NAFTA negotiations.



Bill 148 Bringing Positive Changes



By
**JOHN
TOTH**
President,
Unifor Local 195

BILL 148 Received Royal Assent on November 27th bringing with it a myriad of positive change. While most of the attention has been focused on the dramatic increase to minimum wage, there are a number of other changes that will improve the lives of workers. Some of these changes include increases in minimum vacation allowances to three weeks for workers with five years of service, two paid Emergency Leave Days and limits on when an employer can change a workers scheduled hours.

There were also significant changes to various Leave provisions including Parental Leave, Critical Illness Leave, Family Medical Leave, Domestic/Sexual Violence Leave, Child Death Leave and Crime Related Disappearance Leave.

One of the most significant changes will require Employers to

pay workers from temp agencies the same rate of pay as other employees doing substantially the same work. Our Union, along with others lobbied hard to tighten rules on temp agencies that sought to take advantage of workers in precarious positions and this new legislation goes a long way towards that goal. Our members attended public hearings, called their local MPP's and signed petitions to ensure that this legislation covered those workers who have often been working many years at a workplace without being considered an employee of that workplace.

This legislation also makes changes to the Labour Relations Act that will make it easier to organize workers in temp agencies by allowing card based certification. Other changes of note to this act include extending successor rights to other industries and increasing fines to

employers for contraventions. The Ministry has also committed to putting more enforcement officers on the front lines and has estimated that one in ten workplaces will be inspected within the next year.

With this in mind, we should start to turn our attention to the upcoming Provincial Election which will take place next year. Bill 148 shows us just how important it is for us to be involved in politics. A conservative government would surely turn back many of the gains made by workers in that legislation and would almost certainly cancel the minimum wage increase which is scheduled to rise to \$15 in 2019. We need to remember the old adage "whatever we can legislate we don't need to negotiate"

In order to better communicate these changes and other information, our local has launched a new communication platform that includes our new website at www.unifor195.com. Regular updates will be posted on the site, but more importantly, members can sign up for their own unifor.com email address so that they can be included in appropriate notifications.

Bargaining Report

Since my last Guardian Board Report we have had a number of successful contracts ratified amongst our Units. They include Brinks Canada where workers pushed back against company demands to reduce the number of workers in each armoured truck, thereby putting our

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Unifor Local 195 was well represented at the recent Unifor Independent Parts Council recently held in Toronto.

John Toth . . . Local 195 Report ... cont'd

members at risk and eliminating jobs. While the new contract will allow Brinks to do this in some situations, implementation will be delayed as we will continue the fight on Health and Safety grounds. We are asking for public support for Bill C285 which calls upon the Government to establish comprehensive National Standards for the Armoured Car and Secure Logistics industry. We're also asking that you use cash this Holiday Season and throughout the year as this helps these workers maintain job security.

Our members at Lanex also ratified a new collective agreement that included wage increases of \$1.45 over 3 years for most classifications, pension increases as well as significant improvements in their benefit plan including prescriptions, dental and life insurance.

Our members at Morrice Transportation voted 100 % in favour of a new pact which gives them wage increases of over 9% over the three years as well as two additional PPH's, increased holiday pay, a driver assist premium and the right to categorically decline Interstate trips without penalty. Finally, our members at Team GSO, who provide maintenance services at FCA, negotiated a new collective agreement providing for lump sum payments plus a 2% wage increase in each year of the collective agreement. This workplace has had a number of part time employees working full time hours and the new agreement recognizes six new full time positions to address this. The contract also contains improvements to benefits and language including better recognition of seniority rights for our members.

On the technology front, our members at Vets Cab just launched a new app which will improve service and make them more competitive with unregulated 'Transportation Networking Companies' operating in Windsor. The new app will allow users to request a taxi, track the taxi and will notify users when the taxi is on site. The most important feature is likely the pay option whereby users can simply input their credit card information once and then have the app charge the card rather than have to pay after each trip. The ability to pay with the app is the one op-

tion riders have identified as having been lacking vs the competition in the past. As much as we want to promote the use of cash to support our Brinks workers, this gives riders another option in this situation. Please keep Vets Taxi in mind when you are out celebrating this year and for your guests when its time to go home.

On that note, I would just like to wish everyone a happy and safe Holiday Season on behalf of our entire Executive Board as we look forward to challenges of the New Year.



Proudly representing Local 195, seen are Kirk St. Pierre, Kevin McMaster and Emaille Nabboup laying a wreath at the Windsor City Cenotaph on Remembrance Day.



At a recent NAFTA rally held at the union hall, President John Toth speaks firmly about the ongoing NAFTA negotiations and that Canada can no longer get the short end of this deal.

Sincere Best Wishes

By **DON WHITE**

Secretary Treasurer, Unifor Local 195



For most of us Christmas is a wonderful time of the year, we get time off work with pay and hopefully get to spend time with our close friends and family members to share in our good times with lots of love and laughter.

But for many people it is not so good. People who struggle on a daily basis with illness especially mental health issues, find this time of the year very difficult to deal with. Mental illness comes to people of all ages and all walks of life. They calculate that one out of four adults have some type of mental illness at some point in their life, – that is staggering, whether it be anxiety, depression, bipolar, schizophrenia or depression. Many of them because of their mental state of mind then turn to drugs or alcohol, which only makes matters much worse for them and their families.

I am sure that many members in our workplaces know of people who are in this situation and have to deal with their struggles on a daily basis. The majority of them don't even have the resources or support themselves, they need just to get through everyday life.

Many live on very low fixed incomes or live with their parents who don't receive a lot of financial support from the government which they continue to cut. I hope that during this season you take time to notice these families and show them as much support that you can.

Any support would be very much appreciated, even just a friendly face is sometimes all that is needed.

Please on behalf of myself and Local 195 have a safe and happy holidays.



Local 195 was well represented at the recent Ontario Regional Council held in Toronto, and congratulations to Christine Maclin, 1st Vice President, who was elected to the position of Members at Large on the ORC Executive Board.



**United Way/Centraide
Windsor-Essex County**

Together, we're changing lives.



