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Not a Government for the People!



By
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Co-op Refinery Lockout

Federated Co-op Refinery locked out our Unifor Local 594 brothers and sisters on December 5. The refinery makes 3 million dollars a day and made more than 2.5 billion dollars since the last contract, but that's not enough. The company is looking for cutbacks of 17.5%; the greed is unbelievable.

Local 200 Skilled Trades Chair Ken Anderson, Jerry Dias, along with five others, were arrested supporting our brothers and sisters out west. If the company thinks Unifor is not going to react when you walk away from the table, lockout our members and fly scabs in to do their work, we have no choice but to respond!

The company needs to get back to the table and negotiate a fair collective agreement for the brothers and sisters at Local 594.

Ford WEP

In 1996, I left the Windsor Casting Plant and moved across the ally to the Windsor Engine Plant. I remember meeting brothers and sisters across the sites for the first time in our classes. Started on team number 12, rotating on eight different jobs.

The plant in it's prime was building a million engines a year, working seven days a week. Most of the workers had very little seniority. Meeting for the first time we were family with lots of memories. I was first elected at the WEP and learned the importance of unions and the

impact they have in our communities. I loved walking the floor, talking to the members sitting at the tables, debating, joking, throwing jabs at each other. The plant will be gone, but the memories will be with me for the rest of my life.

Windsor Transfers

I want to welcome back the brothers and sisters from Oakville. It has been a long road, with some of our members have being gone for more than 10 yrs. I had the opportunity to see them back in orientation and the smiles on their faces knowing they would not have to take the 401 to work again was priceless.

Nemak

February 7, your union will be challenging the arbitration ruling that states the employer can avoid its collective agreement promises based on economic sustainability. Think about this, Nemak is building a plant in Mexico as I type because they know years in advance where they are going to put the product. The arbitrator believed the company tried to find a product for Windsor without success. The company has no

problem filling 12 plants in Mexico, 6 plants in the United States with the product, but could not find a single damn product to keep Windsor site open! It takes years when it comes to an engine program, – the example is the 7.3 L engine, we negotiated in 2016 that was being worked on before our 2016 negotiations. The only reason the Windsor facility does not have a program because they can pay workers in Mexico approx. 2.70 hr. Terrible!

Our government and courts gave them the red carpet back to Mexico. Nemak hires a Windsor law firm who goes to the OLRB and orders the workers back to work knowing full well they are moving everything to Mexico. Then an arbitrator rules in favour of moving the work to Mexico and 270 JOBS ARE GONE. This is absolute bullshit, and we need policies in place to protect workers in our community and country.

Health Care

The provincial Conservatives led by Doug Ford is planning to cut 25 out of the 35 local public Health

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**Local President John D'Agnoles and Ken Anderson attend
Unifor Ontario Regional Council**

John D'Agnolo

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Units, reducing them to 10.

He is also closing 49 out of 59 local ambulance services, reducing them to 10 and close 12 out of 22 dispatch centers.

Ford is cutting hospital funding, knowing we have the fewest beds per person in Ontario. The Conservatives want to create a crisis so that anybody that goes to the hospital can see the overcrowding.

He knows that longer waits equal higher death rates. Making cuts to long term care homes forcing municipalities to either raise taxes or cut services for the elderly and chronic care residents.

Doug Ford is destroying our health care, so he can say it's broken to open up the door to privatization. Health Care is a human right, and we can't have the Ford Conservatives take it away.

Teachers

The attack on teachers by Minister Stephen Lecce and the Ford Government will do nothing but hurt our kids. This is not just about wage increases like Ford wants you to think. The Ford Government wants 10,000 fewer teachers, which lead to larger class sizes, shrinking course offerings and mandatory online courses, the majority of the teachers' issues are about protecting the students and allowing our children to succeed.

Retirees

I have an opportunity to meet with the Ford and Diageo retirees once a month and the work they do to support our community and our

workers in the plants is second to none.

Diageo

I want to thank the bargaining committee along with Chris Taylor for the work they did, making sure members' demands were addressed. Highlights were 3%, 2%, 2% increases while maintaining active

C.O.L.A and \$6,000 lump sums bonuses.

United Way

Although we don't have the final numbers, I want to thank Nemak, Ford, Penske, Leadec, Diageo, Retirees and everyone who volunteered to make the 2019 campaign a success



Ken Anderson , April Mclellan, John, Tracey Ramsey, Chris Taylor, and Kevin Bell attend Unifor's ORC.



Charlie Yott, Marc Renaud, Dan Cassady, Roger Dzugan, Tim Little, and Darby McCloskey present a check to CMHA and to The Windsor Essex County Autism Society on behalf of Local 200.

State of The Local



**DAVE
CASSIDY**
President
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President
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2019

It is time to put 2019 in the books. It was quite a year, one that began with a huge wakeup call about our industry with the closing of the Oshawa GM Plant. Soon after, in March, we were faced with the potential loss of WAP's third shift and with it the many jobs of her feeder plants.

From that dreadful cold day in March until today, the third shift has been much of our focus and will continue to be our biggest issue well into 2020. We, as a local, should still look back on 2019 with hope. Despite the March announcement, your leadership has worked tirelessly to refocus the company on keeping the third shift. As a result, we have had three extensions and no layoffs at this time. As a result, we have had three extensions and no one on layoff at this time.

Milestone 15

Amongst the many charities your Local has helped in our community, 2019 witnessed a milestone in our Bikes for Kids program that saw the Fifteen Hundredth bike donated! It was also the year that the Fifteen Millionth Minivan sold! To put in perspective, we have built enough minivans to drive the entire population of more than 100 countries! Our Windsor built minivan has put roofs over the heads' food on the plates and kids through school for thousands of our members. It is a great vehicle, and it's BUILT RIGHT! #builditWindsor

Here We Grow Again

Our Uni444 family grew in 2019 as we added new members from

workplaces such as GFL, Angus Consulting, MTS, Gateway Casino Sarina, and Gateway - (Ontario wide) Slot Techs. Our bargaining teams also bargained new contracts in 2019 for all of these new units plus ATS and Choice Nutritional. That is seven workplaces we negotiated for a better worth in 2019.

There was also an uptick in involvement in our Local, colossal sign up for committees. Attendance at our meetings and events continues to climb! Uni444 is the place to be, and we have room for EVERYBODY.

The Battle is Upon Us.

Year 2020 is shaping up to be a battle for labour's very existence. So many forces are fighting hard to dictate a lower worth for our work, as seen out in Regina, where a greedy CO-OP corporation wants to dismantle a collective pension plan to increase their profits by a fraction of their net profit. This corporation is spending more money than we have seen in recent years to dictate a lower

worth of our brothers and sister of Local 594.

Rather than settling this dispute at the bargaining table, this corporation is spending millions to construct landing pads only to fly scabs up and over picket lines with helicopters!

Closer to home, our teachers continue to fight with provincial PCs to get back to the bargaining table. The PCs are also using their bank account (taxpayers' money) to cover child care during teachers' one-day strikes. The contract the teachers deserve, and the province is unwilling to accept, will cost the province around \$200 million over three years. Yet, the day-care compensation the province is paying during the one-day strikes is 48 MILLION PER DAY! It is only logical to presume this is not about the money. This fight is about jobs! PCs want larger class sizes, fewer teachers. They want to have a glorified baby sitter, not a teacher in the Kindergarten class, fewer teachers. They want to increase online-based

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President Dave Cassidy rallies the troops at the OECTA teacher's walkout in Windsor.

Dave Cassidy

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learning, fewer teachers.

We as a Local cannot stand idly by while jobs and pensions are being threatened, and it has been our honour to help hold the line in Regina and walk the picket line in support of our teachers. Labour cannot standstill. It must not retreat. It must go on or go under.

2020 Year of the Bargaining Table

Uni444 Local has already begun our battles at the bargaining table. This year alone contracts expire for ETNA Foods, AWC, Presteve Foods, Southgate Residence, ElringKlinger, Ingram, NorthStar Aerospace, Starlight Casino, Point Edward, Sterling Marine and of course FCA. Know that your Local officers and bargaining committees for each of these workplaces will be ready and are chomping at the bit to get to the bargaining table.

