

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 members 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.***

Doug Ford Conservatives



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

Doug Ford wasted no time on repealing the majority of Bill 148, and has moved forward with Bill 47 which has gone through its first reading. The Ford regime has made it clear they are in bed with big business and repealed the worker's first labour laws in years. Make no mistake if the \$14 minimum wage increase had not been implemented before they took office it would be gone.

These are some of the changes to the Labour Relations Act.

You could apply for an employee list with phone numbers upon demonstrating 20% support in a bargaining unit. **Bill 47 repealed it entirely.**

Remedial certification: where an employer contravenes the act so that

a representative vote likely did not reflect the true wishes of employee's or so that a union is unable to demonstrate 40% or more support, the Board must grant remedial certification. **Repealed.**

Unions can choose to file a card based application for certification if employers business is a temporary help agency, a building services provider or a home care and community service. **Repealed**

Union or employer in a new bargaining relationship can request educational support in the practice of labour relations and the Minister must then make that support available to both sides. **Repealed.**

First agreement arbitration Bill 148 added a process of intensive mediation for all first collective agreement negotiations and a more available process of first contract arbitration. Section 43 and 43.1 **Repealed.**

Enabled Minister to make regulation to extend 69.1 to other services by providers that receive

public funds. **Repealed.**

Added requirements to reinstate employees at the end of a strike or lockout and that requirement may be enforced at arbitration. **Repealed.**

Changes to the Employment Standards Act

Minimum wage increase in 2019 to \$15.00 per hour. **Repealed.**

Misclassification of employees. New section 5.1 prohibits employers from treating employees as independent contractors. During an investigation of proceeding the employer bears the onus of showing that a person who is claimed to be an independent contractor is not in fact an employee. **Bill 47 The misclassification prohibition remain unchanged but the reverse onus of proof is repealed.**

Right of an employee after three months of employment to make a request for changed work hours or location. **Repealed.**

Call in pay at least three hours of pay at the employee's regular rate for employees who regularly work more than three hours but are sent home after less than three hours. **This is the only one of the schedul-**

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Windsor area labour leaders on October 5th met with the Prime Minister and Labour Minister Patricia Hajdu on issues such as the new USMCA (NAFTA) Agreement, Pharmacare and the CPTPP (Comprehensive and Progressive Agreement for Trans-Pacific Partnership), which potentially could flood the U.S. and Canadian markets of auto parts and vehicles coming from Japanese manufacturers.

John D'Agnolo

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ing rules that remains. **Bill 148** revised it from a previous rule that by regulation required three hours of minimum wages as call in pay.

On-call pay where they would require a payment of at least three hours of pay at the employer's regular rate when an employee is on call and is either not called to work less than three hours. **Bill 47 Repealed.**

Shift Changes under new employment standards including right to refuse work on a non-scheduled work day on less than 96 hours notice. **Repealed.**

Right to have 48 hours of notice of a cancelled shift or on-call opportunity. **Repealed.**

Equal pay for equal work based on sex was new 42(6) amended existing equal pay rule by allowing employee to request review of pay rate for compliance with equal pay rule, and required employer to adjust pay or respond with reasons. **Repealed.**

Bill 148 expanded the equal pay concept to prohibit differences in pay for substantially the same work that are attributable only to a difference in employment status in 42.1.

That term is defined in section 1(1) to mean a difference in the number of hours regularly worked or a difference in the term or permanence of their employment including a difference in permanent, temporary, seasonal or casual status. **Repeals definition of "difference in employment status" and Repeals 42.1.**

The equal pay concept was also extended to a difference in assignment employee status where a temporary help agency is required to pay its employees not less than the rate paid by the clients employees for doing substantially the same kind of work if the difference is attributable

to the assignment employee status of the assignment employee. **Repealed 42.2.**

Personal Emergency leave days has gone from 7 to manufacturing and 10 outside of manufacturing with the first two being paid. **The two paid days are removed, sick days are capped at three, family responsibility is capped at three and bereavement is two.**

USMCA

Quite often in the plants we hear why are we involved in Politics? A prime example is Trade Agreements. Windsor and Essex County watched

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At a well attended Retirees meeting, detectives from the Windsor Police explain various types of fraud that are affecting seniors.



Local 200 United Way Team 2018

John D'Agnolo

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plant after plant leave to the south. With a stroke of a pen trade agreements were signed, and we became the highest unemployed community in Canada. At one point, we watched our brothers and sisters leave our community to find jobs, some lose homes, cars and families destroyed.

Unifor's leadership to support the Liberals in Conservative ridings in the last election to make sure no more damage would be done gave us an opportunity for the first time to have a voice lead by Unifor's Jerry Dias and National Staff, Angelo DiCarlo and others on the USMCA Trade Agreement. Unifor's vision was stronger labour standards, higher rules of origin, fair share of production and a meaningful price of entry for foreign exporters which will give balance trade with the rest of the world.

Here are some of the key components of the agreement when it comes to manufacturing:

Labour Value Content Rules

40% content in the passenger vehicle, 45% for Trucks must be made in facilities that pay \$16 US per hour on average, at this time equates to 20 CAD.

Credits up to 10% to auto makers for R&D wages and 5% for high volume/high wage transmission work.

North American Content

The content went from 62.5% raised to 75% in North American content in cars and in parts it went from 60% to as high as 75% in parts.

Four new categories

Core (engines, transmissions, lithium-ion batteries which secures the future technology) 75%



In London, ON, Local 200 members are seen at a special leadership meeting on the details of the new USMCA Agreement.

Principle (brakes, seats, wheels) 70%

Complimentary (electronics, speakers) 65%

Other (current/future) 50%

I never thought in my day we would have an opportunity to recognize our vision in a trade agreement. Did we want to improve many other issues in the agreement, Absolutely!

Our voice made improvements to the NEW USMCA Agreement because we are involved in politics and we must not forget it.

In closing, I along with the local officers and workplace representatives, would like to wish you and your family a wonderful Holiday Season and a Happy New Year.



On November 11, at the Windsor Cenotaph, Local 200 retiree Cleveland McGee, lays a wreath for those who served in the Canadian military, on the 100th Anniversary of Remembrance Day,

If Not Us, Then Who?

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Prime Minister comes to town

As many of you are aware, Prime Minister Justin Trudeau came to town and stopped by and visited our plant. I was able to talk to him and his people during and prior to his visit. It was interesting to see people get very excited and swoon over the Prime Minister and I get that, but I feel I have a different role to play and that is Membership First.

I gave him and his people kudos for coming down to our area giving us some of his time, and for the work on the new USMCA deal. I did, however, tell him the new CPTPP deal was a disaster and the tariffs on steel and aluminium need to be looked at.

I also had no problems letting him know that we, here at WAP/feeder plants, are the BEST at what we do! I was pleased when he went in the plant and started with the line ***"I have been told that if you want it built right you build it Windsor."*** Good to know he was listening.

Another Liberal Cabinet Minister comes to Visit . . . hmm

Foreign Affairs Minister Chrystia Freeland came to our Local to again push the positives of the USMCA (new NAFTA). It was a smart move to consult with UNIFOR's National President Jerry Dias during bargaining for this deal. There are definitely



President Dave Cassidy discusses with Prime Minister Justin Trudeau and others on the new United States, Mexico, Canada Agreement (USMCA).



On Tuesday, November 13th, Foreign Affairs Minister Chrystia Freeland met with the Unifor Guardian Board, explaining some of the details in the new USMCA.

some positives in this deal like protection to workers wages and not to mention avoiding tariffs on our autos that would have hit us very hard. Unfortunately, I was hoping that this deal would have ended the tariffs on Canadian steel

and aluminium which is exactly what I told Minister Freeland.

The concern with Steel/Aluminium Tariffs?

To begin with, UNIFOR represents 10,500 workers in the Steel

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Dave Cassidy

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and Aluminium industry alone!

The price of hot-rolled coil steel, rose to about US \$900 per metric tonne when the tariffs were slapped on and have since dropped to US \$817 per metric tonne. The price is still QUITE high for automakers, in comparison to the US \$609 per metric tonne—the price on Nov. 7, 2017. These companies will not just take a hit on their profits and absorb these higher prices. . . Of course not, they will raise their prices and send the increases to the customers!

The Center for Automotive Research completed a study to examine the possible results and effect of this increase on the industry. The study projected that in addition to the expected average cost to the consumer, the strain of the additional tariffs would likely result in:

2 million fewer new vehicles

sold per year, that means jobs!