Shop Wisely - Shop Union - Shop Unifor

- The Bay
- 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)
- Best Western Waterfront Hotel
- Provincial Chrysler (Service)
- Caesars Windsor
- FCA Canada
- Ford
- General Motors
- Motor City Credit Union
- Performance Ford Service
- Travelodge Hotel
- Veteran Cab
- Jamieson Laboratories
(Vitamins in stores)
- Tilbury Cement
- Windsor Salt
- Beach Grove Golf and Country Club
- Comfort Suites
- Green Shield Canada

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

Thank you!

SWORC REPORT



By
**SCOTT
RICHARDSON**
Chairperson

E-mail: scott.richardson@fcagroup.com

RECREATIONAL ACTIVITIES FROM UNIFOR

The SouthWestern Ontario Recreation Council, better known as SWORC, would like to encourage all UNIFOR members to participate in our recreational events that are organized and volunteered by SWORC members. These events are all about having fun and meeting other UNIFOR members.

To get the most updated UNIFOR tournament dates and applications, go to our website www.uniforsworc.ca or join our group on Facebook "UNIFOR SWORC".

On behalf of the SWORC recreation council, we would like to thank everyone for another great year and have a *Joyful and Safe Holiday*.

ROGER SWEET MEMORIAL RETIREE'S PEPPER TOURNAMENT

The annual "Sweet" pepper tournament was held on October 25th, 2017 at the Br. 143 Legion. This event has a consistent number of retirees who gather year after year to have lunch and play cards for the afternoon. It is always a good afternoon of fun for our retirees. Thank you to Jim and Linda Closs for continuing to organize this event for our retirees.

REGIONAL TEXAS HOLD 'EM

The SWORC Regional Texas Hold 'Em tournament was held on September 24th, 2017. There were 24 participants ready for the show down and head to head competition on the tables.

Congratulations to George Abdallah from Local 444 for coming in first place, John Micoletti from Local 200 second place and Rock Paulin, Local 1973 third place. Thank you to all the SWORC committee members who volunteered their time to ensure everyone had a great time.



Final Table from the Regional Texas Hold 'em Tournament are, from left to right: Frank Malone, George Abdallah, Ken Santarossa, John Micoletti, Anna Peterson, Scott Ladouceur and Rock Paulin.

Upcoming Events

REGIONAL 10-PIN BOWLING TOURNAMENT

Sunday, January 28th, 2018
Deadline: January 15th, 2018
Superbowl Lanes, Windsor

MOONLIGHT BOWLING TOURNAMENT

Saturday, February 24th, 2018
Rosebowl Lanes, Windsor

REGIONAL CRIBBAGE & EUCHRE TOURNAMENT

Sunday, March 4th, 2018
Branch 143, Canadian Legion,
Windsor

RETIREE EUCHRE TOURNAMENT

Wednesday, March 14th, 2018
Branch 143, Canadian Legion,
Windsor

UNIFOR REGIONAL FISHING TOURNAMENT

Sunday, May 20th, 2018
AMA Sportsmen Club
Amherstburg

UNIFOR REGIONAL GOLF TOURNAMENT

Sunday, May 27th, 2018
Roseland Golf Course, Windsor



Check our Website at
www.uniforsworc.ca
and/or

"UNIFOR SWORC"
on Facebook for future applications

Local 240 celebrates 75 years



By
**JODI
NESBITT**
President
Unifor Local 240

We held our 75th Anniversary Celebration at Beach Grove Golf and Country Club on October 27, 2017. Local 240 represents the members at this club. They did an outstanding job ensuring our night was a huge success. Thank you to Paul Roy, Chairperson and all of the members at Beach Grove for the fantastic dinner and the great service they provided our guests.

We shared the evening with our Executive Board members, our retirees, area locals, several employers, community partners and our area politicians.

I want to acknowledge and recognize that Green Shield Canada (GSC), one of the workplaces Local 240 represents, also celebrated their 60th Anniversary in August. Green Shield and Local 240 have a rich and unique history. Our membership at Green Shield was organized in 1965 and we have been community partners ever since. Bill Wilkinson and Charlie Brooks worked collaboratively to make Green Shield Canada successful by negotiating the benefits into collective agreements at the Big Three Auto companies 60 years ago. Their vision and commitment to provide access to benefits for workers, has been instrumental in the growth and partnership that we have today.

Our union and local are fortunate for the support and generosity of GSC throughout the years. Under the leadership of Steve Bradie, CEO, GSC generously donated to our anniversary celebration, recognizing the important partnership we share. They provided the music, decorations and wine. We thank them for

their continued support and their commitment to our partnership and our community. Their contribution reflected on the beautiful celebration we shared.

Thank you to Motor City Community Credit Union, Windsor Star, Green Shield Canada, Ford Motor Company, Freeds, Harmony In Action, Local 195, Local 200, Local 444 and Local 2458 for attending and understanding the importance of coming together to celebrate this milestone together.

We were overwhelmed by fantastic guest speakers from our National Union. Bob Orr sent a personal video message from China with congratulations, Deb Tveit, Assistant to President, Ken Lewenza, Former CAW President and Naureen Rizvi spoke to our guests about the important role Local 240 plays in our union.

Thank you to the planning committee, Stacey Ferguson, Paula

Bastien Stedman, Angela Divitaris, Julie Kotsis and Tim Fitzgerald. Their time and commitment made the evening a great success.

Last, but certainly not least, I want to thank the retirees of Local 240 for all they have done to build our Local and our union and what they've achieved for us as workers. Your efforts are why we are celebrating this milestone today.

Ford Plant Protection Officers

I am happy to report that since our last Guardian Newsletter was published, we've been successful in ratifying a 4 year collective agreement with the Plant Protection Officers. Under the leadership of Lindsay Beneteau, Chairperson, Mark McMahon, Vice Chairperson and Melissa Charles, Committee person, they were able to make history by securing seven full time jobs.

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Ford Plant Protection Bargaining Committee - Back left: Melissa Charles, Mark McMahon - Front: Jodi Nesbitt, Lindsay Beneteau Chairperson

Jodi Nesbitt ...cont'd

Permanent workers went from five full time to 12 full time, leaving eight supplemental workers in the pool. Prior to bargaining, there were 15 supplemental and five full time workers. This is a 24 hour, seven days a week operation that requires a minimum of four guards per shift.