FCA

Your Local and Master Bargaining Committees have recently just begun laying the groundwork for what will be a battle this September. We work hard to build good quality products that continue to win industry awards, and we know our productivity is the envy of the corporation; simply put, we are the best at what we do. This is your contract, your say in this battle is a must! Your say begins with filling out the demand sheets you were given in priority order to direct your bargaining committees and set the priority of the issues. Know that we are eager to bring our team to the bargaining table to address the problems that weigh heavily on our junior members, senior members and all of us collectively.

It is no secret that the most significant matter in 2020 bargaining is securing a new product(s) with

language that guarantees the sustainability of our plant with the current employment levels, something we believe this company owes us. Bargaining will not be easy and will require a severe gut-check by all our members. There will be positions taken and lines drawn in the sand to define our worth. Solidarity is our strength, and this battle is crucial that we fight together as one.

Trust your union, have confidence in your bargaining committee and always **BELIEVE IN YOUR WORTH.**

Not Just at the Bargaining Table

As it is becoming ever more apparent, our fight for our jobs does not come down to just the bargaining table. Unfortunately, political pressures and governments hold so many of the keys to keeping and creating good-paying jobs in our country. On our members' behalf, I never pass up an opportunity to meet with government officials who have the juice to make things happen. Back in December, I arranged for a meeting with our elected MPs, the Mayor, Chamber of Commerce, President of the Casino, and other key stakeholders to get Single Sports Betting legalized to retain and create jobs. I do not care who takes credit for passing this legislation; I want it done! Enough is enough already.

Earlier this year, I met with Honourable Mona Fortier, Liberal Minister of the middle class and the Associate Finance Minister. I was very clear about our plant, a need for an auto policy and again passing Single Sports Betting legislation. Some of you might have heard Premier Doug Ford, PC, came to our area and the week after his Labour Minister Monte McNaughton, PC, I reached out to both men in hopes of having an open dialogue not about issues we disagree on but something I hope we do agree on – ***Retaining and creating good-paying jobs right here in On-***

tario. Neither men would accommodate such a meeting. I am not deterred; I will not stop too many of our member's jobs are at risk.

444 Committees

I have always said our committees are the backbone of our Local, and I am proud to say our committees are kicking ass! Let me mention a few: **Youth Committee** volunteering at Windsor's Ronald McDonald house... Awesome! **EFAP Committee** handing out sleeping bags and coffee to the homeless in our city... Beautiful. **Recreation Committee** skating party... tons of fun! I even put on skates, **Community Service Committee's Ornament day**... was outstanding! **Aboriginal Workers of Colour Committee** recently nominated to receive an award from an outside community service group.... Nice! **Our Women's Committee** and the great work they are doing with the Hiatus House and other Women's shelters... Fabulous!

The work, all of our **Uni444 Committees**, are doing for our members and our community makes me a very proud President. I am anxious to see what they come with this year. If you did not initially sign up for one of our uni444 committees but now want to come out and see what they are all about, just come on out to their meetings. I know they will be very welcoming and could always use more volunteers. This is Your Local; There IS a place for you here! I am anxious to see what our committees get involved with this year.

In Conclusion

The State of the Local is GOOD. We are strong and ready for whatever this year throws at us. We will get through all of the 2020 contracts, potential shift losses, new mergers, etc. like we always do, together! We will rise together for the greater good. We will defend one another like family because we are family! Never forget - Fear does not stand a chance against Solidarity.

FCA Priority Sheets



**By
JAMES
STEWART**

**Secretary
Treasurer.
Unifor Local 444
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BY THE TIME of this writing, our WAP members should have all received your priority sheets for FCA bargaining. I want to stress a few thoughts about the priority sheets. First off, those sheets are exactly what we use for negotiation. This is your contract, and our jobs are to bring back a contract that reflects the needs of our members. Please take some time and fill out the sheets, in priority order. The sheets are for YOUR priorities, not your neighbours, not your work partners, not your commuter van's J but YOUR preferences, and we need to hear from you.

It is no secret that we need a new product or products to maintain our foot print long term. Our Dodge Caravan is set to end production in May of this year and our sales numbers need to improve on our multi award winning Pacific. We are not exactly where we want to be. These are the truths we need to deal with as we enter into negotiations. It will be tough, but I have confidence in our members! I have confidence in our bargaining team! We will be prepared, we are strong, we are determined. We will not let this company forget the years this plant (and our workforce) has profited them! Fifteen Million Minivans sold! (mic drop).

Five years ago, FCA invested Billions of dollars in our plant, and they took 15 weeks to retool our Windsor Assembly Plant. Five years ago, FCA knew that there was something special about our workforce in our plant (and her feeder plants) that they believed it only made sense to invest in FCA's future right here in Windsor. Our upgrades have laid the critical foundation

in making our plant a true flex plant

We need FCA to believe in us once again, to know the considerable advantage of our workforce, the capabilities of our upgraded plant and make right on their investment. It only makes sense for FCA to build a new product here, and we will continue to hammer this point!

In-Plant Elections

In many of our facilities and work places, elections for Reps, Committee People, and Plant Chairs will be commencing. I want to applaud everyone who decided to put their name forward to run for a position that represents our members. Putting yourself out there is never easy, and I appreciate all of you who will be standing for elections to serve this great membership. I also want to encourage all of our members who have elections in their facilities to vote. This is your time to have your say, remember elections are not just about who votes but who does not vote.

Greedy Union Workers, WTF???

The people that accuse unionized workers of being greedy have no concept of what our members do for their communities. I want to touch upon a few uplifting items that came in at the end of our 2019 calendar.

First, I wanted to talk about the sheer generosity of our membership. Around the holidays, many of our uni444 facilities collect money and canned goods for the less fortunate in our area. As I am going through the numbers here at my desk, I'm utterly amazed. We collected and gave on behalf of the membership well over \$100,000.00 and over 15,000 pounds of food to those in need. This from a membership who have not had the overtime possibilities as in previous years and are faced with potentially devastating layoffs. It is simply amazing.

Your generosity does not stop there. You continually give to organizations who help out our community

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Secretary-Treasurer James Stewart calls for Uni444 solidarity soldiers to go join the fight in Regina.

James Stewart

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here at home like United Way, Hospice, Easter Seals, and the Unemployed Help Center, to name a few. You donate and hand out sleeping bags to Windsor's homeless, you run coat and toy drives, you volunteer at Ronald McDonald house giving parents of sick kids a welcoming home environment. You donate bikes for kids who may never have had a bike; if not for your generosity, you hand out turkey dinners, give blood, you ride for causes and paddle for cures. Our membership is fantastic, and our community would not be the same without all of you.

Activist of the Year

At the last membership meeting of the year in December, we like to honour the Uni444 activist of the year. The 2019 winner was none other than Mr. Johnny Bacon.

John has been active in our local for years serving on several committees. He loves to volunteer and help at all our union functions. If we need him to hop on a plane and head out to Saskatchewan, Johnny goes; if we need him to sell poppies for Veterans, he is selling a hundred; if we need a drummer at our tailgate party, he is the guy.

John is also very involved with the Bob Probert ride as he was the 2019 co-organizer. The Probert Annual Ride is an event that continues to grow as one of the biggest events in our city, raising money for cardiac wellness. Either here at our Local or out in the community, people always enjoy working with him and it was our pleasure to honour Johnny Bacon with the Uni444 activist of the year award.



Dave Cassidy, Scott Richardson, and James Stewart stand with teachers in Leamington.



2019 Uni444 Activist of the year, Mr. John Bacon.

Year 2020, -A Time for a Different Blueprint

Admittedly, it's time for our Local Union and the entire Labour Movement to have a different blueprint. Despite the many great successes we had in representing our members, we also faced many challenges in 2019. Daily, we all witnessed and experienced some level of fear, insecurity and inequality, in all its forms but continued to grow. We saw undermining solidarity, democracy and trust in many different types – whether it was with a new government that took on a different route, that put fundamental changes to our economy, trades, health care, education, climate changes, community, and workplaces.

The people in this country are feeling the consequences now, consequences that fall most heavily on the poorest and middle-class people, on workers and sometimes on businesses. The outcome of these changes has created a culture change with a fast, dangerous acceleration. If we surrender to these fundamental challenges in our Canadian society, it will result in significant changes in how we live, produce and consume.