Ford Motor Co. is escalating its criticism of the Trump administration's metal tariffs that the company has already said took a US \$1 billion bite out of profit! Though I do believe Ford may be over blaming this number nonetheless it's having an impact!

Liberals say USMCA and Tariffs are Separate

"We have been consistent on this from the first moment the U.S. started talking about 232 steel and aluminium tariffs that this had nothing to do with our NAFTA negotiations," said Freeland.

Tracy Ramsey, MP from Essex who I believe has been doing a terrific job recently said, "I hear the minister say that these sit outside the agreement but in Donald Trump's world, everything is on the table,"

She said she does not believe Canada should sign USMCA until the tariffs are lifted. I agree, a

firmer stance needs to be made and will continue to voice that concern.

Less than a year away

Early this year, the NDP leader Jagmeet Singh came to the Local to visit.

As was mentioned, P.M. Trudeau was here and shortly after that the Liberal Foreign Affairs Minister came to see us. Without question, next year's election are on these political parties' minds.

When Trudeau said he would be spending time in Windsor, I think he meant it. He would love nothing more than to win seats in the area that has voted strongly NDP. . . PM stopping in our area and our shop floor, sending cabinet leaders to our Local, including all of us in the discussion is a good start. Our votes should continually be fought for and earned!

Our Local's primary focus is our membership and their jobs. If business, political parties or leaders think they can help, secure or better our jobs, I am always willing to listen.

Douglas Ford

No, Ford has not come to visit the Local! To touch on it mildly – Ford has vowed to scrap the previous Liberal government's labour reforms, which gave workers two paid emergency leave days and would increase the \$14 an hour minimum wage to \$15 on Jan. 1, claiming they are "a job killer."

Clearly, Ford is all about helping his buddies in big business and hanging the working class out to dry! A liveable wage makes life more affordable for families and provides them with more money to spend in the local economy supporting local businesses.

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Surrounded by members from Skilled Trades throughout Essex County, Unifor Local 444 President Dave Cassidy and the National Skilled Trades Chairperson speaks during a news conference, opposing a provincial government decision to abolish the Ontario College of Trade and putting safety and quality of work at risk.

Dave Cassidy

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Those call-in days without a doctor's notes are over as of January 1st, if all this passes.

This is such a shame as one example: I had a number of parents tell me from our facilities how much peace they were given

knowing they could stay home, take care of their sick child without the burden of getting a doctor's note. This is something I would like to look more into during bargaining.

Enough Politics!

Well, it's that time a year again and soon we will be celebrating family, friendship and peace on earth. When these holidays do finally roll around, please remem-

ber to always *"Keep the main thing the main thing!"*

From my family . . .

. . . to yours!



Well represented on Labour Day, Local 444 members are seen wearing red, signifying the fifth anniversary of the formation of Unifor.



Area Unifor presidents are seen supporting health care members from Local 2458 protesting cuts to front-line care for seniors in long-term care at Chatham's Copper Terrace Nursing Home.



On October 23rd, Local 444 Retirees travelled to Queen's Park along with other retirees from Windsor/Essex protesting against Premier Ford on the Health Care crisis in the province and needs to be addressed immediately.

With New Deal, Investment needed



**JAMES
STEWART**

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We're all sick from the constant battering of news from the U.S. in regards to trade threats and finally a new deal in the USMCA. It gets to the point that we all become apathetic to it and there's no doubt that many of the articles in this Guardian will talk about it again.

The USMCA is another free trade agreement that generally we are against. In that, we want FAIR TRADE, not FREE TRADE. We want trade deals that reflect the needs of our country and members and not a deal that is designed only to make the rich richer. That said this deal does have some sense of hope in it, in terms of Auto Manufacturing that is far better than the previous NAFTA agreement.

This deal contains improvements to labour laws that will see places like Mexico and the Right-To-Work States in the U.S. improving safety standards and more rights to join a union to raise their standards in wages and benefits. This deal sees an increase in domestic content rules that allows our assembly plants and feeder plants to have a better chance to succeed and grow.

This deal contains a minimum wage threshold for assembly plants and parts that says a large portion of the vehicle has to be made by employees making a minimum of \$16/hr US. All of these things put us in a much better position moving forward.

However, our governments can't lay down and think that investment is now going to pour back into Canada. This deal, which still needs to get passed by the governments of all three countries, won't be enough in itself to grow our industry.

Since NAFTA came into play 25 years ago we have seen an absolute devastation to our auto manufacturing in this

country, especially in parts suppliers. Our governments need to up their game on creating sound Auto investment policies that truly attract investment to our country.

We need to organize campaigns that help our governments see that our manufacturing base in Ontario and Canada is what can rebuild our middle class. Manufacturing is not dead in our country, nor should it be.

We will continue to work on behalf

of our members and will be looking for support in the coming months.

"Tis the season" as they say. I don't want to lecture on about the various challenges we face. This is a time we should be thinking of our loved ones, family and friends. The Christmas Holiday season is a time for that and I sincerely hope and pray that you all have a safe and happy Christmas and a prosperous New Year.

From my family to yours ...

Merry Christmas



Guardian Executive Members are seen with CEO Lorraine Goddard from the United Way/Centraide Windsor/Essex County as she explains the new plan to better serve those in need in the community.



Local 444 members are seen on the picket line in Gander, N.F. supporting members who were locked out for 21 months at D-J Composites.

USMCA . . .



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

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No doubt the Major story in this Guardian magazine is likely to be the USMCA as it has a tremendous impact on our members. I'm sure other contributors to this edition will discuss many of the details and benefits to our members so therefore my column here will focus primarily on what didn't happen.

The most important piece of this agreement from our perspective has to be the fact that the threatened Tariffs on Auto and Auto parts have been averted, thanks in a large part to the role of our National Union and Jerry Dias in particular.

Imposition of these threatened tariffs would have likely crippled the Windsor economy overnight as manufacturers would have quickly adjusted their production in response to curtailed access to the U.S. market and many U.S. manufacturers would have done the same.

When we think about auto production in Canada and realize that approximately 85% of vehicles built here are exported, it doesn't take long to realize

the impact these Tariffs would have had. Parts production in particular would have been substantially impacted as production slowed or crawled to a halt if these Tariffs would have been implemented.

The majority of parts our members manufacture are sent to the U.S. for assembly and often those autos are sent back here and sold, meaning workers in both countries would have suffered as a result of a U.S. position that they were willing to cut off their nose to spite their face.

I firmly believe that eventually this situation would have righted itself through the imposition of a National Auto Strategy to support the domestic market, but this would have taken years to implement and the damage to our economy would have been permanent.

The best thing we can take from these threats is to learn the lesson that we can not leave ourselves as vulnerable to the whims of a foreign government such as this ever again.

Part of the answer is to solidify ties

with other countries to support and engage in "Fair Trade Agreements" but part of the solution has to be to ensure that we have policies in place in Canada to support and promote a sustainable domestic industry.

After all, we are not just a net producer. We actually buy the products we help build and therefore our economy can support a fair amount of domestic production without being so heavily reliant on one customer such as the U.S. market. With government support and planning, we can ensure that commitments are in place with manufacturers to serve our market through domestic resources if this situation ever occurs again, thereby immunizing ourselves from this threat.

While there will be many critics of this Trade Agreement, it would be hard to argue the point that the Auto Sector was a huge winner in these talks. Some of the Highlights include increased

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Seen are proud members from Unifor Local 195 at a membership meeting held in October.

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

North American requirements as well as specifically stating that much of this work has to be done in facilities that pay at least \$16 per hour. Not only will this raise the standard for workers across the continent, it will make our facilities much more competitive in comparison to jurisdictions where workers are restricted from joining a Union or belong to an "association" whose goals are more aligned with their employer or their government.

Dispute Resolution mechanisms, which were a major irritant to the U.S. will also remain in place, ensuring that these improvements will be implemented.

The remaining Tariffs on Steel and Aluminum continue to impact our members, particularly those employed by small business. In a recent meeting we had with Chrysta Freeland, I raised this issue to highlight the difficulty that these companies and therefore our members find themselves in. The Federal Government has put supports in place to assist businesses and workers impacted by these Tariffs, but the process is arduous and the flow of funds is slow. These smaller businesses are even more vulnerable to the impacts of these Tariffs because of their smaller volume of business and the reality is that having to pay an additional 10 to 25% for materials threaten their ability to exist and employ our members.