The looming threat of outsourcing has limited our ability to bargain permanent jobs in the past few contracts so we were less than confident we would be successful this round. This committee was dedicated and committed to ensuring full time work became a reality. All the hiring took place as of November 1.

This is a significant step in the right direction and it opens the door for this dialogue next round. We are confident there are more full time workers in the remaining supplemental, and this gain will only improve our opportunity to get more full time employment.

We were in Master Bargaining with Local 1256 from the Oakville site, Dennis Spehar, Chairperson, Christopher Flor and Tim McNab,

Committeepersons along with Marley Milford, Financial Secretary and Angus MacDonald, President. We were successful in our negotiations because we collectively stood and supported each other. Congratulations to the entire bargaining team.

I would be remiss if I didn't acknowledge and congratulate Whitey MacDonald and Dino Chiodo, National Staff Representatives. They understood the important issues brought to the table and acknowledged that a significant amount of part time workers should be made full time. They were pivotal in securing full time jobs in both Oakville and Windsor. We wish Whitey the very best in his retirement. Whitey, you will be missed. I welcome Dino into his new role. It will be a smooth transition for our members as Dino has extensive experience negotiating collective agreements and he worked very closely with our bargaining committees this round.

End Pension Theft – Bankruptcy Laws Need To Change

Canadians rely on their pensions to retire with dignity. They worked for a corporation that made billions

of dollars and they negotiated their pension plan and in some instances improved pensions, rather than other aspects to ensure they could retire comfortably. As we've witnessed with the Sears closure and other corporations who go bankrupt, there isn't any protection for workers. The only people being protected are the CEOs who are getting huge lump sums, banks and investors. Workers are the investors and they worked. They are the people who invested their entire life to keep the company going; they need to be first on the list, not a CEO, bank or investor.

This is not just a retiree issue, –this affects all of us! We need to encourage our families to understand this important issue and how we can change it.

In order for our government to understand we mean business, we need YOU to reach out to your MP and ask what they are doing to protect your pensions. They need to lobby to fix the bankruptcy laws to protect hardworking Canadians. They need to hear from you, they do listen to the loudest.....let's be the LOUDEST!

Check out website www.end-pensiontheft.com Sign the petition!

Support Local 240, Buy Local 240!

I urge every reader to support and shop Local 240 unionized workplaces when you're shopping.

Beach Grove Golf & Country Club, – if you're planning an event, consider reaching out to this beautiful venue that will be a sure hit.

CAA provides all travel services and their CAA membership card makes for a great stocking stuffer! Their store in Chatham and Windsor have merchandise that is very unique!

K+S Windsor Salt, with the winter snow and ice, remember to buy Windsor Salt for all your winter needs!

Frees of Windsor, offers the



Local 240 President Jodi Nesbitt speaks passionately to the Ontario Regional Council being held in Toronto about mental health issues in Windsor and Essex County and abroad.





Jodi Nesbitt

...cont'd

hottest trends in women and men's clothing. Our members are dedicated to providing first class customer service.

Green Shield Canada, if you're in bargaining, remember that our members offer the best customer service in the health & dental industry.

Harmony In Action, provides day programs to support adults with special needs. They focus on enriching the love of adults living with developmental/physical challenges by offering activities that generate a feeling of accomplishment. Our members there work hard on behalf of the clients.

Hudson Bay can meet all your shopping needs. Everything from housewares to cosmetics, our members provide great service to their customers.

Motor City Community Credit Union is the best credit union to use for any financial needs you may have. They have a wide variety of offerings, check them out online at www.mcccu.com

Windsor Star Newspaper – please support our local news and our members who provide up-to-date important stories that affect our community. Consider a subscription to the Windsor Star, whether it is online or delivered to your door.

Holiday & New Year Greetings

On behalf of Local 240 Executive Board, we wish you and your families a holiday filled with love and laughter. We hope you're able to take some time for yourself and those you love to celebrate the year and reflect on the possibilities the New Year will bring.

Be safe and enjoy each moment, we only have one round at this, make the most of it!



Activists attending "Make It Fair" demonstration in front of Lisa Gretzky's office to deliver petitions.



Local 240 proudly supporting Local 2458 members on strike. Congratulations to those members on ratifying an agreement.



Seen in photo are Jodi Nesbitt and Allen Bistany

Greetings Sisters and Brothers!



By
**STACEY
FERGUSON**
Secretary Treasurer
Unifor Local 240

LEN CAMPBELL BURSARY AWARD

Congratulations to the 2017 Len Campbell Bursary Award recipient, Hannah Ruuth. Hannah is the daughter of Motor City Community Credit Union member, Jennifer White and attends the University of Guelph where she is enrolled in the Bachelor of Commerce Co-op Major Food & Agricultural Business program. All submissions were given to three Unifor Local 240 members and Hannah's submission was unanimously chosen as the successful applicant.

We wish Hannah continued success with her academic pursuits.



Seen in photo are Stacey Ferguson, Len Campbell, Hannah Ruuth, recipient of the Len Campbell Bursary Award, Jodi Nesbitt and Jennifer White.

2017 SHINE THE LIGHT ON VIOLENCE AGAINST WOMEN

On November 1, Unifor Local 240 members participated in the tree lighting ceremony in Charles Clark Square in support of this very important campaign. The tree remained illuminated purple for the month of November as a symbol to victims that they are not alone and as an emblem of courage to help all women and children live violence-free.

Purple is a symbol of courage, survival and honour, and has come to symbolize the fight to end woman abuse. The goals of this campaign are to raise awareness of men's violence against women by turning cities, regions and counties purple for the month of November; to stand in solidarity with abused women and support them in understanding that any shame and/or blame they may feel does not belong to them but to the perpetrators of their abuse; and to raise the profile of the community agencies that can provide abused women with help as they attempt to live their lives free from violence and abuse.