In 2020, I am hoping that we can create a movement and turn things around with meaningful ideas and good fundamental changes, with the hope of building a society, well balanced between public and government, workers and business, education and students, environment and waste. The Union must be the vehicle to changing the rules of the game because there are always alternatives to the status quo. Politicians may say there are no other options or alternatives that don't exist. We must be able and ready to show these alternatives and present them as an offer for a solution. We need choices beyond complacency and resentment. We need simple options, we

need bold and challenging ideas that may be very difficult but achievable. We must be able to offer a different story about our relationships to one another, business to workers, public and the government.

Let's Make Our World a Better Place with some simple ideas. There are a great number of things that you can do to make it an even more incredible place to live, but sometimes having so many options can be overwhelming and there may be ways that you can help that you never thought about before. Just get started with anything to improve our society.

1- Be civically engaged. Exercise your right to vote. Corrupt politicians and policies can be incredibly harmful. It can impact your community and your environment. By not voting and letting your voice be heard, you are allowing an opportunity for lousy policy to rule. Get engaged in your city, province, and the entire country's affairs. Get educated on all issues that lead you to vote and talk with the politicians you support, as well as educating others on important issues.

2- Make a statement with what you buy. Whenever you can, buy local products that support the people around you and your local economy or products made at least in Canada. When a company makes poor choices that negatively affect people, stop buying their products.

3-Volunteer. Volunteering with a local charity is a great way to improve the world around you. You'll be able to do the most direct good and see the impact on the people that you help. Donate if you can, it will make the community healthier and safer.

We are doing our part in Collective bargaining.



By
**EMILE
NABBOUT**
President,
Unifor Local 195

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In 2019 our Local negotiated 14 successful collective agreements, and we are preparing to negotiate another 15 collective agreements in the year 2020.

Units' Agreement Updates:

University of Windsor Campus Police

On September 6, 2019, our Union reached a tentative agreement with the University of Windsor. Despite the difficulty with this set of negotiations, we were happy to reach an agreement. The ratification meeting was on September 12, 2019, and the agreement was ratified with 75% approval by the membership.

Thanks to the Bargaining Committee, John Dekok – Chairperson, Mike Rapaich - Committeeperson, Tammy Pomerleau – 1st vice president, Local 195. Mina Sarajcic -National rep.

Canadian Engineering

On September 12, 2019, our Union reached a tentative agreement. Our members ratified the collective agreement on September 13, 2019, with 77% approval by the membership for a 3-year deal. Many improvements were made throughout the agreement, including wage increase, benefits, shift premium, vacation and pension and many other improvements the agreement.

I want to thank our members at Canadian Engineering for their solidarity and to get the workplace back to normal for this employer, that our members have partnered with for over 80 years. Thanks to the Bargaining Committee, Al Scebbra – Chairperson, Rob Sznurkowski-committeeperson,

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Emile Nabbout . . . Local 195 Report . . . cont'd

Guy Taylor committee person, Sarkis Gaspar - Secretary-Treasurer local 195. Mina Sarajcic -National rep.

Emrick Plastic

On September 22, 2019, our Union reached a tentative agreement with the company, and a 3-year deal was approved by the membership on September 23, 2019, by 77%. Wages increases, Signing Bonus, ESA, Many improvements across the board. Congratulations and thanks to Vicky Westworth- Chairperson, Kyle Chew - Committee Person, Connie Durocher - Committee Person, Theresa Farao - National Rep. Tammy Pomerleau – 1st vice president local 195.

Performance Ford

On September 23, 2019, our Union reached a tentative agreement with the company for a 3-year deal, which was approved by the membership by 59%. Many improvements were made throughout the agreement. Congratulations and thanks to Jason Thomas Chairperson, Sue Wright- committee person, Mike Lovric - National Rep. Sarkis Gaspar - Secretary-Treasurer local 195.

Comfort Suite Hotel-Downtown

On October 30, 2019, our Union reached a tentative agreement. It was approved by the membership on November 1, 2019, by 100%. For a 3-year deal. This agreement gave the workers a 6% increase for the life of the contract, front-loaded with the first 3% and full-time employees get benefits for the first time, and there were also many language improvements.

Congratulations and thanks to Jason Rainone - Chairperson, Tammy Trask, Committeeperson, Emile Nabbout, local 195 president, Mike Renaud National rep.

First Student

On December 16, 2019. Our Local Union reached a tentative agreement. The membership ratified the deal by 63.2 %. The committee /the local stood their ground and were able to move on significant wage gains. Wages moved from \$15 to \$17.34 in the first year for Charter and signing bonus of \$ 225.

Thanks to: Flavio Macron, Chairperson, Maggie Carder, Recording Secretary, Roy Adamache - Committee Person, Mike Lovric - National Rep. Treasurer Secretary – Sarkis Gaspar.

AGS

On December 17, 2019, our Union reached a tentative agreement. On Dec.19, the membership ratified the deal by 75.4%. Long term employees get a 1.5% increase in every year of the contract. Also, employees are eligible for retirement at the age of 60 with 30 years of service -early unreduced. New hire progressive wage moved from \$15.50 to \$ 17.74 /hr, and they receive 3 PPH and the benefit to be paid 100% by the company. Signing bonus of \$500 for all seniority employees. Many other language improvements across the board.

Thanks to the Bargaining committee, Chairperson Jaswinder, committee person Oliver Huppertz, Local president Emile Nabbout and national rep. Mina.

New unit agreement - Precision group Plant 3

On December 20, 2019, our Union reached an agreement for the first collective agreement with Precision group plant 3. This agreement contains, wage, benefit, vacation, PPH, bonus, job security, union leave and bereavement, PEL, Rep. Funds, Holiday, health & safety and RRSP.

New unit agreement : DoubleTree Hotel

On December 20, 2019, our Union reached an agreement for the first collective agreement. This agreement came into effect on January 6, 2020,

that included language that addressed wages, benefits, rep funds, PEL and Vacation Holiday pay throughout the agreement.

Going to Our Members

November 2019, Local 195 executive board member visit to Precision group unit # 2 and AGS unit. The members of these two facilities were looking forward to a great engagement with the local leaders. Thanks to all participants from our executive board.

Retiree Chapter

On December 2, 2019, our Retirees organized a great Christmas party. It was well attended, and our retirees were engaged. Their contribution to the success of this local Union is well noted. Great job to the organizer, Chairperson Kevin Meloche and your committee. Job well done!

ORC Convention

December 4, 2019, Local 195 ORC Delegates participated at the convention, and we voiced our opinion on many matters throughout many discussions. Mental health was a topic, and we all were impacted with the presentation from Yolanda Cameron and also with Wes for youth online in Walkerton. Thanks to Yolanda & Jamie Cameron, the founder of wellness and support group for making a difference in the youth's life.

We also participated in the election of the ORC executive in 2019. Congratulations to all Board members on your election.

Local 195, standing in solidarity by the Regina oil refinery workers of Local 594.

This Fight is taking a turning point for all workers in the labour movement in Canada.

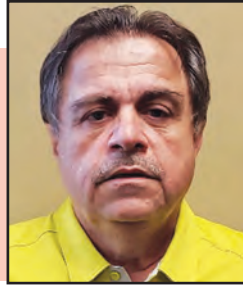
The situation in Regina is not an everyday struggle. Unifor workers have drawn a clear line in the sand, physically blocking the entrance of trucks to the refinery despite a court injunction and police threats, arrests. Local 195 went out to the oil refinery in Regina to support the locked-out workers of Local 594. In terrible cold and chilly weather, our local is very

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2020 "A NEW DECADE"

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By
**SARKIS
GASPAR**
Sec. Treasurer
Unifor Local 195



The dawn of a new beginning...

A new decade awaits us, and as I pen this letter, I remember as 2010 approached wondering what the future would hold for us in the labour movement and more personally speaking for those of us at CAW Local 195 as it was known to us then.

My thoughts then were, would the manufacturing jobs be here in the coming years, and what exactly would the next ten years look like leading up to 2020 and would these same jobs still be with us? Again, what would the future hold for Local 195 and its members?