I was impressed with the Minister's response in that she made a commitment to assist these companies and workers and reassure us that the monies are there to support them. She went even further in putting us in touch with one of her assistants who oversee this program and will help provide personal support and direction for those having difficulty with the process thereby helping support our members employed in these facilities.

With Christmas time quickly ap-

proaching I want to wish our members a safe and happy holiday season to celebrate with family and friends. I would also like to remind our members that for those experiencing difficulty this Holiday Season, help is available. The United Way, through 211 publishes an annual Holiday Sharing Guide that is a great resource for those in need. It

also offers opportunities for those of us that want to give back to support them by identifying programs that could use your help at this time of year. If you are in a position whereby you can afford to give some of your time and or money, please consider supporting those that aren't in such a position but would gladly trade places.

Unifor Local 195 was well represented in this year's Labour Day Parade



Community Service Award

At the recent Labour Appreciation night, Unifor Local 195 President John Toth was awarded Community Champion Award, and rightfully so. John began his journey of service in 1982 when he was elected as a Separate School Board Representative (Trustee) for the Windsor Board of Education, serving in this position until 1985.

He was then elected and served as the Windsor Roman Catholic Separate School Board Trustee from 1991 to 1997.

John began his career at Fabco in 1986 and remained there until it closed in 2010.

John had a desire to help the community and to advocate for his fellow workers. He has always been a strong believer in the value and strength of the Union movement and became involved in his Local, CAW Local 195, in various positions since 2001.

Not content to advocate solely for members, he also took on roles that went beyond the shop floor and into the community. It was at that time that he began to champion and canvass for United Way, later taking on the campaign co-ordinator role in his workplace.

During the economic downturn, John took on the role of Chair of the Local 195 Labour Adjustment Program from 2006 until 2012. During this time, he helped transition workers to new employment or training.

He also worked with United Way to provide Peer Helper training and information to his

members who were in need of assistance. In 2009, he became a Peer Helper for workers who were losing their jobs in his own plant.

John also served on the Board of Directors of Workplace Windsor Essex from 2011 to 2017 including 2 years as Vice Chair. John maintained his ties to Unifor Local 195 by taking on a role as a driver for Veteran's Cab Company from 2009 to 2014.



He also joined United Way's team as a Relationship Manager in 2011 and remained there until 2014 when he was elected as the 1st Vice President of Unifor Local 195.

Although he moved on to his full time elected position with Unifor Local 195, he immediately continued to support

United Way as a volunteer on the Campaign Cabinet.

In June 2017, John was elected as the President of Unifor Local 195, the position that he holds today.

John is happily married to Shelley and enjoys a harmoniously blended family of seven children and five grandchildren. John has been a champion for our community for decades. His ongoing support for the labour community and United Way has been remarkable and inspirational.

On behalf of the Windsor & District Labour Council and United Way, we are proud to celebrate and honour his commitment to our community with the John Toth Community Champion Award.

Some positive changes!

By
DON WHITE
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I attended a meeting in London in regards to the new free trade agreement which was filled with lots of information about the new FREE TRADE agreement reached with the United States, Mexico and Canada (USMCA) agreement.

Our Unifor leadership and President Jerry Dias played a significant role in the negotiations to protect Canadian jobs. The changes that were made to the NAFTA agreement to create the USMCA were very much in favour of our auto workers.

Some of positive changes in this agreement were more stringent "Made in North America" rules for auto trade which include higher content requirements that companies will have to meet if they want to move vehicles and parts, tariff free across our borders. Cars must now contain 75% North American content instead of 62.5% as in the NAFTA agreement. North American parts content now ranges from 50% to 75% instead of 50% to 60%. Also 70% of all steel and aluminum used to produce a vehicle must be sourced within North America.

At least 40% content of the car and 45% content of a truck must be sourced from high wage facilities who pay their workers an average of \$16.00 per hour U.S. or \$20.00 per hour in Canadian wages which is crucial in helping to prevent our plants from leaving and going to Mexico.

The Canadian government is also challenging the tariffs on aluminum

and steel products which they consider to be illegal tariffs. This will be a long process to make all these changes even though they are al-

ready agreed to. I would like say thanks to Jerry Dias and his team for all the good work that they did on behalf of Canada and our members.



Local 195 representatives were well represented in London, at a special leadership meeting on the details of the new USMCA Agreement.



President John Toth, Secretary-Treas. Don White are seen with Local 195 delegates at the recent Unifor Canadian Council which was held in Halifax.

Doug Ford = *Slash & Burn*



By
**TULLIO
DIPONTI**
President
Unifor Local 2458

While we are just over five months into the term of a new provincial government, it seems like it's only taking months to eliminate years of progress made for all Ontarians, but especially for workers.

Doug Ford ran on a platform that said very little, except that he was "for the people". We can be certain now that workers were not the people he was referring to. It seems he actually forgot the people.

One of the first items on his agenda was cutting a planned 3% increase for those on social services in half. The Basic Income pilot program was next on the chopping block, despite the fact that it was showing real promise in eliminating basic problems like homelessness.

Next was the elimination of the Cap and Trade program that put a price on carbon emissions that would offer incentives for businesses and individuals to reduce pollution. While no one likes an added price on anything, we all understand the importance of actually reducing emissions and global warming. Ford's plan to save the planet is paying big polluters "a visit".

Then sex education in our schools was rolled back decades. Pandering to his conservative base, in one swoop he has taken the province back to a curriculum that was developed before we all regularly used the internet, never mind smartphones and tablets. And the irony of removing the important discussion on consent at the same time, Conservative politicians and staffers are resigning because of scandals is certainly not lost.

Then there was the big blow. The almost complete elimination of the gains made for working people under Bill 148. This means the planned \$15 minimum wage for January 2019 is gone and the \$14 will be frozen for at least 33 months. Other progressive legislation like two paid sick days included with 10 emergency days and equal pay for work so that part-time, casual or temp workers cannot be paid less than full-time employees, is also soon to be gone if Bill 47 is passed. This is the big reward for his business friends.

While the Ford campaign was light on content, he repeatedly said that if elected he would end hallway medicine. Five months in, he's worked fast on everything except this. An announcement on "new beds" was made without the public or the media asking questions because it was clear that these were not new beds, but just an extension on some of the emergency beds opened by the previous government a year ago.

The government has had very little to say about the crisis in long-term care. While it's still pretty much a mystery where, or when the promised new beds will appear, they are not addressing the bigger problem; there is barely enough qualified staff to operate the beds they have now.

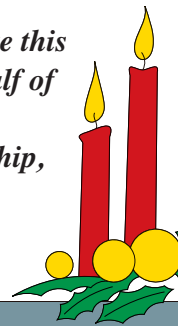
We have elected a government that most of us did not want. Even some people that voted for him are suffering some pangs of regret. Instead of a platform, he gave us platitudes. A buck a beer. He sounded sincere. He wasn't.

But there is always hope.

Four buses from Windsor joined thousands of Unifor members and our Ontario Health Coalition partners at Queen's Park last month protesting the inaction of the Ford Government on health care. We continue to fight back with the 15 and Fairness Coalitions across the province. While it looks like we may be losing our hard-fought gains in Ontario, the federal government has introduced reforms to the federal labour standards that will better protect workers in the federal sector, and hopefully set the stage for progress in the provinces.

One thing we know for sure. Elections matter. Voting matters. In 2019 we will have a federal election that will define the type of country we want to be. The Ford Government should be a lesson we won't soon forget.

I would like to take this opportunity, on behalf of myself and the entire Local 2458 membership, to wish you and your families a Happy Holiday Season.



On October 3rd, Health Care workers and members from Unifor Local 2458 along with other Locals, are seen protesting the Ontario's critical shortage of personal support workers and nurses, at Copper Terrace Nursing Home in Chatham, ON.



Local rally highlights province-wide crisis in long-term care

Chatham Daily News

A rally to oppose health-care cuts at the Copper Terrace long-term care facility on Wednesday highlighted problems facing the entire sector.

Josie Brouwer expressed her frustration to media when divulging the fact she's been left on the toilet for up to 45 minutes while living at the Chatham facility.

She added there have been long waits before staff help her get to the bathroom.

"Three-quarters of an hour later is no good, you have to go then," said Brouwer, who has been a resident at Copper Terrace for about three years. "It's irritating."

Her daughter Sherry Young said, "There's less and less staff . . . They don't have enough hands, these people run around."

Butch Gagner said, "My wife (Liz) has gone a week without having a bath."

