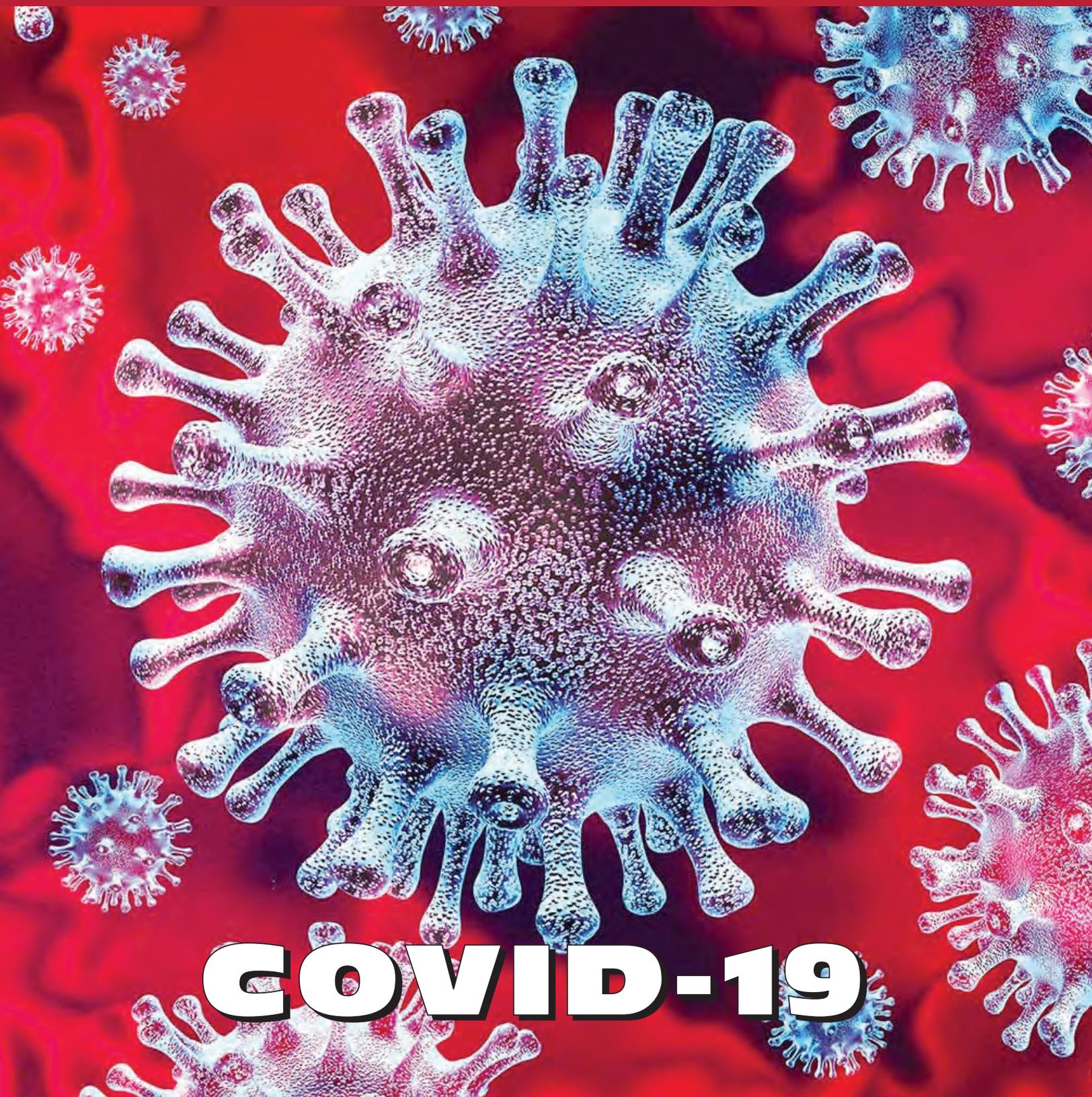


The Guardian



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COVID-19

Changes at Local 200



By
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A Legend Retires

As of May 1, 2020, our Secretary-Treasurer Dan Cassady retired. It has been an incredible honour to work with Dan in different capacities over the years.

In Dan's lustrous career at Ford, he has worked at Windsor Castings, Essex Aluminum, Plant 1, and The Windsor Engine Plant.

In the early '90s, Dan wanted to get involved in helping fight for his brothers and sisters on the line, so he became an alternate and that was it he knew this was his calling. It did not take long for Dan to get elected committeeperson to Plant vice-Chair to Plant Chairperson at the Windsor Engine Plant (TMEP).

In 2005, Dan decided to bring his talents to Turner Road as our 2nd Vice President, then 1st VP in 2008. When President Mike Vince left the Local for a National position, Dan stepped in when the Local needed him to captain our ship as President from January 2010 until April 2011.

It was then when he took over as our Secretary Treasurer where he stayed until this past May. Dan has done it all when it comes to representing our membership and our community. Dan is a mentor to me and as President, I relied heavily on his advice and wisdom. On behalf of our Local and the Guardian Board I want to wish Dan and his wife Pat all the best and a long and happy retirement that is truly well deserved.

Welcome

I am proud to welcome April McLellan to our team. April, our new Secretary-Treasurer comes over from Windsor Engine Plant. April started on the plant floor as shop steward where she was known as someone who would always get you the answer, . . . you might not like the answer, but she would get it.

From there, April became the Local 200 Barrier Breaker! Becoming the first female Committee Person, First Female Plant Chair, and I am honoured to announce the first female Secretary-Treasurer. April brings over her passion, grit and knowledge of helping our members of Local 200. April has legendary shoes to fill, but we are all confident in April's proven abilities. If you get a chance, please welcome April to the team.

CERB

The pandemic has created a lot of uncertainties. The government had to respond quickly and created the CERB program to get monies to

brothers and sisters across Canada because of our E.I. system's ability to handle a vast number of claims.

Unifor recognized under the CERB program that no provisions were protecting SUB. Unifor responded immediately, calling on the government to make sure members across this Country that have SUB plans can collect their SUB without worrying about a CERB repayment plan.