Our manufacturing jobs I refer to are not just about how they equate to the size of our paychecks, but more importantly, what they represent in securing a sustainable financial future for our families. As well as a stable tax base that creates a stronger and more viable community in which we live. For generations manufacturing jobs have fueled the Canadian dream of each generation doing better than the one preceding it. Will this in fact be the case or is that an unrealistic expectation moving forward?

Good paying jobs come in all forms, whether it be hourly, salary, white-collar, blue-collar etc. The backbone of Canada's economy is the manufacturing and industrial jobs that create value-added products that meet the needs and wants of society and provide the necessary wages to buy those same products and services.

In the last decade, our manufacturing base is shrinking at an alarm-

ing rate. We need more than ever to have adequate and relevant policies in place to protect our jobs. I know we have all heard this before that "if you are going to sell your products here in Canada then, you must build your products here in Canada," or at the very least, 50% of the content of that product or component be produced here.

We must more than ever remain aggressive in our efforts in compelling in every way we can to attract and keep those same companies to locate their production facilities here in our country instead of countries like Mexico or China. Governments at all levels have an essential role to play here to force employers to live up to the "Terms and Conditions" of the collective agreements. Governments need to stop these corporations from breaking the contracts they have made and moving production, often to low wage countries with few labour laws, poor human rights practices and little or no environmental protections. Also,

Emile Nabbout . . . Local 195 Report .. cont'd

proud of those members that put their names forward: Colleen Barrette, Bob Cruis, Tammy Pomerleau, Tammy Smith, Zak Kane, April Bridgen Carr, Bill Hallatt, Nikola Savic, Jeff Semande, Trevor Metcalfe, Alex Esquivel, Frank Pineda, Rose Gutierrez, Karrie Thorpe Awram, Scott Mniszek, and THE RINGMASTER, our Solidarity chair Kirk St. Pierre.

we must continue to lobby our MPs and hold them accountable to ensure they act on our behalf and in the best interests of all Canadians in this regard. Otherwise, you will see our substantial manufacturing industry base slowly vanish in our country never to return.

Flex 'N' Gate Lakeshore

October 24, 2019, was an important recognition day for one of our well known & respected Trade Union Leaders Don White.

It was an honour for our Local Union and other Unifor Representatives to attend a tribute ceremony to recognize the contributions of this former long-serving Chairperson of

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**Tribute plaque and tree planting ceremony for our fallen
Trade Union Leader, Mr. Don White.**

Sarkis Gaspar

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the Flex N Gate Lakeshore Facility.

I want to thank and acknowledge this Employer with the greatest of respect for their fantastic support and recognition of the contributions of this Union Leader who passed away suddenly on November 28 2018.

This same Employer went above and beyond by planting a "Dedication Tree" complete with an Honorary Plaque in the front lawn and garden area of their facility entrance to keep Don White's memory and history alive. This, in my opinion, was incredibly respectful to Our Union and the entire Membership as a whole.

On behalf of the Local 195 Executive Board and membership as the whole, I would like to thank and commend the Management Team at Flex N Gate Lakeshore for this tribute to Brother Don White.

Chairperson Seminar

Every year in December, Local 195 holds its annual Chairperson's Seminar, where all the chair people meet and report in regards to the status of their units. What made this seminar a success was the presence of two former Presidents, Nat. Rep. Mike Renaud, who served from 1997 to 2006, and Mr. Gerry Farnham, who served from 2006 to 2017. Both presidents shared with the chair people their challenges and successes during the terms of their office.

There were two presentations with guest speakers on Prostate Cancer, and Maria Patsouris from Unifor Local 195 spoke in regards to Mental Health and Addiction.

Local 195 - 84 Years of Solidarity

On December 11, 2019, Unifor Local 195 celebrated 84 years of proud history and presence here in

the Windsor Essex Area. Our Local Union has worked hard to improve the lives of working people in so many ways by continuously advocating for the less fortunate and by building a progressive movement within that emphasizes improving the everyday lives of every Canadian whether they are unionized or not.

Over the course of the last decade, we have faced many ups and downs in the Labour Movement here in the Windsor Essex Area. With determination, inspiration and hard work, which has, in turn, resulted in Unifor Local 195 evolving into a very dynamic Local Union representing 48 different Workplaces in the Windsor Essex Area in just about every sector of the economy with more than 4700 members.

As an Amalgamated Local Union, we often feel the impact of any downturn in the economy, usually before others do, especially when Employers close their doors or move their production facilities. More often than not, these relocations are to low wage paying countries that exploit their workers and where there is little or no health and safety protections for workers.

I would also like to take this opportunity to acknowledge the incredible Resolve and Solidarity shown

by our 720 Locked Out Brothers & Sisters at Unifor Local 594 in Regina Saskatchewan. I, along with sixteen of our own Local 195 Members who travelled there for the last 14 days as well and held the line side by side in some incredibly challenging weather conditions against this incredibly greedy Co-op Refinery Corporation. Kudos to all of them as they continue day in and day out to get this Employer back to the Bargaining Table.

My hope is they reach a fair and equitable settlement and a return to work as soon as possible. Those workers and the great community of Regina and their residents deserve some normalcy.

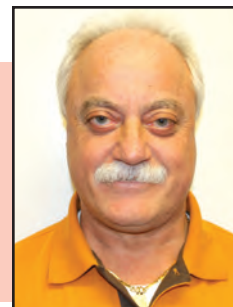
In closing, I encourage all workers Unionized or not to come together with a single voice. We must speak out to all levels of government here in Canada and let them know we will not sit idly by. We will not sit and watch what made this country of Canada so great and recently voted the "2nd best country in the world in which to live" slowly eroded by inept politicians & policies. A tall task I know, but we owe this to our Children and our Grandchildren.

In Solidarity!



Congrats to Local 195 President Emile Nabbout on being elected to the Health and Safety Committee of the Ontario Regional Council.

The Province Needs to Act NOW To End PSW Shortages



By
**TULLIO
DIPONTI**
President
Unifor Local 2458
info@uniforlocal2458.ca

BY THE TIME you read this, the final report written by Natalie Mehra, Director of the Ontario Health Coalition, will have been released publicly in Windsor as part of a cross-province media tour. Unifor commissioned the report in response to a shortage of personal support workers in long-term care homes that have reached beyond what can be described as critical.

The report is appropriately titled “Caring in Crisis: Ontario’s Long-Term Care PSW Shortage.” For those of you who work in the sector, none of this will be news to you. But perhaps there will be some satisfaction in having the issues, as well as the proposed solutions written down in black and white. The report can be found on our web site: www.care-takestime.ca. You can also find our video there, where our National President, Jerry Dias, challenges Premier Doug Ford to spend one shift with him in a nursing home, which has over 98,000 views off of Facebook alone.

You can be sure that Unifor will continue to push this report with both the media and politicians. We

sponsored a lobby at Queens Park on December 9th, but our actions won’t stop there. Everyone familiar with this issue is encouraged to request a meeting with their MPP. We need to shine as much light on this situation as possible, and that is exactly what we plan to do with the cross-province media tour.

We know that short-staffing is contributing to the deaths of residents, but this is in no way reflective of the work of the front-line caregivers, who go above and beyond for those in their care. This disastrous situation is primarily created by for-profit employers, most of whom allow Bass and Associates to control negotiations and have managed to keep wage increases well below the rate of inflation for the last decade.

Most recently, at the master bargaining table, was the Schlegel Group of Homes, two of which are located in Windsor and are members of our local. The Schlegel Homes are, for the most part, newer agreements with wage rates and total compensation that are even less than the industry standard. Absolutely nothing in the employer’s offer even

came close to addressing this shortfall. With wage patterns below inflation for the highest compensated homes, those who pay less, like Schlegel, will continue to struggle the most with recruitment and retention.

So our plan will have to include job actions that will bring attention to for-profit operators who are more interested in paying overtime, agency staff, and the revolving door of workers who don’t stay for long, instead of offering appropriate compensation. Here in Windsor, we are lucky to have the support of Unifor members and retiree’s who we know we can count on, and we will be calling on you shortly.

Our Union family has been beside us for every action we’ve taken in Windsor and beyond. The struggle to improve the lives of those who live and who work in long-term care as had overwhelming support, and you have my sincere gratitude. With our collective energy, we can and will win care standards that will save lives.