He's tried to talk with management but added it doesn't do any good.

Mike Kisch, first vice-president for Unifor Local 2458, who represents Copper Terrace workers, said many staff are reduced to tears over the frustration of working with too few workers on a shift.

He added many are up four or five hours after their shift because they "feel so terrible they have not been able to provide the care they need to."

Kisch said some staff are suffering injuries and many are getting burned out, adding they are not getting the support they need from the company.

The union indicated the rally was held in response to three full-time registered practical nurses positions being eliminated along with 28 hours of care being removed from the service unit, including personal support workers who provide direct care.

Tullio DiPonti, president of Unifor Local 2458, said the facility is constantly operating while short-staffed, but added the company is looking to hire from a newly created agency, Plan A, for replacement workers.

"They've always talked continuous care and they need the same people taking care of the residents."

He said bringing in staff from agencies doesn't provide the continuity of care.

"Our goal is to make sure they understand that we have to make sure that we

maintain the staffing that we need in order to give the proper care to these residents," DiPonti said.

Mary Raithby, CEO of Apans Health Services, owner of Copper Terrace, said, "The whole sector has a staffing issue with every category of staff."

She added, "There are no staff to hire, people are not coming into our sector."

Raithby said schools have cancelled PSW courses because the enrolment is down, adding there are also shortages of registered practical nurses and registered nurses.

"If the government gave me \$1 million today and told me to hire 10 new nurses, I couldn't find them."

She said funding for long-term care homes is based on a CMI (case mix index) score, which determines how much funding the Ministry of Health and Long-Term Care will provide.

"If your score goes up, you get more money from the government, if your score goes down, you get less money," Raithby said.

She said when hours are reduced or layoffs are issued, employees have the right to accept a layoff or bump less senior people.

"If we have open shifts we'll absolutely either recall people or if they don't accept the recall, then we need to hire people," she added.

Raithby said some people don't accept the recall.

"It is very complicated and complex," Raithby said of the issues facing long-term care.

She added there are a lot of "great heads" through the ministry and private groups trying to figure out what the real issues are, "because until you determine that, you can't find a solution."

DiPonti said people need to be brought in and paid the proper wages so the industry can retain people.

"Right now they're not retaining people so this crisis is just going to get bigger and bigger as we move through," he said.

Excellence In Care Award Local 2458 Member



Sarah Heuston, Local 2458 won the Excellence in Care of Older Ontarians Award, presented by the Registered Practical Nurses' Association of Ontario.

"This award goes to demonstrate that as nurses, we go the extra mile in patient care, even in the face of budget cuts and ever-increasing workload for health care workers," said Heuston. "In Ontario, we need to redouble our efforts to address the threat of privatization, if we are to continue to provide patients with the high-quality care they deserve."

The Excellence in Care of Older Ontarians Award is dedicated to Martha Thumlert, an older adult who died unnecessarily from a hospital-acquired infection. This award celebrates the dedication of an RPN who provides exceptional care to our beloved older adults in a manner that is respectful, compassionate, professional and exemplifies nursing excellence. In particular, the award acknowledges a nurse who is focused on the improvement of safety and well-being of older Ontarians by demonstrating knowledge, innovation and leadership.

"Local 2458 extends congratulations to Sarah for the recognition of her work," said Tullio DiPonti, Local 2458. "We must continue to advocate for adequate funding in health care, in order to protect health care workers' right to a workplace that facilitates the provision of such award-winning care."

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 & Safe Holiday Season.

ROGER SWEET MEMORIAL RETIREE'S PEPPER TOURNAMENT

The annual "Sweet" pepper tournament was held on October 24th, 2018 at the UNIFOR hall on Somme Ave. 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 October 28th, 2018. There were 35 participants ready for the showdown and head to head competition on the tables. Congratulations to Gary Fer-

rari from Local 444 for coming in first place, Anna Peterson from Local 1973 second place and Sam Difazio Local 200 third place. Thank you to all the SWORC committee members who volunteered their time to ensure everyone had a great time.



SWORC Euchre Winners:

Local 444 Brian Guthrie 1st place, Alison Hill 2nd place, and Local 200 Lynn Pajot 3rd place.



Seen are the National 2018 Unifor Cribbage Champs, Gary Rivait Local 444 and Peter Porerezny Local 444 along with SWORC member Leo Labbee.

Upcoming Events

UNIFOR NATIONAL GOLF TOURNAMENT

- **Regional 10-Pin Bowling Tournament**
Sunday, Jan. 27, 2019
Deadline Jan. 14, 2019
Superbowl Lanes, Windsor
- **Moonlight Bowling Tournament**
Saturday, Feb. 23, 2019
Rosebowl Lanes, Windsor
- **Regional Cribbage & Euchre Tournament**
Sunday, March 3, 2019
Br. 143, Canadian Legion Windsor
- **Retiree Euchre Tournament**
Wednesday March 13, 2019
Location TBD
- **UNIFOR REGIONAL FISHING TOURNAMENT**
Sunday May 29, 2019
AMA Sportsmen Club, Amherstburg
- **UNIFOR REGIONAL GOLF TOURNAMENT**
Sunday May 26, 2019
Roseland Golf Course Windsor

Check our Website at
www.uniforsworc.ca
and/or join our group
"UNIFOR SWORC"

on Facebook for applications,
future tournaments and past
tournament results.

Moving the Needle forward



By
**JODI
NESBITT**
President
Unifor Local 240

CAA

Members from CAA ratified a new 4-year collective agreement. The bargaining committee did an incredible job achieving wage increases, benefit improvements to their vision coverage, and increases to their pensions, just to name a few. Congratulations to Janet Buston (Chairperson), Dana Marchand (Committeeperson), Emily Morand (Committeeperson) for their hard work and perseverance that resulted in a fantastic contract. The new contract which was overwhelmingly supported by the membership. Thank you to Theresa Farao, National Representative for her valuable assistance in reaching this agreement.



From left to right: Theresa Farao, National Representative, Jodi Nesbitt, President, Janet Buston, CAA Chairperson, Dana Marchand, Committeeperson, Emily Morand, Committeeperson

Caboto Bargaining

Since our last report, we have met with the company and have a few non-monetary proposals outstanding. Regardless of our progress, the company filed for conciliation. We were surprised as we were moving along and it is our first collective agreement. A no board was filed and we have a strike deadline of December 5, 2018 at 12:01 am. I am hopeful we will be able to reach a fair agreement by then.

Busy Year in Bargaining

We've had a busy year bargaining.

We completed Green Shield Canada, Windsor Star and CAA. Currently, we are in with Caboto Club. We are preparing to open with MCCC (Motor City Community Credit Union) in December, and then Local 195 Support Staff and Harmony In Action. Definitely a busy year, but we're up to the challenge!

Harmony In Action – Tour

Local 240's Executive Board has begun touring local organizations in our community to understand what services they offer and how our volunteering and donation efforts impact those in need. In September we toured Harmony In Action and were given a great tour and understanding of the outstanding service this organization provides to adults with disabilities.

HIA employees are Local 240 members and we were able to see all of the very important work they provide in assisting this organization in reaching their mandate and mission.

Our November executive board will be held at Unemployed Help Centre where we will volunteer time to helping in the kitchen and also with the Coats for Kids project.

It is great to have the chance to work alongside an excellent executive board who truly cares about our community and recognizes the importance of volunteering.

Canadian Council

Local 240 delegates attended the Canadian Council in August that was held in Halifax. The Council is a place where we talk about issues that relate to workers and the direction of our union. We also debate and vote on resolutions that are important to our members and moving our union forward.

Julie Kotsis spoke to the delegation about the importance of the #saveLocal-media campaign and the impact 'fake news' is having on Canadians not receiving real news. She urged people to continue to engage in this campaign.

I spoke to delegates about the importance of negotiating Pay Equity language and following through to ensure the employer is compliant. I also urged all leadership to understand and get training on pay equity like we do EI or WSIB. It is our responsibility to our members.

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Unifor Local 240 was well represented at the recent Unifor Canadian Council Convention held in Halifax.

Jodi Nesbitt

...cont'd

Len Campbell – Charles E. Brooks Award

I am elated to see Len Campbell receive the 2018 Charles E. Brooks award, along with June Muir from the Unemployed Help Centre on November 16, 2018.

Len has worked tirelessly on behalf of the labour movement. He is the longest standing president of Local 240 with 27 years service. Len didn't just retire and forget about the labour movement, he continued serving the union and the community with determination and commitment as the Retired Worker Chairperson of Local 240 since his retirement in 1998.