The National Union and leaders across the country have called their MPs to fix the issue a.s.a.p.

Here in Windsor, we had a press conference involving Local MP Brian Masse. James Stewart, Chair of FCA bargaining, Tim Mckinnon Chair of G.M. Bargaining and myself, Chair of Ford bargaining along with National President Jerry Dias wrote directly to Minister Qualtrough to put in a regulatory fix that cost nothing to the government. Unifor National President Jerry Dias spoke with Navdeep Bains, Minister of Innovation, Science and Industry

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Unifor Local 200's new Secretary-Treasurer April McLellan

John D'Agnolo

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on fixing the issue, but as of this writing, nothing has been fixed.

Let's All Do Our Part

Unifor will press the government to make sure the SUB plan is included in the CERB program. We need our membership to let our Local MP Irek Kusmierczyk know the importance of fixing this asap. Unifor has a campaign, and I would like everyone to go to www.unfor.org/subplans and get as many brothers and sisters to go to the site to make the policy change.

Front Line Workers

It is important for us to recognize and celebrate our heroes. Think of all the essential workers—health care professionals, grocery clerks, bus drivers, mail carriers, police officers, firefighters, delivery drivers, bank cashiers, farmers, sanitation workers, airline employees, manufacturing workers, and others put their lives on the line for us.

While most of us are being told to stay home and to use social distancing, these workers are front and center, taking care of those affected by the COVID 19 virus and stopping it from those who aren't.

If you have one of these heroes in your family, friend or see them when getting groceries or dropping off a package at your door, thank them.

2020 Ford Negotiations

As of this writing, your Ford Bargaining Committee has begun to meet and strategize our battle plans of 2020 Big Three negotiations. I know it seems as though every round

of talks is the toughest, but this year will surely take the prize. Preliminary reports are that this virus has done a real number, and the economy is expected to be in rough shape in the coming months, and the auto industry will not be an exception. Slow sales, auto companies that hemorrhaged money the past couple

months, and a real unknown how this virus will affect everything IS NOT the conditions you want to negotiate.

Solidarity amongst one another is paramount as we enter these negotiations. Know that our committee will be ready to fight for a contract that we deserve. Trust in your union.



Local 200 President embraces the Zoom



Local 200 Ford Bargaining Committee



Local 200 Vice-President Tim Little

What doesn't kill us, Makes us stronger



DAVE CASSIDY
 President
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Dark February

I believe it is safe to say the first quarter (Jan. Feb. March) of 2020 has been the worst in my life. On February 27th, myself along with James and Tony, were called to a meeting in Auburn Hills where we were told they are officially cancelling the third shift. It was news that I was not planning on hearing and news that made me angry.

Everyone in that room, and more than likely the entire floor, knew it. Let us be clear here folks: FCA dropped the ball on this! They indicated five years ago the Caravan was ending. A new product should have already been slated for our plant, as our Local has continuously been pushing.

I let them know they fell short and that if Sergio were still here, he would never have allowed this to happen! I was hot! I am hot just thinking about that meeting right now. It is terrible knowing this all could have been avoided with proper planning and a government-developed auto strategy in place.

I cannot express how hard it was for me to return from that meeting and immediately announce the loss of potentially 1500 jobs in our plant and hundreds more in our feeder plants. It will go down as the worst day of my life ... so far.

The news spread fast; our members were hurt, scared, angry, and all of them had questions, including your Local. We reached out time after time looking for answers on Official Seniority lists, buyout eligibility, buyout packages, posting plans, so on and so forth, yet the company continued to stall! ... or gave answers that were

simply not acceptable! There was zero willingness to make the buyout packages more attractive or to offer more than what the letter in the contract dictated. I am thankful to have that letter from bargaining, or there would have been ZERO packages provided from this company. Just lay-off slips and maybe a handshake!

I am sick about all of this! The company has not made any of this easy and the unwillingness has left a terrible taste in my mouth that I am sure to take with me into bargaining!!

Dark March

With March came COVID-19! The virus has changed our lives, and almost immediately after invading our shores, panic set in. Words and phrases crept into our lexicon nearly as seamless as the virus itself: quarantine, PPE, asymptomatic, social distancing and flattening the curve. We

all learned what N95 masks were and about "community transmission." Our days were filled with Netflix, hand sanitizer, Lysol wipes and daily press briefings from Justin and Doug. Our lives had changed. Schools, casinos and businesses were shut down, but not our plant or feeders.

Fear of the unknown and medical reports swept across our country, province, city and to our members. We at the Local were consumed by calls to shut the plant down. We took steps to shut down our Uni444 gatherings and meetings and sent the staff home. We were in contact with the company along with our U.S. colleagues in the UAW to take these severe steps to protect our members and slow the curve. No, we did not make a significant "Media Event" like the UAW. We are Canadians after all and practice a quieter form of diplomacy

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February 27, 2020

Dave Cassidy

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with the same results. Safety and well-being were at the center of both the UAW and Uni444 concerns and our plant was closed before a single case of COVID-19 was in our city.

Back to Work

Not too long after our plants were closed, the company came with grand plans of going back on April 14th. This was an idea we, as a Local said, was not going work and would not sign off on it. Interestingly enough, April 14th in Windsor Essex County had 349 cases and April 15th, 408 cases (+ 59), one of our area's most significant two-day surges of positive COVID-19 cases.

The focus since the outbreak of the coronavirus has been the safety of our members. We have walked through all of our workplaces, ensuring proper protocols were followed and implemented. Let me be clear: it is up to the company in ALL of the facilities to ensure YOUR safety and maintain appropriate protocols. If you feel you are not safe, tell your supervisor, then get your steward involved.

Many of the safety precautions

taking place in our world and in our work facilities are a real hassle and can get old pretty quick, yet we must remember it is about keeping our families and us safe. In the end, workers will dictate the conditions they are willing to work in and they will have my support.

Coping in a Pandemic

During this unprecedented time, I asked our Local to step-up our efforts. Our EI information was posted in record time for all of our workplaces. Communication from our local was posted regularly using all of our social outlets and webpage. I took part in weekly updates to connect and make sure all of us were on the same page. We hosted two live concerts via FB live featuring Don Cote and his son Wyatt, whose musical talents allowed us to gather virtually and forget about our worries for a couple of hours. Thank You.