**Local 2458’s
Delegation to
the 2019 Unifor
Ontario Regional
Council.**

Local 2458 Continues to Move Forward



By
**KEN
DUROCHER**
Sec.-Treasurer
Unifor Local 2458

ken@uniforlocal2458.ca

Ontario Regional Council

Ontario Regional Council was held in Toronto from December 4 to 8, 2019, with over 1,000 delegates from across Ontario with 18 delegates representing Local 2458. The four-day event included discussion on achievements over the past year and strategies for the upcoming 2020 year. During the Council, there were elections held for the Executive positions and Committees on the Ontario Regional Council.

Local 2458 President Tullio DiPonti was re-elected for the position of the Ontario Regional Council Secretary-Treasurer for a second term. Ashleigh Clarke, Chairperson at Aspen Lakes and Executive Board member of Local 2458, was elected to the Ontario Regional Council Young Workers Standing committee.

Congratulations to both Tullio and Ashleigh.

On December 9, 2019, 2nd Vice President, Shelley Smith and Jennifer Cloutier, Chairperson at Heron Terrace Long Term Care Home, had the opportunity to speak at Queen's Park to address the ongoing PSW crisis in all Homes across Ontario. They demanded that the Ford Government must take urgent action now. The discussion with the Government was directed at the demanding working conditions of the PSW classification, inadequate compensation, lack of full-time hours and injuries and abuse against our Members.

Women's Committee

Happy New Year from the Women's Committee of Local 2458. We had a busy but very successful year of fundraising from our raffles to paint night as well as our sign-making party,

raising funds for our charities.

We held our 4th annual Fill a Purse for a Sister in 2019, filling 278 purses along with Locals 195 and 240. The purses were given to the Welcome Centre, Hiatus House, The Inn, the House of Sophrosyne, Brentwood and the Leamington Youth, to name a few.

On December 29, 2019, at the South Windsor Arena, the Women's Committee held the Local's Annual Skate Party for members and their families. A great afternoon of skating and pizza was had by all. Thank you to all those who attended, and we hope you had a great time.

Thank you to all the members for their assistance and donations over the past year. The Women's Committee meets the third Wednesday of the month at the Local at 5:30 p.m. All Members are welcome to attend.

Retirees' Luncheon

On December 11, 2019, the Local held its annual Retirees Luncheon at the Caboto Club, with over 260 Retirees gathering to enjoy a great afternoon of food and conversation with each other. During the Luncheon, the Retirees heard a presentation from Sergeant Betteridge and Constable Durling of the Windsor Police Service on the rise of debit, credit card and personal identity theft. The Local would like to thank both Officers for taking the time out of their busy schedule to speak to the Retirees on these crucial issues.

Hopefully, with all of the information the Retirees received during the presentation, it will help them to avoid any of these crimes against them.

Also, thank you to the Caboto Club and the Servers (Members of Local 240). A great meal and service were had. Hopefully, all of the volunteers

had a great time, and we hope to see everyone again next year.

Welcome, New Committee Members:

The Local held a 3 Day Grievance Handling & Workplace Leadership Course here at the Local Office in Windsor and also at the Family Education Centre in Port Elgin for 40 new Chairpersons and Committee Members who have recently been elected to represent their workplace.

The Local would like to thank the Discussion Leaders from Windsor and Port Elgin for doing a great job over the three-day course training.

Local 594 Regina Co-op Refinery Locked Out

At the time of writing this article, over 800 members of Local 594 that work at Regina Co-op Refinery have been locked out of work and on strike for over 60 days.

This Regina Refinery makes over 3 million dollars a day in profit, but the Corporation still presented many concessions at the bargaining table, with the primary issue being the Employee's Pension Plan.

This is the perfect example of a Corporation agreed that unions and their Members have to face every time we attend bargaining against these employers and companies.

Let us hope that the company will return to the bargaining table as soon as this is the only way it can get solved for both parties.

Stay strong Local 594 Members and Solidarity Forever from Local 2458 and its Members.

Local 2458 recently bargained

... cont'd on page 17

Ontario Region



al Council 2019



GUARDIAN SPOTLIGHT

TULLIO DIPONTI knows all too well the struggles of the working class. Tullio's family came to Canada from Italy when Tullio was just 11 years old. Raised in a working-class family who did not speak the language, Tullio learned the value of hard work quickly, and with the nudging of his father, he began working in the trades.

It was right around the same time that Tullio saw first-hand the value of fighting collectively like a family as he became involved in his union back in 1981.

Tullio rose through the ranks at the SEIU, later leading the charge to merge with the then CAW. Tullio has served proudly as Unifor 2458's Secretary-Treasurer from 2003 to 2018 until he took on the high honour of serving as 2458's President.

Local 2458 represents over 5400 members in over 60 bargaining units within a large geographical area of Southwestern Ontario, ranging from Windsor to Chatham to Tobermory. Tullio is a strong advocate for his members employed in health care, education, hospitality, skilled trades, and the private sector.

Regionally Tullio sits on the Ontario Regional Council as Secretary-Treasurer., a post he has held since 2013. Never forgetting his roots as a tradesman, Tullio has been elected Sec.-Treas. for the Windsor Essex Skilled Trades Council since 2009. This fighter for workers' rights also has a massive heart as everyone who knows Tullio, will testify.

An avid supporter of those less fortunate, Tullio chaired the United Way Campaign in 2018/2019 and his Local is extremely generous to community causes that hit close to home; Windsor's Ronald McDonald House, Hospice, Windsor Alzheimer's Society, Unemployed Help Center, . . . the list goes on.

At the bargaining table, regionally, for workers in his Local, for trade workers and the less fortunate, he fights for them all. A man who works with his hands, his head, and his heart, . . . the Godfather . . . Mr. **TULLIO DIPONTI**.



**... Continued from
page 13**
LOCAL 2458
Ken Durocher ...cont'd

settlements with the following workplaces with most receiving wage increases and some benefit and language improvements:

Braemar Retirement, Winham
2 year agreement

Chatham Retirement Resort - 3 yrs
Copper Terrace, Service - 2 years
Copper Terrace, Nursing - 2 years
Exeter Villa - 2 years
Golden Dawn, Lions Head - 2 yrs
Heron Terrace, 2 years
Kingsville Court - 3 years
Lifetimes on Riverside - 3 years
Meadow Park, Chatham - 2 years
Oak Park Terrace - 3 years
Oak Park LaSalle - 3 years
Richmond Terrace, Service - 2 yrs

Richmond Terrace, Nursing -2 yrs

Local 2458 General Membership Meetings

**Held at 6:30 p.m. at 3400 Somme
Avenue, Windsor**

Wednesday, February 19, 2020

Wednesday, March 18, 2020

Wednesday, April 15, 2020

Wednesday, May 20, 2020

Wednesday, June 17, 2020

LOCAL 2027

New Hires, Greedy Co-op Corporation and a Retirement

Currently, at Hiram Walker, we have no one on layoff, and our afternoon shift continues. The afternoon shift has created approximately 15 new jobs in the plant. Additionally, with the continuation of the bargained retirement incentive packages, a total of 28 new hires have received their seniority in 2019. We welcome all our new members to Unifor Local 2027. We are currently trying to get them all to our union

hall for our New Member Orientation.

CO-OP

I had the opportunity to make it out to Regina to support our brothers and sisters from Local 594. What a fantastic group of brave people forced to fight a greedy corporation.

These workers were LOCKED OUT, and the company has brought in scabs to do their work!! The com-



By
STEVE TAYLOR,
President,
Unifor Local 2027
steve.taylor@
pernod-ricard.com

pany makes 3 million dollars a day and still feels the need to attack the worker's pension. It was great to see so many people out at the picket line from NFLD to BC, coast to coast supporting this Local. I hope they are successful in getting a deal shortly, and if not, I will be back out there again to help. . . . ONE DAY LONGER !

This will be my last guardian report. After 31 years here at Hiram Walkers I am lucky enough to be retiring on April 1st . I look forward to retirement and I will always continue to support my union as a retiree.

Thank you to all my Brothers and Sisters in UNIFOR! . . .