You can see Len and wife Cathy at any given event that stands up and defends workers' rights. You will also see Len out at election time supporting candidates in elections who are progressive and recognize workers. He understands the importance of coming together as a community to help those less fortunate and is always volunteering his time to make this world a better place. He has been a long-time supporter and volunteer to United Way, and it is truly an honour to see him recognized for his years of dedication and hard work.

I want to personally congratulate June Muir as well. June is the Executive Director at the Unemployed Help Centre and a former President of her local. June also works tirelessly on behalf of our community and we have seen first-hand her commitment and love for that organization and all the benefits those in our community receive from that hard work.

Why not Private Health Care?

There was a Health Care rally held at Queen's Park and attended by hundreds of Unifor members to let the government know that the threat of attacking funding to our already under-

funded and overcrowded public health care system, is not acceptable to Ontarians. Doug Ford and his team are creating a fictional funding crisis to promote private health care systems that he would like to see.

I have close family and friends in the USA. They may get treatment quickly (and often times with unnecessary treatments), but their health system is not superior to ours. Many US employees have private insurance offered

for them to purchase through their employer. But even when they have all that they may be left with over \$5,000.00 in copays for having heart attack symptoms. This is not even an actual heart attack. The cost could have tripled had they been admitted or operated on. Many can't afford to retire because they simply can't afford the cost of their health care premiums. This is not the Canada I want for my family or friends!

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Continued activism from Local 240 Retirees seen at a Health Care Rally held in Toronto at Queen's Park.



Local 240 Executive Members are seen at Street Help Seven donating and distributing information pamphlets about this worthy homeless centre.

Jodi Nesbitt

...cont'd

STREET HELP HOMELESS SHELTER – OUR CITY NEEDS OUR HELP!

Local 240's Women's Committee donated snacks to Street Help. We were incredibly moved to see the team of staff and volunteers who ensure that those who are homeless have a warm lunch or dinner and a spot to lay their heads down. They are located on Wyandotte Street. If you have one hour of time to volunteer or any gently used clothes you'd like to donate, please keep this wonderful organization in your mind. We will also be donating hygiene products in bags for clients who require shampoo, toothpaste, etc. Our workplaces of Local 240 took up a collection that is going to help so many.

HANDS OFF WORKERS RIGHTS!

The Ford Government has moved a Bill that, if passed, will repeal most of the gains we've made through Bill 148. It isn't just the minimum wage, it goes beyond that and attacks our most vulnerable workers; part time employees. The current 10 personal emergency leave days will be reduced to 8 (none of

which will be paid).

Scheduling changes can be made by the employer without notice. Part time workers doing the same work as a full time worker will be allowed to be paid less. This bill was put into law because employers have been exploiting part time workers for years.

This is why it is no longer acceptable to say "I don't like politics"! We don't have to like politics, but they are a part of our everyday life. If we don't participate in politics, it means that at election time, we will end up with a government that doesn't want to improve workers lives. We see that now.

We aren't going to like all the positions a party has on every issue, but I implore you to look at what matters to you and your family most and pick the party that is most likely to push that agenda to the forefront and make our country, province and cities a great place to continue to live in.

HAPPY HOLIDAYS

I want to wish our membership a safe and happy holiday season. Treasure your time together with your family and friends.

For those members who work throughout this busy time of year, thank you for the work you do and the sacrifice you make for us consumers. Please be kind to our retail and hospitality workers, they work incredibly hard.

NEW LOCATION

You can drop off your used clothing and small household items and help fund Diabetes research, send kids to camp and keep items out of the landfill. The new Diabetes Canada Donation Centre is located at 2405 Dougall Ave. across from Dougall Square in Dorwin Plaza. For a list of items we accept and for a free home pick up visit declutter.diabetes.ca or call 1-800-505-5525.

DIABETES CANADA

2405 Dougall Ave
across from Dougall Square in Dorwin Plaza

1-800-505-5525

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

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!

Greetings Sisters and Brothers!



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

2018 has proven to be another successful and busy year for Local 240. We have participated in many events, demonstrations and causes that we know will continue to support our members and our communities.

Len Campbell Bursary 2018

Each year, Local 240 issues a \$1,000.00 bursary in honour of our longest standing president of Local 240, Len Campbell. This is a small gesture to recognize the tireless work Len has done on behalf of workers to help them have better lives.

This year's recipient was Elora Beaton, daughter of Green Shield Canada Local 240 member, Christine Beaton. Her essay was chosen by three different members that read each one carefully and they unanimously agreed that Elora did a fine job on talking about the health care crisis in Canada. We are proud that each applicant took the time to write and educate themselves on important social issues that affect Canadians.

Congratulations, Elora!

Local 240 Supporting Local 16-O in Goderich

Local 240 was proud to send a group of activists to Goderich to support our sisters and brothers from Local 16-O who work at Compass Minerals.

This company brought in scabs, and

Unifor pulled out all resources to send a clear message to that corporation that we would not stand for it. It definitely got the company back to the table to negotiate fairly and we are happy to report they finally settled after almost three months. Our union is not afraid to stand up for workers' rights and this is an extremely proud moment for our union.

Labour Day 2018

WDLC (Windsor & District Labour Council) Labour Day Parade was held on Monday, September 3, 2018. It was a great day to celebrate all the gains that have

been made on behalf of the workers by the labour movement. Without unions, there wouldn't be minimum standards for workers who aren't unionized and there wouldn't be health and safety laws that protect workers. Thank you to everyone who came out to celebrate and share in this day.

International Day of the Girl

Madeleine Levasseur, Chairperson of Unifor Local 240 Women's Committee attended International Day of the Girl on October 11th, 2018. This year's theme is



Christine Beaton, Paula Stedman, Len Campbell, Elora Beaton and Jodi Nesbitt.



Local 240 members supporting Local 16-O.

Stacey Ferguson

... cont'd

Girls, claim your place! The WDLC Women's and Equity Committee, made up of various Windsor-Essex County Unifor Women's Committees, did presentations at Cardinal Carter and St. Jean the Baptiste Elementary School speaking on gender equality, girls in skilled trades and the importance of education for girls not only in Canada but around the world.

Women's Committee Paint Night Fundraiser

I want to congratulate and thank our Local 240 Women's Committee, led by Chairperson Madeleine Levasseur for the initiative in organizing this paint night. It was a fun night that not only gave us an opportunity to get in touch with our creative side, we also raised over \$500 to go towards our Christmas drive to get toiletries to hand out to Street Help and Downtown Mission for those who are homeless. The event sold out in less than 24 hours! We look forward to other fun and creative fundraising events.

Shine the Light

Local 240 members along with other local and community members attended "Shine The Light" tree lighting ceremony on November 1, 2018, in Charles Clark Square. The tree remains lit purple for the month of November in honour of victims and survivors of woman abuse and as a symbol of the fight to end men's violence against women. With 2018 drawing to an end, I would like to send warmest wishes to everyone for a happy holiday season. Enjoy some well-earned rest and time with family and friends.



International Day of The Girl



Paint Night



Local 240 Executive Board Members Madeleine Levasseur, Stacey Ferguson and Julie Kotsis, are seen at "Shine The Light".

President's Report

Autoliv

Currently we have 263 members with a commitment from the employer to hire approx. 15 more before the end of the year. The employer is currently using Article 5.1 under our collective agreement for emergency work as our orders have increased and with machine breakdown, this has caused us to air freight material to our customers. Our members are now working mandatory overtime to help reduce air freight. The employer has also brought in support from other facilities to help us get on track. We hope that this will highlight the need to have the right spares on hand and the importance of preventative maintenance.

Our Shed 3 expansion has the building phase now completed and the first row of machines in production. The second row will be in production shortly and rows 3 and 4 are being installed currently.

We continue to be extremely busy and are hiring in the production and skilled trades (millwrights). With the new year approaching, we see new launches of programs coming and our 30 new looms should be in production by the start of the second quarter to help fill this capacity.

I would like to congratulate Paula Carson on her retirement. Paula has held the position of Chairperson at this unit since they organized in 2005. Thank you for your hard work and dedication Sister. All the best.

Congratulations to Chris Mason who is the newly elected Chairperson.

Accurcast

This Unit is currently at 147 members. Customer demands have softened, and there may be some short-term layoffs in the month of December. A recent grievance that was slated for arbitration has been resolved in the Unions favour, five remain outstanding.