In the Community

Our Local helped in the community where we could. The officers and I took part in handing out hand sanitizer (made by Hiram Walker/Local 2027) to local nursing homes and hospitals, our blood and breakfast group following protocols still gave blood.

Our Women's Committee brought

home-baked meals to women's shelters in our city, the Youth Committee donated canned goods, our Community Service Committee along with our officers partnered up with the Unemployed Help Center to give out a free week's worth of groceries to anyone who needed it in the Essex and Harrow areas.

Our Local also spearheaded the idea to support our front-line heroes in conjunction with Local 2458, Hogan's Printing, Windsor Regional Hospital, Hotel Dieu Grace Healthcare, and Erie Shores Hospital (Leamington) with lawn signs so people of Windsor and Essex County could show their support and solidarity to our front-line heroes.

We offered a drive-thru style pick up in our Local's parking lot with social distancing and proper PPE. Folks drove through the line, our officers loading the signs in their trunk/back seats. It was a huge turnout and allowed me the added pleasure to see many of our members once again.

We also collected a free-will donation that went towards feeding our Uni444 essential members at Southgate Long Term Residence in Kingsville and our members at GFL.

As well, we hosted a BBQ with Local 2458 for their members at Heron Terrace, Banwell Gardens and Villages of Aspen Lake.

These were extraordinary times and I want to thank all of our members who did what they could to help our Local and our community cope during this difficult time.

Happy Retirement

I want to wish a happy retirement to two of our Guardian Board members, – Local 200 Secretary-Treasurer Dan Cassidy and Local 2027 President Steve Taylor. These two labour leaders believed in and have fought fearlessly for the worth of their members. I have enjoyed my working and personal relationship with Dan and



Covid Talks with FCA

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Dave Cassidy

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Steve and they leave behind a legacy in their respected Locals. I look forward to working and building a relationship with Local 200's new Secretary-Treasurer, April McLellan, and Local 2027's new President, John Munroe.

Racial Injustice

Like all of you I was OUTRAGED after watching 9 horrifying minutes captured by onlookers outside a convenience store in Minneapolis as George Floyd's life was EXTINGUISHED by local police.

My heart aches for his family and for racial injustice everywhere. This disregard for life should not and cannot be tolerated.

Many of us have lived a life free of discrimination, free of racism, free of disrespect. We need to see life from a different perspective. We need empathy, We need to listen and we need to care about each other, even those we may disagree with. We overcome evil with... good."

"Darkness cannot drive out darkness; Only light can do that. Hate cannot drive out hate; Only Love can do that." -Dr. Martin Luther King

Battle on the Horizon

Your local and master bargaining committee has recently 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.

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 se-

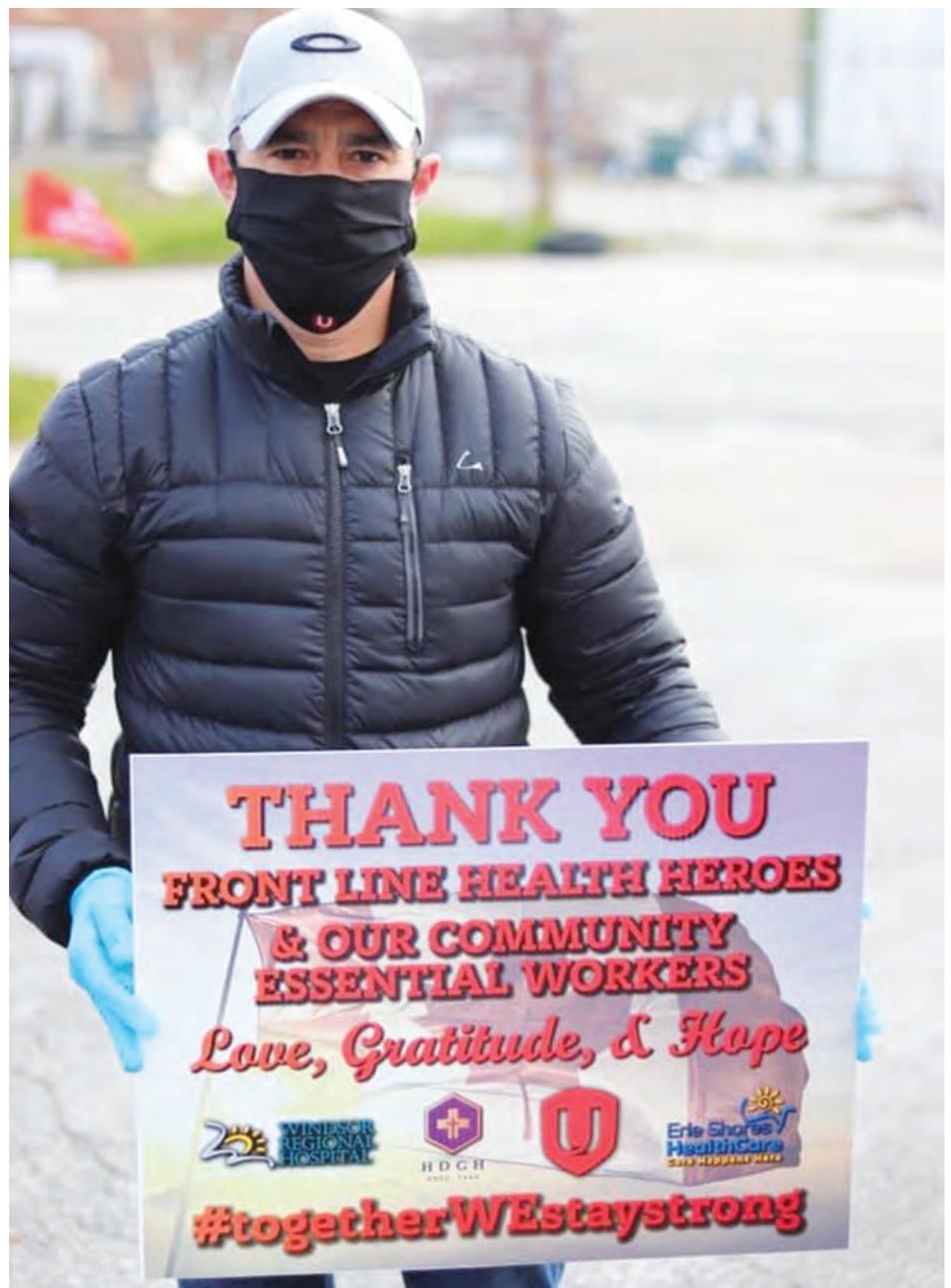
curing new product(s) with language that guarantees the sustainability of our plant, something we believe this company owes us. Negotiations will not be easy and will require a severe gut-check by all our members. There will be positions taken and lines drawn in the sand to define our worth. Solidarity 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.