SWORC REPORT

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

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

REGIONAL 10-PIN BOWLING

On January 26th, the Annual SWORC Regional 10-Pin Bowling Tournament went very well with 34 teams participating. There was a lot of positive feedback from the bowlers thanking us for continuing to host this event. Thanks to the team of volunteers from Unifor Locals across the region for helping run this event.

Here are the results with handicap:

Men's Team		Score
Anthony Weitz	Local 444	3549
Dave Forfitt	Local 444	3294

Men's Singles		Score
John Batson Jr	Local 195	773
Cory Forfitt	Local 444	760

Women's Team		Score
Dolores McCartney	Local 195	3124
Kyla Hagar	Local 1973	3099
Women's Singles		Score
Laura Malott	Local 341-O	823
Sue Lindquist	Local 341-O	687

MOONLIGHT BOWLING

The annual SWORC Moonlight Bowling tournament is being held on February 22nd, 2020 at Rosebowl Lanes. This event continues to be an extremely popular event with our members and retirees with over 100 couples participating annually. A fun night every year with food, refreshments, trick shots and prizes. If you would like to bowl in this event, visit our SWORC website or contact your Local recreation liaison person for details.



Unifor Regional Bowling Tournament Committee Courtney Michaud; Leo Labbee; Tony Sisti; Doug Benekritis; Kristen Adams; Terry MacLellan; Karon Brennenstuhl and Scott Richardson



By
SCOTT RICHARDSON
Chairperson

E-mail: scott.richardson@fcagroup.com

SWORC

Upcoming Events

• JACK BATTERSBY MEMORIAL CRIB & EUCHRE TOURNAMENT

Sunday March , 2020
Royal Canadian Legion Hall
Br. 143

• NATIONAL 10-PIN BOWLING FINALS

Saturday, May 20, 2020
Super Bowl Lanes, Windsor

• NATIONAL "Bud Jimmerfield" FISHING TOURNAMENT

Sunday, May 17th, 2020
AMA Sportsmen Club,
Amherstburg

• SWORC REGIONAL GOLF TOURNAMENT

Saturday, May 23, 2020
Roseland Golf Course
Windsor, ON

Check our Website at
www.uniforsworc.ca

and/or join our group
"UNIFOR SWORC"

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



Activism loves Local 240 - Local 240 loves Activists



By
JODI NESBITT
President
Unifor Local 240
jodi@uniforlocal240.ca

IT IS ALWAYS exciting to see more and more members becoming involved with our union and our community. Last year and moving into this year, we have had a lot of new interest from new activists who want to become more engaged with our union.

We are excited about the significant initiatives that our Youth Executive Board member, Michelle Boots provided to young workers last year and the exciting things she's planning for this year. She is doing a fantastic job engaging young members and helping them understand that they are an important demographic of our union.

Amanda Masson and Debra Sharp stepped up to be on Local 240's Environment Committee, and Amanda also is representing us at SWORC.

Marybeth Punzalan, is the Worker of Colour Chairperson, and I'm proud to have her working on behalf of our membership. Marybeth is going to be leading some great initiatives that will include an opportunity to break the myths some people have to newcomers to Canada.

There have been new women attending our Women's Committee meetings, under the leadership of Madeleine Levasseur. Madeleine is always looking at ways to engage and support women in our community. We are fortunate to have her as our Women's Committee Chairperson.

We have a new member of our LGBTQ Committee, Paula Maskery. I'm looking forward to working with Paula to grow this committee.

We thank all the new activists and recognize all the existing activists who are always there to support our local and our communities.

If you want to become involved, please reach out to me. We welcome you into our family and look forward to continuing to build a great local.



Local 240 Executive Board is excited for all the great work we will accomplish in 2020.

LOCAL 240 EFAP REPRESENTATIVE DOING GREAT WORK ON BEHALF OF LOCAL 240

I want to take a moment to thank Linda Jubenville for the incredible work she is doing on behalf of the local as the EFAP (Employee and Family Assistance Program) representative. Linda has helped many in our local and in our community understand the support systems in place to help those affected by addiction. Whether you're a person suffering from an addiction or a family member or a friend of someone who is, there are opportunities to get help and a better understanding of the disease. We can end the stigma of mental illness and addiction by getting educated.

If you are a family or friend of someone who is struggling with an addiction, I implore you to reach out to a support group in your community. There is support for YOU. There are Naranon and Alanon group meetings. Your identity is anonymous, and your stories are safe. You don't have to worry about your privacy being breached. If you go to their website, you can see when the meetings are held. Other groups offer support for those affected by addiction. We will be sending information into your workplaces on resources. You are not alone! Part of our loved one's recovery involves us getting help for ourselves.

... cont'd on next page

RECOVERY DAY

By Linda Jubenville, EFAP Representative

On Recovery Day, Canadians in support of recovery from addiction, joined with family and friends to build awareness, challenge stigma and celebrate the role that recovery plays in improving the lives of individuals, families and communities.

2019's event in Windsor, was the 6th Annual Recovery Day celebration, held at Lanspeary Park on September 14, 2019. It was the most successful to date, with approximately 500 people in attendance, who stopped by to gather information and support from the 30 community partners. The immense success of 2019's event would not have been possible without the help of the financial partners, which includes my Local 240, who has been very supportive of this important day and also the tireless efforts of the many volunteers. A newly added feature this year was a live podcast hosted by Unifor Local 444's EFAP Committee, who did a great job of making our voices heard.

Let's keep the momentum going by keeping your calendar open for next year's event in September 2020.

SHINE THE LIGHT CAMPAIGN - LET'S END VIOLENCE AGAINST WOMEN

Local 240 participated in this year's Shine The Light Tree Lighting Ceremony put on through Hiatus House on November 2, 2019. It was a reminder that we still have a lot of work ahead of us to end gender-based violence. We must listen and believe when a woman says she's being abused. Madeleine Levasseur and Linda Jubenville spearheaded the fundraising initiative selling the scarves and other items in purple. Thank you once again for the tremendous amount of money collected for this great cause. Hiatus House has many valuable resources to offer if you are in need.

We were also lucky to have so much support from our workplace representatives who sold many scarves and accessories. We also had a great deal of support from our Area Director, Jack Robinson, as he helped us reach this goal by selling as well. This year we raised over \$2600.00 to the Hiatus House.

We look forward to continuing our partnership with the Hiatus House. Thank you, Madeleine, for . . .



Congrats to Windsor Women Working with Immigrant Women on Reaching a New Agreement

After a very long period consisting of over 26 days of bargaining, we were able to negotiate a first collective agreement on behalf of the membership at W5. I am happy to announce that the new agreement was ratified on January 30, 2020.

It is not easy to go into a workplace and get an agreement that addresses and fixes all outstanding concerns. Still, with the dedication and commitment of the workplace bargaining committee, we were able to address 99% of the issues this round. The number one concern brought forward was wage parity, and we were able to get people bumped up to the wages within the classifications they were working in.

Martyna Markowski, Nandini Tirumala and Sonia Ayub did an outstanding job ensuring that they were responsible for negotiating a tremendous first agreement. They were valuable in helping us understand the concerns that the members faced.

They were able to get wage increases in each year of the agreement, an additional float holiday, a signing bonus and much-needed language around job postings, seniority and grievance procedure to name a few.

Thank you to Jack Robinson, our National Representative, for his unwavering support and guidance in achieving an excellent first agreement.

I look forward to working with this great membership and organization.

. . . cont'd on next page

Jodi Nesbitt ...cont'd

K+S Salt

Deadline February 16, 2020

At the time of writing, we are in bargaining with K+S Salt, and the expiration is on February 16, 2020. We are at the table with our brothers from Local 1959 (the mine and fine salt), under the leadership of Bill Wark, who is the president of Local 1959.

Our National Representative, Theresa Farao, sent a strong message across the table that we are not going to accept concessions. I am confident they have heard us loud and clear.

Thank you to Mary Beth Nantais, Lindsay Meloche and JoAnn Brown, who are on the Bargaining Committee for the office members and they are working hard on behalf of their membership.



Left to right: Nandini Tirumula, Jack Robinson, Jodi Nesbitt, Sonia Ayub and Martyna Markowski.

LOCAL 240

Greetings Sisters and Brothers!