Hudson Manor Retirement Home

This unit has 20 members, which is down from their average of 35. The employer is having a hard time filling positions which is causing our members to work short and an influx in overtime. Edna Larsh, chairperson and her committee have developed a good working relationship with the new management group after the sale and are able to deal with the day to day issues as they arise.



By
BOB ASHTON
President,
Unifor Local 1941

unifor1941
@bellnet.ca

TMNH

Currently with 66 members, this unit is also having a hard time finding people, particularly in the PSW classification. This seems to be a common theme in the industry. On November 12, we participated in an interest arbitration for settlement of their collective Agreement which expired April 30, 2017 and look forward to receiving a decision.

I would like to thank everyone that was involved in this process. Public consultation meeting will take place in Tilbury on December 3, 2018 and Perth December 5, 2018 on the proposed transfer of Long-term care licences from Diversicare Canada Management Co. to Arch long term Care LP and its general partners.

Mahle

The Plant continues to be very busy and there have been approx. 75 new hires since the ratification of the renewal Collective Agreement in August 2017. At this time, there are 245 seniority employees. Mahle Tilbury continues to position itself to be the centre of heavy-duty products and has been recently awarded Cummins Diesel Headcover business to commence production in 2020.

Mahle continues to aggressively quote future business with Daimler Diesel quoting on Boost Pipes as well as head covers and oil pans. In addition, Honda (Japan) will be in the facility as we prepare to quote future Air Cleaner business. The In-plant Bargaining Committee remains cautiously optimistic and looks forward to meet the challenges necessary to secure future business to ensure job security on behalf of our membership.

On behalf of the membership at Local 1941 we would like wish you and your families a Merry Christmas and Happy New Year.



Unifor Local 1941 leadership is seen attending a Health Care Rally in Toronto at Queen's Park demanding the Ford government to stop the health care cuts to all Ontarians.

President's Report



By
STEVE MORASH
*President,
Unifor Local 1498*

Looking back over the year, one can certainly say it was not a boring one. There were ups and downs and other things fell in between.

The province of Ontario started well with in-acting Bill 148, the reform of the Ontario Labour Standards. Workers saw an increase in the minimum wage and a pathway reaching \$15 per hour. Workers now had two paid days off for personal emergencies and eight other job protected personal days they could have to take care of themselves and their families without fear of losing their job without a medical note for eight instances. It also saw equal pay for equal work, scheduling provisions that protect workers hours and give pay for being on call, and leave entitlements in cases of domestic and sexual violence.

However, there was a provincial election coming in June and many Ontarians were not happy with the Kathleen Wynne led Liberal government. The smell of change was in the air, but the question was – who was going to take over? The Progressive Conservatives had leadership issues and ended up with Doug Ford as their leader. Andrea Horwath of the Ontario New Democratic Party looked to be the one who would gain the most and perhaps form a government. Polls leading up to the election showed it would be a tight race between the PC and NDP parties with the Liberals nowhere in sight. The Ford led PCs ended up with a majority government and the NDP being the official opposition.

Also in June, President Trump made the stunning announcement of tariffs of 25 percent on steel and aluminum imports from its closest Allies of Canada, Mexico and the European Union due to national security concerns. Trump wanted to create advantage in trade negotiations, especially in the NAFTA talks, but what he did cause was tit-for-

tat tariffs against key industries and chaos for manufactures supply chains.

Doug Ford, the “For the People” Premier started to announce several initiatives from his campaign promises. The Buck a Beer announcement fell flat and saw three small brands create and cancel programs to sell beer for a dollar.

Changes to the sex education curriculum created an outcry from parents and teachers alike.

Ending Cap and Trade and electric vehicle rebate programs were next. Then, by declaring that Ontario is “Open for Business”, the Ford government announces Bill 47, the repeal of Bill 148 and removes many of the provisions that started earlier in the year. Minimum wage will stay at \$14 per hour, removes two paid sick days and allows employers again to ask for medical notes from the first instance, and removes equal pay for equal work based on part-time vs full time or temporary vs indefinite. This is a huge setback for workers’ rights (remember “the People”) and a win for Ford’s corporate friends.

NAFTA trade negotiations went into high speed when Mexico and the USA came to terms in late August. A deadline of September 30th was given to Canada to join the agreement, and pressure was put on Canada by Trump to get a deal done through various threats. Canada seemed to resist any of Trump’s threats and took negotiations to the deadline.

The next step is to have the agreement approved by each country. At first glance, the terms of the agreement seem to be positive for the Automotive and parts industry. Only time will tell as manufacturers and their supply chains digest the new criteria and determine what moves are best for them. Overall, the agreement is not an earth shattering deal, but an evolutionary deal that updates the existing NAFTA terms.

As the end of the year comes upon us, I look forward to a promising 2019 and I wish you all a Happy and Safe Holiday Season.



Seen in London are Mark Sementilli, Sim Toor and Steve Morash at a Unifor Information Update on trade agreement with the United States, Canada and Mexico

Windsor Area Office Update



By
JACK ROBINSON
Unifor Canada Windsor Area Director

HEALTH CARE RALLY

On October 23, the Ontario Health Coalition held a rally at Queen's Park in Toronto to stand up and protect our public health care. There was a tremendous showing of Union members including four bus loads from the Windsor Chatham area. It's estimated that 2000 Union members from across Ontario were in attendance. The Ford government since being elected have already made cuts to OHIP and Mental Health Funding. The Rally was important to demonstrate to this government that cuts and privatization of our hospitals, Long Term Care, our Mental Health and other vital health care cuts is not acceptable.

BILL 47

The Ford Government has introduced a Bill that if passed, will repeal most of the recent Bill 148 that made improvements to Labour Legislation including the raising of minimum wage. Bill 47 would eliminate key gains that were included in Bill 148 and were a long time coming. It is a huge step backwards and will be the loss of long hard battles to have achieved these improvements.

UPCOMING DEMONSTRATIONS

With the numerous challenges facing workers, there will be many upcoming events and demonstrations to counteract to the current governments slashing of Workers Rights. These will be very important to show our commitment to continue the fight and stand up for our rights. We know how challenging it is in our busy schedules and work days and sincerely appreciate the support our members continue to show and the Solidarity they have.

SEASONS GREETINGS

In closing, I would like to wish all members and their families a safe and enjoyable Christmas holidays. It has been an incredibly challenging year and everyone needs to have some time to enjoy the holiday season.



Unemployed Help Centre Plentiful Harvest Ball from left to right: Jack Robinson, Windsor Area Director, Theresa Farao, National Representative Unifor and partner George, Jodi Nesbitt, President Local 240, Christina Grossi and Madeleine Levasseur, Local 240



Health Care Rally at Queen's Park from left to right: Theresa Farao, National Representative Unifor; Jack Robinson; Windsor Area Director Unifor and Mike Lovric, National Representative Unifor.



Peterson Spring Bargaining Committee at the recent round of bargaining from left to right: Dave Cassidy President Local 444, Committeepersons John Eagle and Tim Dowhan and Chairperson Roxanne Patterson, Frank Harshaw Local 444, Jack Robinson Windsor Area Director and Mike D'Agnolo 2nd Vice President, Unifor Local 444 Liaison Officer

LOCAL 1959

President's Report

Greetings Brothers and Sisters,

Well, it didn't take Doug Ford's Conservatives long to begin their erosion of workplace rights and provisions that trade unionists fought hard and long for. A party that campaigned on the platform "for the people" sure isn't delivering on what was promised.

The elimination of ESA days and the inadequate replacement of what is being considered is a far cry from providing worker rights that are needed in today's society. Equal pay for equal work shouldn't even be a question today. I would urge everyone to voice their concern for the trampling of worker rights to contact the premier's office directly to make sure their concern is heard.