Know that I will not rest until all of our members affected by the loss of the third shift have a job.



Enjoy your shut down with your families and remember to keep the main thing the main thing!



Recognition of Local 444 Units



**By
JAMES
STEWART**
Secretary
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Unifor Local 444
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You will all read (many times I'm sure) in this issue of the Guardian that 2020 has been the most challenging year on record, especially for working people. Many workers are experiencing a loss of wages due to lack of work or workplace closures, and others are dealing with health and safety issues in the workplace.

This has not been easy for those workers that have been labelled as essential service and have either been recalled back to work or continued working during the pandemic to provide services for us and our loved ones. I have heard from members who have had a difficult time just dealing with the mental health and physical strain of dealing with the isolation policies that have been issued by governments to keep us all safe.

I want to recognize many of the units in our local that have worked throughout the pandemic from the beginning: **Green for Life** - Windsorites have not seen one hiccup in their garbage collection or recycle service through this whole ordeal; **Owen Sound Transportation** - Pelee Island residents would have been devastated if not for the services of our members that operate the Pelee Island Ferry Service; **Southgate Residence** - Our members give passionate care to our elderly loved ones; **Northstar Heligear** - Continued to feed parts to the aerospace industry; **Peterson Spring** - Continued supplying parts; **Sterling Fuels** - Members made sure the ships run through the Great Lakes as shipping lanes have all been working, making sure that the goods and services we depend on

were not interrupted. You all have our thanks and appreciation. **COVID heroes all!**

We have also had many of our manufacturing and servicing facilities either work throughout the pandemic or have been recently called back to work as the economy starts it's engines again. The return of FCA's Windsor Assembly Plant has resulted in the call-back of our

feeder system. The summer conditions in WAP (and many of our other facilities) are extremely hot and the new mandatory PPE is making it more difficult for these members. That coupled with the loss of the 3rd shift at WAP and our feeder plants are putting a huge strain on our members.

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Uni444 Solidarity Drive Thru



At the Leamington docks representing Owen Sound Transportation members

James Stewart

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Dakkota, Avance, HBPO, ZF, Peterson Spring, ElringKlinger, Windsor Machine, AWC, ATS, MTS, DHL, Choice Nutritional, TransAlta, Ingram, Angus, Etna Foods and Presteve Foods are all working or are in the process of returning to work.

All of these members are working under challenging conditions and certainly deserve our thanks and appreciation.

And last, but certainly not least, there is still no definite timeline for our hospitality and gaming members to return to the workplace. Our members from Caesars Windsor, Gateway Casinos in Sarnia, Point Edward, Chatham and London CTO's are still waiting to hear when they may be returning to work.

These workers continue to be challenged with reduced income and uncertainty. We will continue to work with the government and employers to find a safe return as soon as possible.

I do not see the challenges lessening anytime soon across our community, but we will continue to work on your behalf.

Be kind and compassionate to one another. Be patient with one another. Be fair and equal with all of those around you! All of us are going through hardships, and we all deserve the respect of each other regardless of age, sex, creed, colour, marital status, ancestry, citizenship, ethnic origin, place of origin, disability, gender identity/expression or sexual orientation.



#uni444chassis



Premier Ford, You need to fix this! . . .



By
**TULLIO
DIPONTI**
President
Unifor Local 2458
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What was once a long-term care crisis is now officially a catastrophe.

COVID-19 has turned all our worlds upside down, but it does not even compare to what has happened to those that live and work in long-term care.

Anyone who was paying attention knew we were not prepared for a pandemic. Our roundtables in 2019 across the province showed that nursing homes were working short every single day. Sometimes, new PSW's did not even last a shift when they realized the expectations were impossible. Our National President twice challenged Premier Ford to spend one shift in a nursing home with him. He didn't answer.

When the first outbreak was declared in one of our LTC homes, it was an incredible moment of panic and fear. Our members on the front line were already exhausted. Some were sick. Some were terrified. Many stepped up, working more and staying away from their families to protect them. In this situation, the employer did the right thing and agreed to pay all workers a pandemic pay, long before they were mandated to do so. Windsor Regional Hospital was there to provide much-needed relief, taking several patients, so care was manageable at the home. I could not have been more proud of our members.

However, this pandemic has shown us we have not done our best as a society. Ontario is approaching 30,000 cases and almost 2,500 deaths. 82% of those deaths are residents of care homes. Eight of eleven

deaths of health care workers are PSW's. If this had been eight firefighters or police officers who had died of because of workplace illness, I suspect that would have received far better attention and action.

The Ontario Ombudsman now plans to investigate the government's oversight of long-term care homes during this pandemic. He was influenced by the reports from the Canadian Armed Forces, and while we appreciate any effort to put the spotlight on LTC, it's now time to listen to the women on the front line. We will do everything in our power to make sure their voices are heard. Better care. Safer work. Fair Pay.

While many front-line workers are still waiting for the promised pandemic pay, many others, especially hospital workers, have been excluded altogether. In the LTC and retirement sectors, all of our mem-

bers will be eligible, but many of the same hospital workers are considered ineligible. Unifor was the first union to demand a pandemic pay for front-line workers, and we won't stop fighting. Any worker who is subject to the emergency orders should rightly receive the payment. Support these workers by signing our petition at www.unifor.org

I want to close with a thank you to all essential workers. This pandemic has shown us what work is critical to our society, and in many cases, it has been workers who are traditionally undervalued. There have been lessons learned, and we won't go back to the way it was. Essential workers have shown us their value, and it's time we compensate them appropriately. Not just during a pandemic, but every day.