The Hiatus House in Windsor is a social service agency offering confidential intervention for families experiencing



Seen are Len Campbell, Cathy Campbell, Jodi Nesbitt, Tracey Ramsey, MP Essex, Paula Bastien Stedman and Jack Robinson, attending the Tracey Ramsey Fall Fundraiser Event

domestic violence and programs to help break the cycle.

DECEMBER 6TH – NATIONAL DAY OF MOURNING

Local 240 along with Locals 195 and 2458 held a vigil to remember the women who were murdered at École Polytechnique in 1989.

REMEMBRANCE DAY

On November 11, Local 240 members participated in the laying of the wreath at the Remembrance Day ceremony in

Windsor. We remember and thank all the brave women and men who sacrificed and gave their lives for our freedom.

RETIREEES' CHRISTMAS LUNCHEON

This year's Christmas luncheon for retirees was held at the Caboto Club on December 8th and was a huge success. I really enjoyed meeting many new people and I am proud that these are the women and men who set the way for us all.

... cont'd on next page

Stacey Ferguson

... cont'd

The large turn-out consisted of members from various workplaces represented by Unifor Local 240 and it was a great day of comradery and shared memories.

The smiling faces and laughter that filled the room was a testament to the bond our retirees continue to share.

Thank you to all the locals and employers who donated door prizes and a special thank you to Len and Cathy Campbell on behalf of our Executive for all that you do, not only for this luncheon, but all year long.

PEL (Paid Education Leave)

PEL is a great way for members to learn more about Unifor and to become more involved in their workplaces.

In October, Local 240 members from The Bay, Beach Grove Golf and Country Club and Green Shield Canada attended various courses. These courses ensure that our workplace representatives remain current with their knowledge and are able to assist our members.

There are many courses offered throughout the year and I have had the opportunity to attend PEL and definitely recommend it. If you are interested in finding out more, please contact your chairperson.

MERRY CHRISTMAS AND HAPPY NEW YEAR

It has been an exciting and busy year and as 2017 comes to an end, I want to take this opportunity to extend my best wishes to everyone for a Happy and Safe Holiday with family and friends. See you in 2018.

WHITE RIBBON CAMPAIGN

By Allen Bistany – Youth Delegate

December 6, 1989, marks the day fourteen young and brave women lost their lives in a mass shooting referred to as the Montréal Massacre. It took place at École Polytechnique in Montréal,



Seen above are Julie Kotsis and Tammy Pare placing a wreath at the Cenotaph on Remembrance Day

Québec, Canada. The perpetrator, a young man, used a gun and knife to separate the women from the men in a classroom and targeted the female students. This tragic event claimed the lives of fifteen people, including the shooter who took his own life. He demonstrated hatred, using anti-feminist statements toward women during the shooting and in his suicide letter.

As a sign of respect to the families of the fourteen young women, the name of the shooter will not be recognized in this article. To help remind us of the importance of ending violence against women, we remember the names of those 13 students and one worker who lost their lives:

- Geneviève Bergeron, 1968
- Hélène Colgan, 1966
- Nathalie Croteau, 1966
- Barbara Daigneault, 1967
- Anne-Marie Edward, 1968
- Maud Haviernick, 1960
- Maryse Laganière, 1964
- Maryse Leclair, 1966
- Anne-Marie Lemay, 1967
- Sonia Pelletier, 1961
- Michèle Richard, 1968
- Annie St-Arneault, 1966
- Annie Turcotte, 1969
- Barbara Klucznik-Widajewicz, 1958

The massacre shook the entire country and, as a result, the National Day of Remembrance and Action on Violence

against Women was established by parliament to take place on the sixth day of December each year. This day is also referred to as White Ribbon Day, a name given by a movement called the White Ribbon Campaign (WRC).

WRC is represented by males of all ages from across the country whose mission is to end violence against women. White ribbons are worn as a political standpoint of zero tolerance for violence against women and as a form of remembrance for the tragic event that occurred in Montréal. A moment of silence is taken in workplaces on December 6 at 11:00 am.

What can men do to show support to ending violence against women?

- Look at your own life and honestly examine your attitudes and behaviours. Work to build respectful relationships with the women, and other men, in your life. Commit to living a non-violent life.
- Do not remain silent. When you see or suspect violence, do something! Learn how to safely intervene and challenge sexism. Stand up and speak out!
- Educate yourself and become an advocate for change. Teach your children that “no” means “no” and “stop” means “stop”. Get involved in campaigns and programs that challenge gender norms and gender inequality.

Mexico and NAFTA



By
**BRUCE
DICKIE**
President
Unifor Local 2458

Before I get into the subject matter of this report, I want to start by wishing all Unifor Members and their families a safe and happy holiday season on behalf of myself, the Executive Board and Membership of Unifor Local 2458. I hope that together we have a very successful 2018.

Also, I want to extend our congratulations to Brother Dino Chiodo for being the recipient of the Charles Brooks Community Service Award. I can't think of anyone more deserving than Dino for the good work that he has done and continues to do for our Union and our Community at large.

At the Brooks award ceremony National President, Jerry Dias spoke on the current NAFTA negotiations. My report today will focus on the situation in Mexico with respect to their growing auto industry and the way the workers are treated, or I should say mistreated.

Ever since Donald Trump announced his intentions to either renegotiate or scrap NAFTA, much has been written and said about the effect this would have on the member countries. At any rate, negotiations are now underway.

Brother Dias has been in attendance for each round of the negotiations including the most recent in Mexico. I am proud to say that he is making his presence felt and is the only one talking about the effects NAFTA and other free trade deals have on working people.

While in Mexico, Jerry pointed out that auto workers in Canada and the US can actually buy the vehicles they build with about 5 months wages. That statement was widely quoted in Canada and the US. I'm not sure if any Mexican news agencies reported this but I hope they did. What he said is "A Mexican worker in 5 months can only buy 4 tires and a steering wheel". He called it an "absolute disgrace" and of course he is absolutely right. It is disgraceful that

Mexican auto workers are still so far behind the other NAFTA countries and in fact most other auto-producing countries in the world with respect to their incomes.