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

stacey@uniforlocal240.ca

Happy New Year, Sisters and Brothers!

It's hard to believe that we are over a month into 2020 already! Looking back, 2019 was a hectic and successful year for Local 240. We ended the year with some grand celebrations and have hit the ground running for the year ahead.

Retirees' Christmas Luncheon

Our Retiree Luncheon was held in early December, and everyone was happy to be back at the Giovanni Caboto Club, where our members provided a fantastic lunch and second to none service. This luncheon gives our retirees the opportunity to share a few hours catching up and reminiscing over the many years of shared memories.

Thank you to all of the employers and vendors who donated door prizes again this year, helping to make this day a special one. A special thank you, Len and Cathy Campbell, for all that you do to make this event happen.

We had a great turn out, and we want to thank our retirees for all of the benefits and gains we enjoy today due to their determination, strength and perseverance.



Children's Christmas Party

Our Children's Christmas party was also held at the Giovanni Caboto Club. The kids were happy watching a magic show performed by Local 240 member, Ron Gudel. After a tasty lunch, Santa and Mrs. Claus surprised the kids with a visit and a chance to ask for a special gift.

Special thank you to Madeline Levasseur and Christina Grossi for all of their hard work in organizing such a great event.

Unifor Local 240 Women's Committee members

... cont'd on next page

Stacey Ferguson

... cont'd

visited the House of Sophrosyne on January 9, 2020, to donate a sign that was created by our member Christina Grossi at a sign-making event. Karren Waddell, Executive Director, told us about the many programs they offer, and we shared a moment of sisterhood and hope.



The House of Sophrosyne is a charitable organization providing programs and services to women and their families who are battling substance misuse. The organization offers both residential treatment and community-based programs that help to better the lives of members in our community.

Interested in volunteering? Visit the website at sophrosyne.ca and click **Volunteer**.

• • •

Young Worker Activist PEL

Young workers are the future of Unifor, and recently two of our members attended the Young Workers Activist course in Port Elgin and came back inspired. The letter below about their experience is proof that PEL works and inspires.

“Leading up to the first trip to Port Elgin (for the both of us), we had many people telling us how enjoyable an experience we had in store. Arriving on our first night, we were in a course almost entirely made up of members who were there for the first time. There were brothers and sisters from across Canada from multiple sectors, each of whom brought something different to the table. Meeting young workers from various Locals, we were inspired by the different perspectives and stories we discussed throughout the week. We learned the history behind Unifor and indeed developed a deeper appreciation for the hard work of the brothers and sisters that came before us. Above all, we gained tons of valuable information on how to make changes in the workplace.



- Lauren Toth and Erica Tramutola

Youth activism is so important in today's society, both in and outside of the union. The community and solidarity within our members gave us a stronger understanding of how important unions are to help protect jobs and the rights and safety of members everywhere. This is a concept that, in our experience, didn't seem to be the consensus among young workers. It is vital that young workers today realize the importance of getting involved with Unifor. This experience allowed us to tap into a more in-depth look at all how we can make changes to help meet the needs of our fellow brothers and sisters, particularly our young workers and the young workers of the future. The information we gained and the experiences we had exceeded all expectations. We had someone tell us before we left that we would come home “with a fire in our bellies,” which is most definitely true.”

WSIB Education

Navigating the world of WSIB can be difficult at best, and after attending the Ontario Workers WSIB Conference, I have a better understanding of what those difficulties are and the resources available within our Union and community to assist along the way.

The unique part of the conference was it identified those of us who are new to WSIB and provided us a full day that taught us what a beginner would need to know to be an advocate and WSIB representative. We had discussions about the gains made in the area of WSIB legislation and in collective agreements that Unifor fueled and fought for. I am proud of the victories and am inspired to learn more so I can better assist our members with the process.

I hope all of our members enjoyed some much-deserved time off over the holidays and encourage you to visit our website and Facebook page to stay up to date on what is going on.

Wishing everyone a great 2020.

Stacey Ferguson

Positive Start to 2020

Autoliv

The plant population is currently 265, with ten on temporary layoff. There is now a lot of activity in the plant with the installation to replace old looms. As well as construction to install the first laser for cutting airbags.

This process was previously done in Tilbury before it was moved to Mexico in the late 2000's. Very exciting to see this work being transferred back to the Tilbury Plant. John Turton and his committee continue to deal with the day to day issues.

Accurcast

The aluminum die-cast facility continues to be busy and has already started the recruitment process for summer students.

New investment continues with the purchase of more modern machinery and refurbishing of the older equipment. 4- hour building a re-

spectful workplace training presented by our Union is now complete for the entire facility and was very well received. They have also just wrapped up the chilli-cook-off with all proceeds going to United Way.

Hudson Manor Retirement Home

Elections have just taken place, Congratulations to Brenda Derochie (Chairperson), Jen Drummond and Lisa Patrick (committeeperson). The Collective Agreement expires in December 2020. A special thanks go to Edna Larsh, who has served the last two terms as Chairperson, we appreciate your excellent leadership and wish you all the best in your future endeavours.

Mahle

Sales were slow to start the New Year and look to be as to plan for the



By
BOB ASHTON
President,
Unifor Local 1941
unifor1941@bellnet.ca

next couple of months. The increase of the JL from 6000 – 9000 manifolds per week has just launched with a revamp of the assembly line. The Ford Bronco is scheduled to begin in Q-4. The employer continues to pursue new business aggressively. The current Collective Agreement expires August 25th, and bargaining will most likely commence in early June. Congratulations to Dave Richardson and Tim Stuart on their retirements.

Tilbury Manor Nursing Home

The collective Agreement is set to expire in April. Tiffany Ellerbeck (Chairperson) and her committee have taken great leadership roles, developed a sustainable working relationship with the employer, and are dealing with all issues arising promptly. One grievance is slated at the arbitration stage.



Local 1941 President Bob Ashton , Kevin Carey, Local 127 and Chris Mason, Local 1941 VP attend the 2019 Unifor Regional Council.

President's Report



By
STEVE MORASH
President,
Unifor Local 1498
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GROUP.COM

What Changes will come with the New Century?

Here we are, already a month into 2020, and things have changed as much as they have stayed the same. We have a new Liberal minority government. I do not think it was much of a surprise but seeing how well the Conservatives did in Ontario, out West in Saskatchewan and also in Alberta, it could have gone either way. There is a lot of work for Prime Minister Trudeau to do in the West, and being in a minority government, he has to play nicely in the sandbox to get things done, or else we will be back at the ballot-box in short order.

The Liberals are fortunate they have a small group of NDP to work with to get things done, as the Conservatives have a significant minority. I am sure the NDP will make their ideas get some consideration as compensation for cooperation in working together.

The Liberals made a lot of promises (as all parties do during an election), but they have been a bit slow in getting anything done. They need to get the new USMCA Free Trade agreement passed in parliament, and supposedly that's the first thing they will do as Mexico just recently ratified, the USA has approved it in their respective legislative bodies. But then what?

There were promises of Pharmacare, lowering cell phone bills, cutting taxes, measures to reduce emissions and new gun control (restricting assault-style rifles and banning handguns), but nothing much has been talked about.

Something that has changed is the Federal landscape of Windsor/Essex County, where we now have a member from each party representing the area. It remains to be seen just how effective freshmen Irek Kusmierczyk will be for our community – there is a lot of expectations heaped on his shoulders. We hope he will be able to rise to the occasion and be an effective Member of Parliament.

For FCA, we start the year with news of an announcement of a merger with PSA/Peugeot. This is supposed to be another 50/50 merger that will create the world's fourth-largest automaker. According to Carlos Tavares, PSA/Peugeot CEO and Chairman the merger "is a huge opportunity to take a stronger position in the auto industry as we seek to master the transition to a world of clean, safe and sustainable mobility and to provide our customers with world-class products, technology and services."

Not to be pessimistic, but don't they all say that? Mergers usually mean finding "synergies" and "cost savings," which is typically at the expense of workers. Once bitten,

twice shy goes the old saying, and I hope that I'm wrong, but only time will tell.