Stay safe, everyone. Solidarity!



Local 2458 President Tullio Diponti and the officers hold a BBQ for the front line workers at Heron Terrace.

Still Moving Forward



By
KEN DUROCHER
Sec.-Treasurer
Unifor Local 2458

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On behalf of Tullio DiPonti, Mike Kisch, Shelley Smith, and myself, I would like to take this opportunity to thank all of our Local 2458 and frontline workers during this difficult time. The commitment and dedication that you have been showing to the residents, patients, and the community over the past four months have been second to none. There has not been a time in my years of being in the local office, which has made me proud to represent this membership.

To hear and see members go above and beyond in dealing with the COVID 19 virus and shortages of proper PPE at some workplaces and still perform your regular duties has not gone unnoticed. The local has seen some of its units turn into so-called Hot Spots for this virus over the past few months. Workplaces like Heron Terrace with 70 residents and 30 staff testing positive, Lifetimes of Riverside had 20 residents and 10 members testing positive and at Windsor Regional Hospital where the membership is dealing with positive cases every day at both campus and also at the field hospital that was setup at the St. Clair

College Campus. We have had members living in RVs at the workplace parking lot, staying in motels rooms, volunteering to work in multiple classifications and work many additional hours in a day to prevent the chance of spreading the virus throughout their workplace and the community. Again, we can't thank you enough and let's all hope one day soon we can all get back to what we believed was a normal day in our workplaces and lives.

Pandemic Pay Demonstration

On June 5 at Windsor Regional Hospital, Unifor members of Local 2458, along with brothers and sisters from all the unions that represent the staff at the Met and Ouellette Campus, participated in a Unity March around each campus. The demonstration was held during the employees' lunch hour to show support to all of the frontline workers that have been excluded from the list to be paid the pandemic pay that was announced on April 24 by the Ford Government. One-third of the staff at Windsor Regional hospital will not qualify for the extra \$4.00 per hour

or a bonus of 250.00 per month.

Along with the hospital staff, the list also excluded many other workers on the frontline during this pandemic. Including the Medical Labs of Windsor which the local represents over 100 members who have been working in long term care and retirement homes and also servicing the Windsor and Essex County community during the pandemic. The local, along with the National Union will continue to fight and lobby the government until all frontline workers at every workplace receive the extra pandemic pay that they deserve.

Inquiry ordered into Long Term Care Homes

It's a shame that it took the deaths of elderly residents due to the COVID 19 virus and the Canadian Armed Forces to get this government to recognize that there is a significant problem in the Long Term Care Homes in Ontario. For many years Unifor members have been lobbying and campaigning the government about the

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Unit Chair Cathy Ellwood and Secretary Treasurer Ken Durocher at the Demonstration of Unity at Met Campus
"All hospital workers deserve Pandemic Pay!!"



United Way with the help of Guardian Board members made a difference in our community by donating menstrual hygiene products to support women in need in Windsor and Essex County.

Local 2458

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ongoing staff shortages, staff being underpaid and the need to put in place a minimal standard of care of 4 hours for each resident in Long Term Care homes. Let's all hope after the inquiry is done and the COVID Virus is under control that this government will implement some major changes into Long Term Care system. We need this government to understand that it will never be acceptable to make a profit to take care of residents in our Long Term Care homes. The government moving forward needs to halt any expansion of profit for care homes immediately.

Show of Appreciation to Healthcare frontline workers.

Local 2458 and Local 444 recently teamed up together to create lawn signs thanking the healthcare and frontline workers in the community. The two day give away of the signs at the Locals raised over \$8,000 in donations from the memberships and the community. All of the donation money that was raised will be used to hold weekly Bar BQ'S for all staff at our long term care homes, retirement homes and hospitals. Thanks again to Local 444 for helping us in this joint effort in recognizing and showing the



Even the rain couldn't stop Local 2458 and Local 444 for hosting a BBQ for our front line members at Heron Terrace.



appreciation to our membership.

Also, a special thanks to Steve Taylor and the members of Unifor Local 2027 at Hiram Walkers for manufacturing and setting up free deliveries of hand sanitizer to many of the Local 2458 health care units throughout the City of Windsor and the Essex County area. It was much appreciated.

Local 2458 News

The local office remains closed due to COVID 19 restrictions. Hopefully, some of the limits will be removed by the end of June so we can open the office to the membership. If you have any questions or concerns for any of the officers at the local please give us a call at 519-254-8630.

All Executive Board Meetings and General Meetings have been cancelled

until further notice.

This year's local annual Charity Golf Classic Tournament to be held at Sutton Creek in August has been cancelled due to the COVID 19 Virus.

To all Local 2458 members and their families, enjoy the upcoming summer and stay safe during this time.



VP Mike Kisch helps hand out Hiram Walkers made hand sanitizers to the front line.



Now is the time, Because all Black Lives Matter



**By
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Unifor Local 240**

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At the riverfront on Sunday, June 7, 2020, I attended one of the many marches held in Windsor Essex that took place for Black Lives Matter. I cannot describe the magnitude of hope, love, and respect that came over me as thousands gathered to denounce racism. As I stood there in silence with that many people, you could hear a pin drop. Imagine complete silence for 8 minutes and 46 seconds as we remembered George Floyd. That was the same amount of time he endured the excruciating pain of a police officer kneeling on his neck until he died. It was chilling to know that this could be the end of such violent loss. White people are beginning to understand their role in ending racism.

I need to be honest and say that this piece of the article was difficult to write. I was worried about my ignorance and worried that I could not articulate the injustices that black people have been facing every day of their lives. However, I realized that was not my purpose in writing this article. We know the injustices they have faced because they have been telling us for years. The problem is that we were not listening.