According to the International Labour Organization (I.L.O.), developing nations in the G-20 have all seen wages increase since 2006. Countries such as South Korea, Brazil, Indonesia, South Africa, Russia and even China have all seen increases in real wages. In Mexico, they have declined.

Since the introduction of NAFTA, which was supposed to elevate the standards of Mexican Autoworkers, the wage gap between auto workers in Mexico compared to Canada and the US has actually widened. Auto workers make an average of about \$2.50 an hour in Mexico.

There are presently 8 auto producers in Mexico – Ford, Chrysler, GM, VW, Toyota, Nissan, Mazda and Honda. In addition to that, KIA, AUDI, Infiniti, Mercedes Benz and BMW all have plans to build plants there over the next few years.

BMW signed an agreement with the largest trade Union in Mexico – the Confederation de Trabajadores de Mexico (CTM) for a plant that isn't set to be open for another 2 years with a starting wage of about \$1.10 an hour. This Union was created in 1936 by the then President of Mexico and apparently has served as nothing more than a lap dog for the government and the corporations.

Unfortunately, this is common practice in Mexico and a major reason why conditions have not improved for their auto workers in spite of the massive investment from Auto Companies from all over the world. A great percentage of the vehicles they build are for the US market, not surprisingly.

Since 2010 automakers have an-

nounced \$24 Billion in investment in Mexico through 2019. Yet in spite of all of this growth, the domestic economy in the country has almost no growth. That again is because of the artificially low wage strategy.

Half of the workers in the country live below the poverty line and have no disposable income. They are not buying cars, appliances, computers or cell phones. They are not going on vacation or out to dinner. They struggle just to keep a roof over their head and feed their families.

Back to the Union contract with CTM. Apparently, the companies pay the Union dues and workers don't get to vote on the contract. The Mexican Minister of Labour is quoted as saying "allowing workers to vote on contracts isn't desirable, as it could embroil companies in bitter negotiations. We have to have order". So much for free collective bargaining in that country.

The sad reality is that workers in Mexico are not going to see improvements to their condition because of any initiative on the part of their Union their government or their company.

These issues must be addressed in any NAFTA trade deal.

Trade has to be about more than the free flow of capital and the making of more billionaires. Trade deals have to be about people, about workers, about the environment and quality of life.

We have an opportunity to change the nature of the discussions in the renegotiation of NAFTA. Our National President is doing the heavy lifting and we are proud of him for it. It's time that other labour, civic and political leaders in the NAFTA countries get on board and make their voices heard for those that have no voice.



Healthcare Sector



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

This fall, we had our first strike in the healthcare sector since founding Unifor, and our predecessor union the CAW. That's not unusual. Most healthcare workers in the province of Ontario fall under the Hospital Labour Disputes Arbitration Act (HLDA), making it illegal for them to go on strike.

The decision of these workers to go on strike wasn't made lightly. They are Medical Laboratory Assistants and Technologists who perform duties that include phlebotomy, EKG, sample collection and the critical analysis necessary for patients' diagnosis. Their work requires skill, training and extreme attention to detail. Mistakes can be fatal. This is the same work that his performed in all our public hospitals.

But there is one major difference. The Medical Labs of Windsor is not public. It is a for-profit operator, and as such has motives that go beyond simply providing a public service.

Privatization of labs began over 30 years ago in Ontario. In fact, their use has expanded under the leadership of every political party. They started small. And the workers, who mostly came out of the hospital system were treated well, with similar wages and benefits. But over time, things started to change. By the time they joined Unifor (then CAW) in 2012 the differences between them and their hospital counterparts had grown significantly. Workers earning the top wage had their salary frozen for years and were red-circled, so no other employee's would ever reach their rate. New employees took forever to get full wages, and the start and lower rates continually dropped. And of course, all of this lacked consistency. There were different conditions for different workers. The first two collective agreements made

decent gains and implemented a wage grid, but making up decades of lost ground isn't easy. In this, their third round of negotiations the membership made the difficult decision to take strike action. It wasn't easy. They understand the nature of their work and the important role it plays in diagnosis. They actually care about their patients. But ultimately, they simply did not feel respected by their employer, and this was their only recourse.

The employer seemed confident in their position, and no further offer was

given prior to the strike deadline. In fact, the employer seemed confident that workers would cross their own picket line.

They did not. There is something about a strike that brings people together. Because of the eleven work locations, many of these members didn't know each other. But by the end of the three-week strike, they were sisters and brothers. Our local union could not be more proud of them.

... cont'd on next page



This is what solidarity looks like at the picket line at Medical Labs of Windsor.



LOCAL 2458 ... cont'd

Our Union and Windsor labour came together behind this strike. Random acts of kindness like a teacher who dropped off coffee and doughnuts or neighbours who offered cold drinks, or even support from passing cars inspired the women and men on the line. In almost every single case the public was overwhelmingly supportive, and patiently waited their few minutes to get through, or went to another lab.

Our local MP's and MPP's supported the line, but more than that supported these workers in our parliament. MPP Lisa Gretzky and MP Brian Masse both took the opportunity to raise this strike in Queen's Park and on Parliament Hill respectively. Their voice for health care and the workers was heard loud and clear.

Our National President, Jerry Dias made critical calls to the Premier's office. Our staff representative, Chris Taylor was a solid support and an amazing spokesperson for these workers. The work of my local union officers was outstanding. And the bargaining committee Dina Roushanroz, Chair, and Committee Members Danielle Bojaruniec and Jackie Smith did an amazing job building solidarity and uniting their members.

The strike ended after three weeks with a victory in the form of enhanced wages. But the real victory wasn't only monetary. Their collective display of solidarity has given these women and men real power. In it's truest sense, this is why we bargain collectively and have the right to withdraw our labour. These workers are now activists.

*My very best wishes
to all for a Safe
and Happy
Holiday
Season!*



Unifor Local 2458 Dina Roushanroz, Bargaining Chairperson at Medical Laboratories of Windsor is seen addressing the members at a ratification vote and after a 3-week strike, the 90 members voted 81 percent in favour of the collective agreement.



Seen are President Bruce Dickie and Secretary-Treasurer Tullio Diponti on Remembrance Day laying a wreath on behalf of the members from Local 2458 at the Windsor City Cenotaph.