On the USMCA front, tariffs still in place pose not only burdens of manufacturing companies but uncertainty amongst workers not only in Windsor-Essex but country wide. Miners from coast to coast in the aluminium industry face harsh realities of what these tariffs provide. Good jobs could be put

By
BILL WARK
President,
Unifor Local 1959

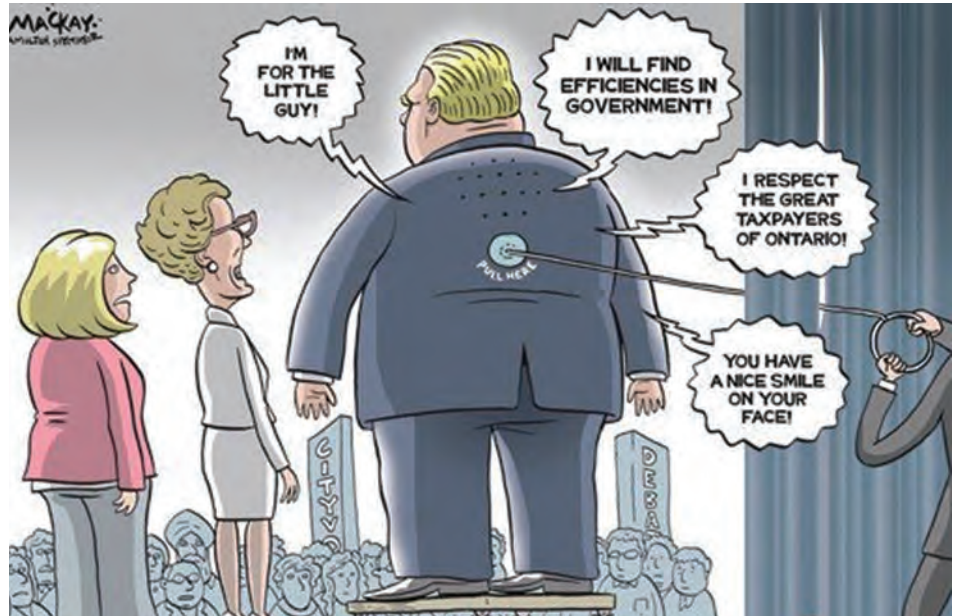


at risk not only in Canada but as well in the United States. Hopefully, in the coming months, common sense will prevail and livelihoods will be put above political bravado and these tar-

iffs will be eliminated.

Locally, within 1959, membership levels remain steady and everyone is working. New product launches are taking place at Precision Plastics and that is a good thing in the manufacturing industry. The mine and quarry operations remain busy with construction contracts and salt orders remaining steady.

I would like to take this opportunity to wish everyone a safe and Happy Christmas and Holiday Season.



LOCAL 2027

Retirements and new hires

I am pleased to report that 10 new hires have gotten their seniority this fall. These new hires are replacing the members that retired throughout 2018. We welcome them all into the Unifor Local 2027 family! We have just completed our new membership orientation for them and I would like to thank the many new members that have shown interest, signing up for union committees and positions. More retirement incentives are in the process at the time of writing this and we look forward to seeing more new



By
STEVE TAYLOR,
President,
Unifor Local 2027

steve.taylor@
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hires get their seniority so that they can start their long careers here.

There is no one with seniority on lay-off at this time.

What a shame that after the previous government addressed the need for good and fair working standards and a fair minimum wage that now we fear that will all change with the Ford government. His attack on working people is a shame and goes to show how important election time is! We are currently in ar-

bitration over the two personal emergency days that our company refuses to provide to our members. The fight is never ending, so we keep fighting!

I would like to wish everyone a Merry Christmas and Happy Holidays from all of us at Local 2027. Please support our products responsibly.



A New Climate Reality in Ontario!



By MARK BARTLETT
President,
Windsor Regional
Environment
Council

Deadline 2030

(Excerpted from 2030 or Bust: 5 Key Takeaways from the Intergovernmental Panel on Climate Change's (IPCC) latest report, Global Warming of 1.5°C.)

Back in 2015, the Paris Agreement committed the world to the goal of "Holding the increase in the global average temperature to well below 2°C above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5°C above pre-industrial levels."

Since the start of the Industrial Revolution, human activity (i.e. burning fossil fuels) has already put enough carbon pollution into the atmosphere to raise global mean temperatures by 1°C.

Holding global warming to the Paris Agreement best-effort target of 1.5 degrees Celsius will be a big ask and require rapid and large-scale transformations of our economies and development paths. We have a short window to hit this goal, but holding warming to about 1.5 degrees is the difference between a world we can adapt to and one threatening life planet-wide.

We have to think big and act quickly if we want to keep global warming at levels we can live with.

The report details a host of likely results of reaching 1.5 degrees of warming: storms growing even more powerful; oceans becoming more acidic and killing off major sections of coral; whole sections of landmasses transforming from one ecosystem to another.

We should be all be very concerned.

The good news is that the world at 1.5 degrees hotter, with planning and adaptation, is a world we can live with.

The bad news is that we have only a short window to radically reduce emissions if we want to keep warming to 1.5 degrees. That window closes – more or less – around 2030.

In order stay at 1.5 degrees, we have to cut emissions by about 45 percent from 2010 levels by 2030. Then we have to reach net-zero (no additional carbon releases) around 2050.

How do we solve this?

The IPCC has an answer, in one key passage:

"Pathways limiting global warming to 1.5°C with no or limited overshoot would require rapid and far-reaching transitions in energy, land, urban and infrastructure (including transport and buildings), and industrial systems. These systems transitions are unprecedented in terms of scale, but not necessarily in terms of speed, and imply deep emissions reductions in all sectors, a wide portfolio of mitigation options and a significant upscaling of investments in those options."

In other words, the message is this: **We've got to move faster and go further than we ever have before. We've got to transform every aspect of how we use energy, from how we produce it (i.e. shifting completely to renewable and zero-carbon energy) to how we use it (i.e. rapidly electrify our transportation**

networks and greatly increase energy efficiency).

And we have to start now!

The Ford government has officially scrapped carbon cap and trade. The federal government has said it will institute a Canada-wide carbon reduction plan that taxes polluters and will return money to taxpayers annually as an actual payment.

Thankfully, The Federal government will distribute the \$420 million currently set-aside for carbon reduction directly to citizens, businesses and institutions, bypassing the Ford government. Ontarians need these funds to help stop climate change and protect future generations.

Green Jobs Graveyard

Building on the success of campaigns in 2011 and 2014, the Windsor Regional Environment Council is working with other regional environment councils the Unifor National office on a Green Jobs Graveyard display and campaign to highlight the skilled trades, energy efficiency and renewable energy jobs lost from the Doug Ford cancellation of carbon reduction programs for Ontario citizens, schools, hospitals and businesses.

Established 1952

THE GUARDIAN INC. OF WINDSOR, ON

The Directors are:

Local 195—John Toth, Don White
Local 200—John D'Agno, Dan Cassidy
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Local 444—Dave Cassidy, James Stewart,
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Doug Ford Is Wrong: The Minimum Wage Hike Hasn't Killed Businesses

From the Huffington Post

Ford should explain where he's getting his numbers before he attacks a piece of legislation that can make a real difference in workers' lives.

Good jobs create more jobs

Ontario Premier Doug Ford needs to understand that before he goes telling the Ontario Legislature, as he was quoted in online publication Queen's Park Today as saying, that the bill has caused businesses to leave Ontario "in droves."

Statistics Canada tracks the number of incorporated businesses in Ontario and across the country, but the most recent data is only for 2016, so Ford can't be using official statistics to back up his assertion.

Ford should explain where he's getting his numbers before he attacks a piece of legislation that can make a real difference in workers' lives.

Think about it: people with good jobs have more money to spend, and the confidence to spend that money.

When people spend their earnings, it spurs the economy. Every dollar workers earn becomes revenue for businesses in their community, which leads to those businesses needing to hire more workers.

People in precarious jobs often have little money to spend, and in any case can be leery of doing so in case things go bad and their hours are cut or they lose their job.

If people can't spend, the economy can't grow. It's just common sense. Precarious jobs create a precarious economy.

Addressing all this was the driving force behind Ontario's Bill 148, the Fair Workplaces, Better Jobs Act of 2017, and Unifor's exhaustive submission as the bill was being drafted.

The bill raised the minimum wage,

allowed for two paid days of sick leave a year, provisions to ensure predictable shift schedules, three weeks' vacation after five years, sexual and domestic violence leave, and more.

I have to ask, if companies are leaving, who is hiring all these workers?

Now the Ontario Chamber of Commerce, whose members are the same businesses that benefit most when workers in their community have more money to spend, is calling on the Ford government to repeal Bill 148.

Even before the bill came into effect, the Chamber commissioned an apocalyptic report claiming that Bill 148 would cost the province 185,000 jobs.

In my experience, only a bad trade deal can cause that kind of damage.

While Ford's claim that businesses are leaving in droves can't be backed up with verifiable statistics, we do know that in the seven months after the minimum wage came into effect, unemployment in Ontario fell from 5.6 to 5.4 per cent as the province added 80,000 jobs, one of the best job creation rates in the country.