Then I felt more anger, more sadness, and disappointment that we have been waiting for them to tell us how to stand up against racism. Instead we should have been looking at ourselves and understanding why systemic racism exists. I made a promise to myself that I will continue to listen and continue to educate myself on the history of oppression and racism. This will ensure that my granddaughter will see a world free of racism by the time she is an adult.

Through my anger and confusion trying to comprehend how this continues to happen to black people, I wondered, is this it? Is this the year that white people who have never had to question the safety of their sons because of their skin colour become enraged? Is this the year that white people realize we have the responsibility to support our black communities and demand change to our governments? Is this the year that we

will break the systemic racism that we pretend does not exist? Is this the year that my friend knows that her black son will not be pulled over for no reason other than the colour of his skin? Is this the year my friends and family will acknowledge that they have a responsibility to raise their children to be anti-racist?

Being anti-racist means calling out racism when you see it. It is not enough to say you are not a racist. Our silence is not okay. We need to be uncomfortable. We need to listen to our family and friends who have experienced racism all their lives and ask how we can support them. We need to acknowledge that not every black person has the same feelings and that is why it is important we listen. Every community may have different ideas on what that support looks like. This can be the year if we all make a commitment to listen, to learn, and to act!!

I had an overwhelming feeling that this could be the year that racism will be eradicated. But then I realized that if this is not the year it is eradicated, it can be the year that we change how we approach and stop racism.

Racism is taught!! We can start by educating ourselves and our children about black history. We can start by listening to black people about their fears, about the challenges they face,

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Jodi Nesbitt . . . cont'd

about the injustices they witness. Today we can start!! Let today be the beginning of the end. We can make a difference in changing society. Let us start by calling out our friends and family who think that it is their right to be a racist or who do not see that they are part of the problem. We can start by reading books or articles and watching documentaries that describe the challenges black people have faced for hundreds of years.

I am not going to be perfect, but I am going to be genuine. I am going to learn along the way. I am going to make mistakes, but I must be open to learning from them if I want to see racism end. I hope you will join me.

K + S Salt

Congratulations to the membership of K +S, who ratified a new collective agreement on February 20, 2020.

The bargaining committee, led by Mary Beth Nantais, was successful in receiving wage increases of \$0.30, \$0.30, and \$0.35 in the last year. In addition, COLA was folded into their base rate and all office workers will receive the \$0.10 skilled trades premium. We were able to get an increase in the defined contribution portion from the employer for up to 75% of the employees' contribution. The members received benefit increases to orthotics, massages, and orthodontics.

Most importantly, we addressed post-retirement health benefit eligibility and made significant changes to ensure members could receive retirement benefits when they reached the 85-factor (age plus years of service). This was very difficult to achieve, but the perseverance of the committee made this significant change possible. We bargained alongside Unifor Local 1959. Bill Wark is the President and he, along with his bargaining committee, allowed us to push the employer to make necessary changes and improvements. I want to thank Theresa Farao, National Staff Representative, for all her hard work during these negotiations.

I want thank Mary Beth for accepting the role as chairperson throughout the years. Mary Beth decided not to seek reelection as chairperson and supported Lindsay Meloche in the



K+S bargaining Committee, from right to left: JoAnn Brown, Lindsay Meloche, Mary Beth Nantais, Jodi Nesbitt, and Theresa Farao.

new role. Mary Beth will continue as an alternate to the committee. Congratulations to Lindsay, we look forward to working with you.

Grievance Handling and Workplace Leadership

To ensure we provide our membership with the best representation, we must invest in our leadership and provide education. Our executive board is supportive of that investment. That is the only way we will continue to build our union and strengthen our workplaces. Not every person can get to Port Elgin to enjoy the excellent facility offered to our members, so we brought the three-day course to Windsor on March 9 - 11.

Our Education Department, led by Director, Rolly Keihne, was very supportive of our initiative and ensured we could make this happen.

The committees that participated were able to gain knowledge and understanding of the important roles that they are in.



Retirement Congratulations x Two!

On behalf of our executive board and membership, we want to take this opportunity to wish Steve Taylor, President of Local 2027 (Hiram Walkers), and Dan Cassidy, Secretary Treasurer of Local 200 (Ford), for their years of dedication and commitment to working people and our union. We will miss you both but wish you a happy, healthy, and prosperous retirement. It is well deserved!

Ford Council Election

Congratulations to Mark Radvanyi who was elected to Ford Council Executive Board as Trustee. Ford Council is set to enter bargaining later in the year. I know that Mark will continue to work hard on behalf of our membership.

Local 240 Giving Back

We have been excited to have the opportunity to be able to assist a few important organizations in the last couple of months.

We know that many people in our workplaces and community are going through some challenging times, and we wanted to ensure that Local 240 continues with its history of helping those in need.

We donated \$3000.00 in snacks and produce to the Windsor Youth Centre. Donna Roy and the employees who work there,

Jodi Nesbitt ... cont'd

do amazing work in our community.

We also donated \$5,000 in tablets and accessories to the Welcome Centre for Women to support children who do not have access to one to participate in school and other fun things that kids like to do!

Thank you to Green Shield Canada 240 member, Jennifer Prange who owns **2:10 Creations** for donating the decals to go on the back of the tablets. She and her husband do great work!

THANK YOU COVID HEROES!

I want to personally express my gratitude to each front-line worker who has been working tirelessly to help all of us. I commend all of you for your incredible commitment to our community. From stocking the shelves at the grocery store, helping my loved one at the nursing home, to taking care of COVID patients in hospital. You

are all heroes that are valued and respected.

In closing, I want to wish everyone a safe and healthy summer. Be kind to one another. Our world needs more of that!

Cheque Windsor Welcome Centre



Local 240 Executive Members donating a cheque and laptops to the Welcome Center for Woman.

LOCAL 240

Greetings Sisters and Brothers!



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

stacey@uniforlocal240.ca

Solidarity Night 2020 – Family Day

Local 240 believes in the importance of family and giving back to our community. That is why we were happy to partner up with The Windsor Express along with Unifor Locals 195, 444, 2027, 2458, other unions and community partners to host the Solidarity Night at the WFCU on February 17th, 2020. Our participation allowed us to provide free tickets to our members, their families, and people throughout our community to attend the Windsor Express basketball game. The evening was a huge success, bringing people together to spend time together is what Family Day is about. Everyone really enjoyed themselves.