Ontario Bill 148 Passed



By
STEVE MORASH
President,
Unifor Local 1498

On November 22, 2017, the Government of Ontario passed Bill 148, the Fair Workplaces, Better Jobs Act, 2017. Introduced on June 1, 2017 as a response to the Final Report of the Changing Workplaces Review, Bill 148 makes significant amendments to Ontario's Employment Standards Act, 2000, Labour Relations Act, 1995 and most recently, the Occupational Health and Safety Act. This was a once in a generation opportunity to update to the Labour Standards in Ontario. There are many items to be happy about, but there is much more to push for. The most highly publicized change was the increase of the minimum wage to \$15 but there are other significant changes as well.

The biggest change in the Bill is increasing the general minimum wage from \$11.40 to \$14.00 per hour on January 1, 2018 and then to \$15.00 per hour on January 1, 2019. While many business centric think tanks have opined that raising the minimum wage will kill jobs, there is no economic proof that it really happens. Jim Stanford, the former Unifor Economist, now teaching in Australia, sent a tweet out challenging any single market-worshiping economist to prove that employment in Ontario would fall after instituting a higher minimum wage. As to date, no one has accepted his challenge.

This wage increase is not going to be going to an offshore bank to be sheltered – it is going to be used to purchase required goods and services that real people need to live their lives with.

Other highlights are:

- Once an employee works for a company for five years, they will be entitled to three weeks of paid vacation.
- Establishing card-based union certification for the temporary help agency industry, the building services sector and home care and community services industry. Ease restrictions on union certification and allow unions to access employee lists and certain contact information if the union can demonstrate it has the support of 20 per cent of employees
- An optional increase in Parental leave entitlement from 35 weeks to 61 weeks (for those who took a pregnancy leave), and from 37 to 63 weeks (for those who did not take a pregnancy leave). This change reflects the pending amendments to the EI Act allowing parents to spread out their parental leave benefits over a longer period of time and will take effect on December 3, 2017

- Family Medical Leave is extended to 28 weeks, and will apply to all critically ill family members, not just children.
- The inclusion of paid leave for the first five days of Domestic or Sexual Violence Leave. The new leave allows employees to take up to 17 weeks off work, in a flexible manner, to deal with matters related to domestic or sexual violence.
- Personal emergency leave no longer only applies to workers at companies with 50 or more employees. All workers will get 10 days per year, two of them paid. Employers will not be allowed to request a sick note from an employee taking personal emergency leave.
- Casual, part-time, temporary and seasonal employees will be given the same pay as full-time employees for doing equal work with some exceptions.

Does this mean that, with all the changes, all the injustices and wrongdoing will be solved? Certainly not! There are still too many precarious jobs being created by business instead of good paying full time jobs. As well as there still is not enough of penalty for business when a worker is injured or killed on the job. Nevertheless, what these changes gives us is a new starting point to improve upon and there is always room for improvement. Now is the time to celebrate the achievements that people have found long and hard for. However, we know we cannot rest on our laurels. The fight to improve workers lives will never end, but the starting point is certainly far better than what was before.



Local 1498 President Steve Morash is seen addressing FCA Council which was recently held in Toronto.



President's Report

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



NAFTA Talks

2018 poses to be a busy year for trade unionists. Ongoing NAFTA talks and a looming Provincial election within Ontario will mark significant milestones for workers everywhere.

First, the larger scale NAFTA talks. These talks will play a critical part in not only the landscape of manufacturing but in many other industries as well. Everything from dairy to automotive parts are up for discussion. One thing that should be paramount is the ability of Mexican autoworkers to afford to buy the product they produce. Hopefully, this theme plays out.

Locally, on the provincial front, our looming election seems up for grabs to just about any party. Whether the issue is the gas plant boondoggle or raising debt, we can't ignore the past. The first thing the Harris government did when they took office back in the mid-nineties

was gut labour legislation.

As they say, the prediction for the future is the past, so we all need to take this into consideration going forward. Any gains that we have achieved under Bill 148 will certainly be right square in the crosshairs of a Conservative government if they get elected. In the future, I'm sure we will have a strategy in effect to maintain what we have achieved; let's work to preserve our gains.

Locally, our units will continue production into the Holiday Season. Hopefully 2018 proves to be a good year in the automotive parts sector.

On behalf of the Executive, Bargaining Committees and I wish sincere best wishes to everyone in the Holiday Season and Prosperity in the New Year ahead.

**Workplaces we
represent throughout
Windsor / Essex
County.**

ADM Agri Industries
AG Simpson
Accucaps
Amherstburg Chevrolet
Brinks
Butcher Engineering
Campus Police - U Of W
Canadian Engineering
Central Stampings
Chrysler Security
Colonial Tool
Comfort Inn & Suites
Comfort Suites
D&C Tunnel
E.R. St. Denis
Emrick Plastics
First Student
Flex-N-Gate
Gates
Jamieson Laboratories
JD Norman
Kautex Textron
Lakeside Plastics
Lanex Mfg.
Morrice Transportation
Motor City Chrysler #1
Motor City Chrysler #2
Nickleson Machine
Papp Plastics
Performance Ford
Pm Plastics
Precision Group
Provincial Chrysler
Riverside Inn
Romeo Machine
Shurlok Products
Syncreon Canada
Team Industrial
Team Industrial GS
Tilbury Concrete
Titan Tool
Veltri Howard
Veltri Lakeshore
Ventra Plastics
Vets Cab
Viking Pump
Waterfront Hotel

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THE GUARDIAN

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Local 200—John D'Agnolo, Dan Cassidy
Local 240—Jodi Nesbitt, Stacey Ferguson
Local 444—James Stewart, Dave Cassidy
Local 1498—Steve Morash, Charmaine Turton
Local 1941—Bob Ashton, Dean Mitchell
Local 1959—Bill Wark, Matt Kelly
Local 2027—Steve Taylor, Darryl McLean
Local 2458—Bruce Dickie, Tullio DiPonti

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President's Report

Once again this year, our Local's backpack program has proven to be successful and I would like to thank all the Local Unions who made donations. We were able to provide 50 children with backpacks filled with all supplies needed for this school year. Thank you to Chris and Anne Mason and their daughter Shelby, John and Jeremy Turton, along with Dean and Darwin Mitchell, as this would not be possible without your dedication.