Perhaps with this merger, it will bring good news to FCA in Canada with the gifts of a new product for our facilities. This coming fall marks a new round of negotiations with the Detroit Three. We have witnessed a whole host of product announcements and facility investment in US-based FCA plants, and we need a bit of that product and investment here in Canada.

Of course, these negotiations will be challenging - they always are. The companies are not giving away anything for free and only want to take away hard-earned gains. Our members, both Active and Retired, have given up much over the last decade or so. It will take the strength of our membership to stand together and fight back for what we want.

"Like twigs, we can be broken one by one, but together we become a bundle that nothing can break."
—Charlie Brooks, Past President, Local 444 CAW.



President Steve Morash and Vice President Mark Sementilli Represent Local 1498 at Unifor's Ontario Regional Council.

Windsor Area Office Update



By
JACK ROBINSON
Unifor Canada Windsor Area Director
Jack.robinson@unifor.org

WINDSOR OFFICE UPDATE

I want to announce that Darlene Prouse, a National representative working out of the Windsor office, retired at the end of 2019. Before joining our team, Darlene was a vice president at Local 2458 and had experience working as a nurse. Her work history and expertise made her an asset in the health care sector.

During her time as a national rep in the Windsor office, her assignment was mainly healthcare, where she represented hospitals, long term care facilities, retirement homes and education.

As a result of her in-depth knowledge, Darlene was a reliable resource for other reps (including myself) when dealing with health care units, and this will not be easily replaced.

Darlene went above and beyond in her role and was often the “go-to person” for up to date information on bargaining patterns, arbitration awards and the history of the health care sector.

She will be missed by her units, the committees she worked with and our Windsor office.

On behalf of the Windsor office, I would like to wish Darlene the very best in her retirement and this next chapter of her life.

Mario Mocerri has been appointed to a National Representative Role in the Windsor office and will be replacing Darlene. Mario was the 3rd vice president at local 195 and has been the chairperson at FCA Industrial Security and Fire for over 18 years. During that time, Mario served on the FCA master bargaining committee. His experience and ability to adapt to new roles will facilitate a smooth transition for this assignment.

On behalf of the Windsor office, I would like to welcome Mario to the office, looking forward to working with him in the future.

CO-OP REFINERY LOCKOUT

As everyone is aware, our members at Local 594 have been locked out by their employer since December 5, 2019. Co-op wants to make significant cuts to the pension plan for these 800 members and has refused to accept compromises to end the lockout. Members from all

across Canada, including numerous other unions, have participated in picketing and the blockade surrounding the refinery, as well as, other co-op locations.

Our actions have resulted in multiple arrests and fines for violating court injunctions, and despite this, solidarity has been strong.

Co-op reportedly had 1.2 billion in profits in 2018. Our locals in Windsor have sent members to participate and support the workers during this lockout.

This is no different than the recent fight we had in Windsor at Nemak, where employers denied workers the chance to share in the company profits due to greed.

In solidarity,



Bargaining Committee from Richmond Terrace Nursing Home: Amy White-Meilleur, Committeeperson, Tina Digiovanni, Unit Chairperson, Ken Durocher, Financial Secretary, Local 2458 and Jack Robinson Unifor Windsor Area Director.



Congratulations to Darlene Prouse on her retirement as National Representative.

The Times, They are A-Changing



By MARK
BARTLETT
President,
Windsor Regional
Environment Council
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Bob Dylan sang these words in 1964, celebrating the political activism and resistance of youth, labour, civil rights, feminist and peace movements and rising environmental activism. The times have indeed, changed.

Ric Coronado

One significant change we need to acknowledge is the recent loss of a pioneer for Environmental Activism, Local 444 member, Ric Coronado. Ric passed away on July 30, 2018, and a large crowd at McKenzie Hall celebrated Ric's life on October 27, 2018. Our condolences to his son Derek and heartfelt thanks for "lending" his father to our movement.

Ric founded the Local 444 Environment Committee and the Citizen's Environment Alliance (CEA) in the 1980s and was instrumental in achieving contract language in 1990 for a Chrysler and CAW Joint National Environment Committee and in 1996, workplace environmental representatives in the Detroit 3. Several CAW members joined the CEA in 1985 and soon founded the CAW Windsor Regional Environment Council in 1996 to broaden their environmental activism to encompass a more worker-oriented, labour perspective.

The Windsor Star interviewed Canadian environmental champion Dr. David Suzuki who remembers Coronado fondly. "I was a big fan of Ric's. He was one of the first people I met in Windsor, working for the union on environmental issues.

Ric was smart, determined, passionate and outspoken. Suzuki said, "I think that's why he was so effective," "He didn't give a s-t what people said. He just believed in his cause. That's a very admirable trait."

Brother Ric was waylaid by a stroke in 2000 and later diagnosed with Parkinson's Disease, but as Suzuki observed,

"He was still feisty even though he was slowed down by the stroke. He was a real warrior, and I think that Windsorites should be grateful that he dedicated his life to that work."

Environmental activists in our union, and the labour movement globally, owe a debt of gratitude to Ric for helping make our environment and environmental justice an essential issue to workers and their unions. We are all grateful for Ric's mentorship and activism. We stand here on his shoulders and will carry on the fight for a clean, sustainable and world on his behalf.

UWREC Executive and 25th Anniversary

Congratulations to the new members of the Unifor Windsor Regional Environment Council executive board. Brother Brad John of Local 444 is our new Vice President, Bro. Rick St Denis of Local 444 is our Recording Secretary, Bro. Carey Neveu of Local 200 is Sergeant at Arms, and Kevin LaBonte of 444 and Amanda Masson and Debra Sharp of Local 2458 are our new trustees. Myself as President and Sister Lori Balkwill as financial secretary and trustee Kevin Carey of Local 127 round out our executive board.

50th Anniversary of Earth Day

April 22, 1970, was the first Earth Day. The millions of citizens and youth, many still in their teens, that protested that day started a movement and legacy that carries on today in our recent Global Climate Strike. Youth leaders like Canadian Indigenous activist Autumn Peltier and Greta Thunberg remind us that youth has led environmental activism from the beginning. We will be celebrat-

ing Earth Day in Windsor on Sunday, April 26. Please mark your calendars.

Electrification of Transportation

The electrification of vehicles is well underway. Apart from our award-winning, Windsor built Pacifica hybrid minivan. GM is building an electric hummer-based pick-up truck in Detroit. FCA has broken ground on the new Jeep plant that will make an electric jeep, and Lordstown Motors has taken over the closed GM Lordstown Ohio plant with financial assistance from GM to build an electric pick-up truck.

The Auto Parts Manufacturers' Association announced a project to build an all-Canadian, zero-emissions concept vehicle to be shown on the auto show circuit in 2022. A panel of judges composed of APMA members and industry experts will select the best proposals to incorporate into the vehicle.

The "Arrow Project" will feature products, technology and innovation from suppliers in Windsor and Southwestern Ontario. This demonstration project is aimed at proving that Ontario has all the necessary supply chain infrastructure to build EV's here.

"The one thing that's unique about southwestern Ontario is it has everything — the automotive cluster, mould making, tool and die, automation and an IT cluster"... "Parts and systems suppliers, universities, colleges and six OEMs have offered help," said Flavio Volpe of the APMA.

"You couldn't do this project in Mexico or even the southeastern U.S. because they don't have all those components. "You could build this entire project in Windsor alone," said Automobile Canada chair Shelley Fellows.

If you want it built right, build it in Windsor.

President's Report

The Fight Continues

Currently, things are busy at Local 1959. We are in bargaining with the Salt units, Mine and Fine. Work is progressing at Precision Plastics with some new work into the facility. The quarry has completed bargaining this past November, and

By
BILL WARK
President,
Unifor Local 1959



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work is continuing there with some new equipment arriving. Things should be busy there for the next while. This report is short but we look forward to continuing the fight for trade unionists into 2020.

In Solidarity.

Bill Wark

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FINE TOUCH
GRAPHICS



JEREMY GLAJCH, Editor



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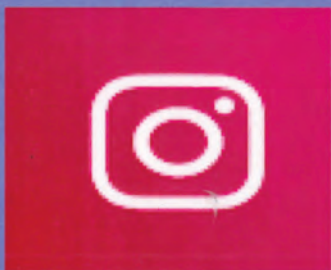
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