Local 240 President Jodi Nesbitt with Windsor Express player Ryan Anderson

Tampon Tuesday - Supporting Women in Need – Period



Local 240 Executive Board members attending Tampon Tuesday Event.

This event is organized by the United Way to support women living in poverty or who are homeless that have the added challenge of acquiring menstrual hygiene products. This year it was held on March 10, 2020 at Kelsey's on Walker Road in Windsor. Many Local 240 members donated towards this very important drive and Local 240 was in attendance to show our support for this great cause.

Unifor National Providing Support and Important Information during COVID-19

The COVID-19 pandemic has changed our lives in way we could not have ever imagined. With all of the

Stacey Ferguson

. . . cont'd

news, recommendations, government emergency benefits and changes to our work it has been overwhelming at best. The speed at which all of this is occurring has made it hard to keep up.

Thankfully, our National Union has worked tirelessly and continuously to provide updates, resources, campaigns, petitions, and demands to support and protect workers. They have drawn attention to the loopholes in the government responses and have been successful in affecting some of the improvements that they made. Our National Union and local leadership continue to speak up for all workers across Canada.

We encourage our members to visit the Unifor Canada website where all of this information is available and updated regularly.

Visit the website at www.unifor.org and select COVID-19.

Supporting Frontline Workers

Our President, Jodi Nesbitt wanted to celebrate frontline workers who are taking care of our most vulnerable community members and what better a way than to provide a hot, delicious meal. At the same time, she was able to support Local 240 members by asking Beach Grove Golf and Country Club to prepare and provide these meals. Beach Grove management not only came on board, they contributed money towards making the meal even bigger.

We were able to provide hot meals to workers at Hiatus House, Lifetimes on Riverside, La Chaumiere and Brouillette Manor. We received so many wonderful compliments about the fantastic food that Beach Grove Golf and Country Club provided.

We want to thank all frontline workers from the bottom of our hearts for all that you have done and continue to do.

Unemployed Help Centre – Community Food Bank Donation

During these trying times, many members in our commu-



Local 240 Executive Members delivering lunch to frontline workers at Lifetimes on Riverside.

nity are struggling to make ends meet. Local 240 was happy to present the Unemployed Help Centre at \$10,000.00 donation to help stock the shelves of their food bank. The full donation amount went towards food to help feed those in our community who have lost their job due to COVID. A special thank you to the team at UHC for all they do.



Local 200 & Local 240 Joint Initiative

Local 200 and Local 240 have a long-standing history and partnership together. Local 240 represents the security guards as well as the office workers at FMC and Local 200 represents the hourly group.

We partnered up on an initiative to help people stay safe for a small donation, which allowed us to donate to the Unemployed Help Centre. We provided masks for a donation at a drive thru site at the Unifor Labour Centre located at 3400 Somme Avenue in Windsor on Saturday June 6, 2020. All the money raised will be donated to the Unemployed Help Centre food bank and it will help those who are struggling in our community to feed their families. We will continue to hand them out for donations.



Staying Informed and Updated

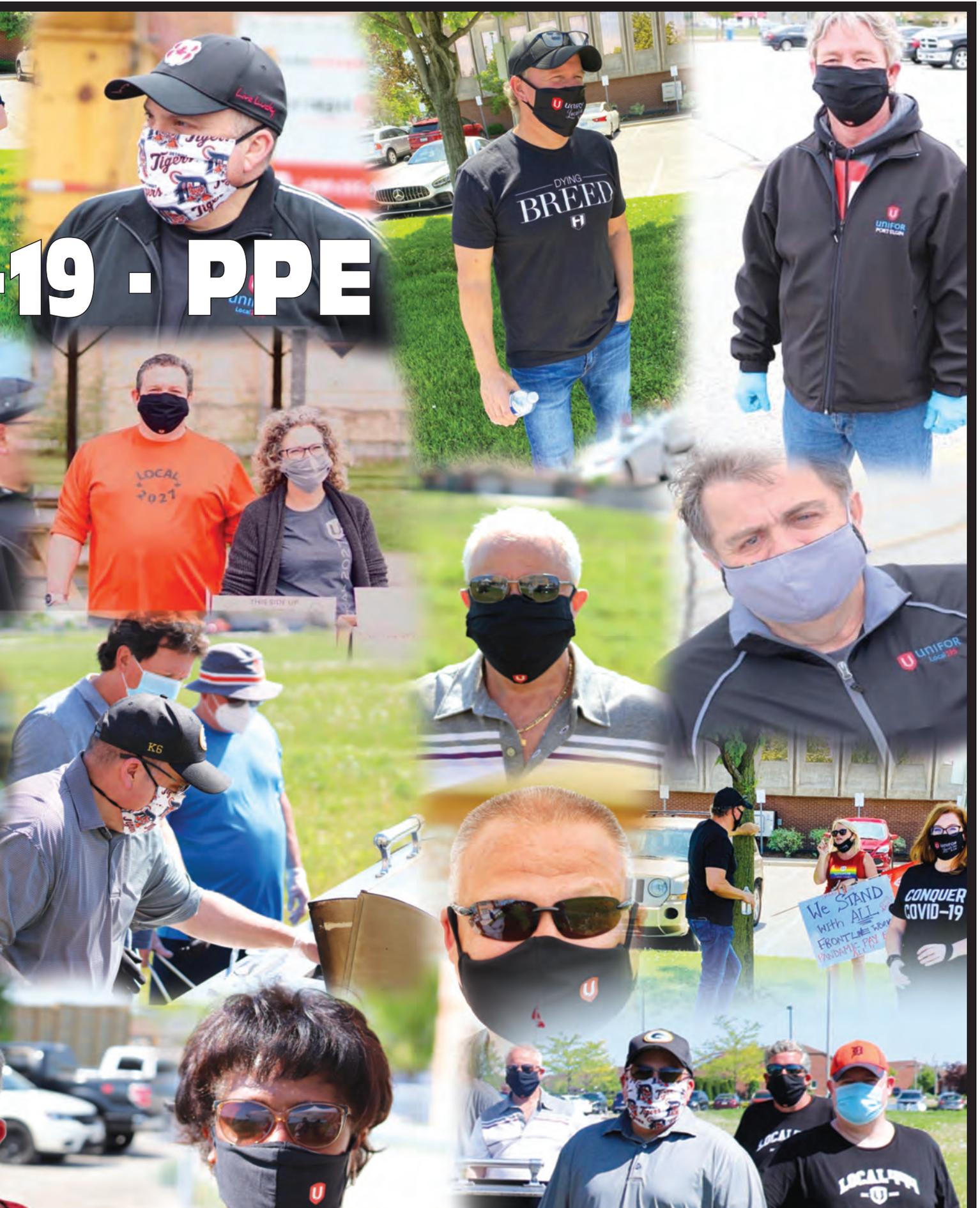
It is always important to stay informed and up to date but even more so during these times. I encourage our members to visit our website and Facebook page often. We have been updating both and will continue to provide the information our members need.