Accurcast

This unit has seen an increase in their orders. Currently there are no layoffs, and we have seen some new hires. The employer has recently changed insurance providers, and the Union has been addressing issues as they arise.

Autoliv

This Unit is currently in bargaining for the renewal of a three-year collective agreement expiring on October 15th. Paula Carson, along with her committee John Turton, Bill Webster, Christine Taylor, and Dan Vanthuyne have prioritized their members' concerns, and are diligently addressing them with the employer.

Tilbury Manor Nursing Home

The current collective agreement expired in April of 2017. The committee has remained strong on their proposals and have yet to reach a tentative agreement. Conciliation is scheduled for September 25th. Many grievances are in the system, with the majority of them dealing with outside contracting of our RPN work.

Hudson Manor

The current Collective agreement is set to expire in December. The relationship with the employer remains unhealthy at best. The Committee continues to tackle the day-to-day is-

ues, and look forward to addressing many concerns at the bargaining table.

Mahle Filter Systems

We have recently ratified a new 3-year collective agreement. Improvements included: shortened wage progression, benefits and retirement incentives were reached. Along with a COLA roll-in, an additional 6% wage increase over three years. Skilled



By
BOB ASHTON
President,
Unifor Local 1941

Trades received special increases in addition to the 6%. Congratulations to the Bargaining Committee led by Darryl Twigg, Andy Vaughan, Sandy McLean, Bob Grimoldby, and Steve Mihalco. Since ratification in August, there have been approximately 35 new hires.

LOCAL 2027

Ratification

The bargaining committee from Local 2027 is pleased to report the ratification of a new collective agreement at the Hiram Walker and Sons plant.

We would like to thank the membership for their support throughout a long and difficult set of negotiations.

Also, I would like to thank our National Rep., Mike Renaud for his help during the many days of bargaining.

Highlights include - \$3,000 signing bonus, 8% wage increase over

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



the life of the agreement, \$3000 in lump sums, Retirement incentive packages of \$45,000 for production and \$55,000 for trades, for those who have 30 years of service or 65 years of age. Provisions for the buy-back of lost pension credits, job security for trades and improvements in language and benefits.

Thanks to my bargaining committee for all the hard work.

*Seen is
Local 2027
member
Gaby
Ghazali
who proudly
lays a wreath
at the City of
Windsor
Cenotaph on
Remem-
brance
Day.*



Windsor Area Office Update



By
JACK ROBINSON
Unifor Canada Windsor Area Director

LOCALS MILESTONE ANNIVERSARIES

I want to congratulate Local 200, Local 240 and Local 1498 on their significant Milestone Anniversaries this year. I attended Local 200's open house and was impressed with the display of the rich history and their movement in our community.

I also attended Local 240's celebration held at Beach Grove Golf and Country Club. I enjoyed the meal served by their members and the guest speakers that spoke and recognized this Local for their accomplishments.

Unfortunately, I wasn't able to attend Local 1498's Anniversary Celebration and I extend my regrets. I have however, heard that the celebration was a huge success and we wish them many more years of success.

NAFTA RALLY

On October 20th, Unifor hosted simultaneous rallies in communities across Ontario. In Windsor, we hosted the rally at the Labour Community Centre on Somme Avenue, where we saw over 200 people come to hear Local MPs speak about the importance of negotiating a fair trade agreement. Tracey Ramsey, Essex MP; Brian Masse, Windsor West MP; and Cheryl Hardcastle, Windsor Tecumseh MP, – all attended and spoke passionately about the role they are playing in holding our Government accountable for a fair trade deal. We are fortunate to have elected MPs who recognize the impact of NAFTA on our community.

John Toth, President of Local 195; James Stewart, President of Local 444; and Jodi Nesbitt, President of Local 240 also spoke on the significance of a strong trade deal and what it means to our community and working people across our country.

I want to thank all the Local Union Leadership for helping secure a great turn out at this event.

I personally want to express my gratitude to each individual for taking time out of their busy day to attend this important rally. Our voices were heard.

OFL CONVENTION

Unifor Locals from Windsor attended the Ontario Federation of Labour Convention held in Toronto during the week of November 20th.

There was a lot of good debate on initiatives that the Labour Movement will be engaged in for the upcoming year.

There were over a thousand delegates from various unions in attendance who were able to witness former CAW National

Representative, Chris Buckley be re-elected as President of the OFL.

BILL 148 – On November 22nd, Bill 148 passed its third and final reading. The Bill which includes numerous improvements to the Employment Standards Act, including an increase to minimum wage. After two long years of numerous rallies, demonstrations and lobbying, working people in Ontario finally see these numerous improvements that were a long time coming. Working people have a reason to celebrate, – the improvements are to the Employment Standards Act 2000, the Labour Relations Act 1995 and the Occupational Health and Safety Act. Over the next few months more information on how these numerous improvements will effect and benefit our members will be communicated.

SEASON'S GREETINGS

Happy Holidays! – I would like to take this opportunity to wish each and every one of you a Safe and Happy Holiday on behalf of the Windsor Regional Office.

Area Unifor Organizing Update

AP Plasman - active campaign @ Plant #1
Exkor - Probing
Kingsville Stamping- Probing
CanArt- Probing
Hawk Plastics -Probing
QM Plastics - Probing

Units Organized in 2017

Bio Amber (Sarnia)
Precision Group
Plant #2 (Windsor)
Goodwill Industries (Chatham)
STM (Windsor)

If you know of any worker(s) in any of these units or have any contacts, please contact myself . . .

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Hopeful Holidays



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

In my last report I said that Al Gore was right about Global Climate Change while offering example efforts that are making a difference. Environmental threats facing us can be overwhelming. It's important to face the reality of the situation while offering hopeful solutions to the crisis.

Essential steps toward environmental sustainability are the electrification of transportation and the move toward renewable energy.