I have to ask, if companies are leaving, who is hiring all these workers?

The fact is, Bill 148 has not been the job killer the Chamber of Commerce claimed.

The job growth we have seen is the exact opposite of what the chamber predicted. A dip in the notoriously volatile employment rate in August doesn't change the longer-term growth trend since the minimum wage was raised at the start of the year. The fact

JERRY DIAS
National President,
Unifor



is, Bill 148 has not been the job killer the Chamber of Commerce claimed.

Disturbingly, the Ford government seems open to the Chamber's call to repeal Bill 148, with Ford himself making a surprise announcement in the Legislature that his government would get rid of the bill.

Such a move would return the province to having labour laws dating back to the 1970s, when jobs were much more likely to be permanent and full-time, and could support a family, including fringe benefits and a pension that guaranteed retirement security.

Things look rather different today. In Hamilton, for instance, only 44 per cent of millennials have been able to find full-time, permanent jobs in a city that was once a major centre of manufacturing in this country, according to a recent report. Disturbingly, 38 per cent of those polled by McMaster University and the Poverty and Employment Precarity in Southern Ontario said they expect to be worse off than their parents.

Precarious jobs are characterized by lower pay, little, if anything, in the way of benefits or a pension, and heightened insecurity. People in jobs like that don't tend to spend. They can't.

We need more provinces to pass legislation such as Bill 148, so we can address the dire future facing our young people. Instead, we face the prospect of losing what gains have been made.

Rather than calling for the bill to be repealed, the Chamber of Commerce should rescind its own misguided report and let its members go about the business of reaping the rewards of having consumers in their communities with more money in their pockets.

WILLS AND POWERS OF ATTORNEY

NOTE: Not all members are entitled to the benefits, please contact your union representative for clarification of coverage.

Many people are afraid to think about their Wills and Powers of Attorney. One must remember that if you die without a Will or become incapacitated without a Power of Attorney, it is not you who pays the price, it is your family members who have to scramble to try to figure out how they are going to deal with this situation. It can take many months and cost thousands of dollars. This can all be avoided with a Will and Powers of Attorney.

There are two important reasons for doing a Will.

1. You appoint an estate trustee who you trust. This estate trustee has the power to deal with your estate from the moment of your death. If you do not have a Will there is no one who has the power to deal with your estate and the process to have someone appointed to deal with your estate is expensive and may take many months.

2. You decide who you wish to name as beneficiaries. If you do not have a Will the law does set out who will be your beneficiaries and it is generally family members. However, what the law says and what you would have wished may be totally different.

There are two kinds of Powers of Attorney

1. The first is a Power of Attorney for Property. This Power of Attorney allows you to appoint someone you trust to handle your financial assets, at that moment in time, or if you become mentally incapacitated. If you become incapacitated and do not have a Property Power of Attorney, it will cost your family members thousands of dollars and many

months in time to have someone appointed through the court process.

2. The second kind of Power of Attorney is a Personal Care Power of Attorney. This Power of Attorney allows you to appoint someone you trust to make decisions over your physical well being if you become mentally incapacitated. If you do not have a Personal Care Power of Attorney, the law sets out who can make that decision. Again, it may be someone you do not want to make those decisions.

Wills and Powers of Attorney can save your family members thousands of dollars upon the event of your death or if you became mentally incapacitated.

The Unifor Legal Services Plan provides this legal service to all

members who have this benefit. The cost is HST and disbursements. The fee is covered by the Unifor Legal Services Plan. A spousal Will and Power of Attorney will cost \$70.00. A fee of \$125.00 may be charged for Wills if it is a complex and/or complicated Will. The amounts decrease for single Wills and Powers of Attorney.

Our staff lawyers each have over 35 years of experience in providing professional advice for Wills and Powers of Attorney. There is no reason not to take advantage of this wonderful benefit.

Your Unifor Legal Services office is located at 2345 Central Avenue, Windsor, Ontario, N8W- 4J1. Our telephone number is (519) 944-5222.



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- **Opportunity to use a Unifor Legal Services Plan lawyer.**
- **Special pricing on moving costs, furniture and appliances.**

NOTE: You may find better options for reduced rates and savings on these services, and you should weigh them carefully, to decide what is best for you. The Unifor Legal Services Plan recovers from All-Purpose the costs of marketing and administering this program and some of the costs of providing the legal services benefit for Unifor Legal Services Plan member transactions. This Service is not intended to induce any party to breach a Listing Agreement or a Buyer Agency Agreement, whether written or implied, and/or an executed Agreement of Purchase and Sale.

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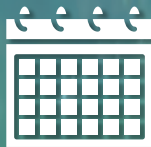
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Charles E. Brooks Award

2018

LEN CAMPBELL began his career in the office of Ford Motor Canada in 1966. In 1971, he became President of CAW Local 240, now known as UNIFOR Local 240. For 27 years, he remained in that position, making him the longest standing President of Local 240.

As President, Len was always involved in the community, helping the members that he represented and contributing to those in need. During that time, Len took on the role of Chairperson of the Local 240 Recreation Committee.

Through this, he discovered that many children did not have access to the resources required to be involved in sports. To Len, this was unacceptable and he set out to ensure that all children involved had the funds required to participate in sports. Len has always had an immense passion for youth. In recognition of this fact, Local 240 provides an annual bursary in his name to help young people achieve their dreams.

Len initiated the Children's Christmas Party and encouraged families to bring food supplies to donate to the Unemployed Help Centre and the House of Sophrosyne. He has also volunteered for many community and labour-friendly political candidates over the years.

Len has always understood the importance of giving back to the community and building a

socially responsible union local. As a strong union supporter, Len can often be found on picket lines and at demonstrations to ensure that all workers – present and retired – have a future that is aligned with the principles that

Charlie Brooks instilled in the labour movement. Recently, he attended the picket line at Goderich Local 16-O and the “Hands Off Our Health Care” rally at Queen's Park. At a moment's notice, Len always rises to the task.

Len has been the President of the UNIFOR Local 240 Retirees Chapter since his retirement in 1998, firmly standing behind the motto – ***“Retired from the job, but not the struggle”.***

Wherever you see Len, his wife, Cathy, is right by his side.

Len has been married to Cathy for 32 years, and they have two sons, Evan and Hugh. Len and Cathy are an inseparable team – both volunteers and supporters of our community and the unions that they so deeply respect. They have both loyally volunteered as a team with United Way for many years throughout the campaign and in support of many special events such as the Summer Lunch Program, iClimb and Living on the Edge – Poverty Simulations. Len can best be described as humble and modest – it is his quiet and steady leadership that truly sets him apart.



LEN CAMPBELL, Unifor Local 240

Charles E. Brooks Award 2018

JUNE MUIR is a person who has dedicated her life to making a difference across Windsor and Essex County. June's roots are in the Labour movement as the past President of CUPE Local 3626 in 1994 and 1999, and at the CCAC, where she led 36 women in the longest union strike ever recorded at the time, lasting 126 days. It was through this strike that June reached out to many Labour Leaders to seek support for her members to secure a collective agreement. Her work at the Unemployed Help Center (UHC) also affords her close ties with the many Labour organizations involved with the organization.

The UHC plays a major role in our community as it provides many programs and services for those facing unemployment and financial hardship. June joined the UHC team in October 2000 and contributed to the success of many programs and services. In November 2010, she was named Chief Executive Officer for the UHC.

In this position, she oversees the day-to-day operations of 25 programs and 57 staff at two sites. What June has been able to accomplish in this position is truly remarkable. Her

leadership, motivation and community awareness has secured funding to address the specific needs of people throughout Windsor and Essex County including employment programs that assist clients in the county, older workers, youth, Shuttling for Success, refugees and newcomers, and those who need to achieve a grade 12 equivalent.

UHC also provides holistic programs such as Keep the Heat, Coats for Kids, a community food bank, garden and kitchen, two mobile food banks, a food rescue hub, and a chil-

dren's Christmas party. June has maximized the use of the community kitchen through partnerships with funders like United Way for the Summer Lunch Program, the VON Meals on Wheels Program and the Greater Essex County District School Board to provide students with opportunities to engage in experiential learning in the food preparation and hospitality sector.

Thanks to June's leadership, UHC has been recognized with many awards for their work in the sector. June and her partner Bill are parents of Irene, Ryan, Gina and Matt. Together, they enjoy their blended and loving family.



JUNE MUIR, Unemployed Help Center

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