The Windsor-built Pacifica Hybrid was named the Best Car to Buy 2018 by Green Car Reports!

This award, given by electric vehicle enthusiasts, is very significant. The Pacifica Hybrid is important to our environment and Windsor. We brought Bro. Pino Mastroanni's hybrid to the Plug N Drive Electric Vehicle Discovery Centre to film the Canadian segment of the Al Gore "24 Hours of Reality" documentary. They also filmed test drives of the Chevy Bolt and Ford C-Max.

First Pacifica Hybrid Test Drive event.

On November 23 we arranged the first Pacifica Hybrid test drive event in Canada at Motor City Chrysler. Members of Local 195 and 444 attended, as well as members of the Windsor Essex Electric Vehicle Association and we had visitors from Windsor and Michigan.

GM recently announced two more electric vehicles in the next 18 months and 20 vehicles by 2023. FCA and Ford announced similar projections.

Disruptive technologies like Electrified and Autonomous Vehicles can be both a blessing and a curse for our members so we must stay out in front of technological change in order to represent our members on the issues of jobs and our environment.

I attended a conference in Windsor called Emerging Technologies in Automation where the keynote speaker discussed the disruption due to automation, EVs and Uber style services. We had this same discussion at our Unifor National Environment Conference in June. On display was a material-handling robot named "OTTO" that could potentially eliminate jobs!

Autonomous Cars and Trucks

Automation is happening very quickly so we must work to protect driving jobs from taxis to transports while protecting our environment!

Waymo (Google) will be testing their Autonomous Pacifica Hybrid in Michigan this winter. Windsor, London and other communities are getting funding for autonomous vehicle R&D from the Ontario government. Walmart and Loblaw's are buying Tesla electric transport trucks that are nearly autonomous.

Sandwich Towne/ Ojibway Shores Community Benefits framework town hall meeting- Brian Masse

Brian Masse held a town hall meeting where the public demanded that the land be transferred to the Minister of Environment for Canada for protection and conservation. This was also addressed at the recent annual WDBA meeting.

Our union and community activists rallied to save Ojibway Shores. Now the Windsor Port Authority (WPA) wants \$12 million dollars to lease it back to us for 30 years. This is Federal land owned by the citizens of Canada—not the WPA!

The International Joint Commission (IJC) calls on governments to accelerate Great Lakes restoration, protect drinking water and eliminate

releases of untreated sewage

The recent report of the International Joint Commission (IJC) calls on Canada and the United States to timelines and targets to improve wastewater and drinking water infrastructure, reduce nutrient runoff and eliminate chemical releases. We must continue to support efforts of the IJC!

Green Economy Network (GEN) - High Speed Rail

The government said it will build the entire route including the Windsor-London corridor. This is good for our environment and will reduce highway congestion. At the next GEN Steering Committee we will be discussing the COP 23 Climate Change conference and the Windsor Build Green project, aimed at retrofitting buildings to be net-zero energy.

NAFTA Impedes Action on Climate Change!

Our National President, Jerry Dias, has been deeply involved in the NAFTA negotiations. As a community member of the University of Windsor Sustainability Committee, we hosted Gordon Laxer who spoke of the Investor State Protections and other aspects of trade agreements that reduce Canadian sovereignty and impedes our ability to create legislation like the Ontario Green Energy and Economy Act without being sued under WTO rules. This must change in the renegotiated NAFTA!

• • •

On behalf of the environmental activists from the 11 Unifor Locals represented by the UWREC, I would like to wish you a Happy and Green Holiday!

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Charlie Brooks Award

Dino Chiodo has followed in the footsteps of other great leaders of UNIFOR 444 and its previous unions, the UAW and CAW. Like Charlie Brooks and those that came after him, Dino knows the value of working towards a better life inside the plant and in the community.

Dino Chiodo began his union career in 1999 as an elected Workplace Representative at the Windsor Assembly Plant. In 2005 he was elected as the Committeeperson of the Trim Division, representing over 1200 workers. He became First Vice-President in 2008 and four years later, in 2012, President of CAW/UNIFOR Local 444. In September 2013, Dino was elected Chairperson of the Ontario Regional Council, responsible for approximately 160,000 UNIFOR members throughout the province.

Under Dino's leadership, Local 444 has revived the Veteran's Committee, Youth Committee, and the Aboriginal & Workers of Colour Caucus. He is the elected Chairperson of the FCA Master Bargaining Committee and has led negotiations with FCA in September 2012 and more recently in 2016. Faced with the toughest round of bargaining yet at the Detroit Three, Dino has been able to lead a bargaining committee that was able to secure positive gains and hold the line on future concessions for his 17,500 active and retired members of his local union and throughout all of FCA Canada.

Dino was the President of the Windsor & District Labour Council for over six years and he remains active with the leadership of the affiliated unions in the region. He has been an advocate for workers' rights as well as issues pertaining to women, young workers, Aboriginals, and workers of colour and immigrant workers. His efforts in building the community of Windsor/Essex are



recognized with his many achievements as a Chairperson of the Labour Sponsored Community Development Group and as a Board member for multiple groups, including the CAW Childcare Board, WOHIS, the Labour Advisory Council, United Way as a Cabinet Member and Member of the Board of Directors, the Collective Impact Steering Committee for Windsor & Essex County, Plentiful Harvest and the Unemployed Help Centre. He is always working on a project with community partners which will advance the causes of working people and their families.

In 2014 Dino, along with partners from the Windsor Chamber of Commerce, the University of Windsor and St. Clair College of Applied Arts and Technology hosted the first ever Windsor Policy and Solutions Forum aimed at bringing academics, business, politicians, government advisers and Labour groups together to talk about the Auto Industry and its importance to Canada.

In 2017 Dino was appointed to the position of National Auto Director for UNIFOR.

When he gets breaks in his hectic schedule, he enjoys spending time with his family and although he must spend a good deal of time away from home, he always ensures he makes time for his beautiful daughter Brooklynn and his wife Deborah.

Year 2017 marks the 40th year of the Charles E. Brooks Labour Community Service Award.

In closing, congratulations Dino from your labour friends and the community.

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