As we continue to navigate through the COVID-19 pandemic, I want to thank our members for their support, strength and perseverance during such an uncertain and difficult time.

With the warm weather finally making an appearance, I hope everyone is able to enjoy some much needed family time and has a safe summer.



COVID-19 - PPE



Message from the President of Local 195



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

Email: pres@uniforlocal195.com

Greetings Sisters & Brothers,

Since the beginning of the shut-down of our workplaces, about half of our members received a notice of lay-off while 22 of other plants remained open. It has not been easy for those working under the conditions of the new protocols. Deemed essential, these members have faced the unknown risk and served our community. Over the last two weeks, the return-to-work orders have meant almost all of Unifor 195 units are back working, in some capacity and in a few weeks time, it is expected to have everyone return to full scale.

At the local level, in the last several months, our fulltime officers and our support staff have been working harder than ever to make sure we keep our members as informed as possible during this ongoing COVID-19 pandemic. We have been able to ensure staff and officers were available to our members during regular hours. The Local has been open answering emails, phone calls and keeping our website up to date.

We thank brother Bob Cruise for his many hours reporting and laying out Windsor Strong, our Covid-19 Newsletter which is linked to the website as well.

Our activist core has stepped up and given a huge support to our community projects during this pandemic. We have carried out numerous initiatives in the community. On April 21st we organized a successful car cavalcade with flags, banners and signs and serenaded Windsor Regional Hospital facilities on Tecumseh Road, Ouellette Avenue, and Prince Road. It was estimated that over 200 cars and 300 of our members joined us and showed their appreciation to the sacrifices our

health care workers are making to save lives and keep our community healthy.

On several occasions, our Executive Board members have joined in distributing hand sanitizer to retirement homes, Vets Cab unit and to Tilbury Concrete, provided by the local 2027 and produced by Hiram Walkers without cost and in coordination with other Unifor Locals.

On May 5th, our local union stepped up and reached out to our members and offered over 250 food cartons distributed from our local's parking lot, with a drive-through pick up, which was graciously sponsored by the Unemployed Help Center. This event was a total success made possible by the support of our executive board and the many who helped out. Also, I wish to recognize members who stepped up by making face masks to support our members and the community when shortages were reported.

Again, on June 5th we joined hospital workers demonstrating at Windsor Regional (Tecumseh Road)

marching to demand the Covid-19 pandemic pay for ALL hospital employees.

As president of this local union, I want to say thank you to those who have participated and offered support and volunteered their time to assist our members and support our community. It has been inspiring to see so many of our members coming and helping out.

CANADIAN MADE PRODUCTS, BIG LESSONS LEARNED DURING COVID-19 CRISIS.

Since the destruction of the Auto Pact and the huge protection it had provided too much of our region's manufacturing sector, Unifor has fought relentlessly at all levels of government for an Automotive Strategy. So many demonstrations challenged the hollow promises and assurances

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Local 195 teamed up with the Unemployed Help Centre to assist their members with hampers of a week's worth of groceries during this pandemic

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

when the Free Trade Agreement (FTA), NAFTA and other intra-national agreements were proposed and signed. Unifor has either opposed or demanded worker protections and job assurances throughout this prolonged period of what is being called . . . GLOBALISATION.

If there is one event which has revealed the downside of this globalization in stark terms it has been the impact on the global supply system of the Covid-19 pandemic. Many Canadians have learned just how dependent Canada has become on offshore supply chain. Many are shocked to learn that over 90% of the raw materials in our essential medical supplies including all our drugs are from China or beyond our borders.

The situation is alarming and politicians at all levels are beginning to face some very serious questions as to how our economy, medical care, and countless other critical materials will be available in the event of such supply lines being broken, or unavailable for whatever reasons.

The need for a comprehensive industrial strategy is becoming glaring. The need for Canada to be self-reliant in sources of raw materials, manufacturing, and many other fronts is absolutely critical. The dream of global efficiency and massive profits for the US and other foreign monopolies to cash in on global “economies of scale” has turned into a nightmare of uncertainty for Canadian workers and the population as a whole!

Our vulnerability, not just to a pandemic, but to any major disruption, war, local or international recession or potentially even worse, leaves our country at grave risk. Combined with the loss of sovereign decision-making ability we are also seeing the consequences of the privatization of health care services and senior care in particular.

For over a decade the nursing homes for our ageing parents and grandparents have been subject to profit-driven cuts, chronic staff shortages, and deplorable working conditions. The suffering has been palpable and horrible as many have direct experience with their own loved ones.

I believe we need to step up our collective fight to develop a sound manufacturing strategy and a public health care system with the protection of Canadian jobs and providing for the well-being of all Canadians. Covid-19 has revealed some glaring deficiencies which can no longer be ignored!

Collective Bargaining

All negotiations with employers are on hold until the Covid-19 pandemic restrictions are lifted permitting us to conduct proper meetings.

Ratification: ER St. Denis

We reached an agreement and we held a ratification vote on May 4. There were numerous improvements in this set of negotiations. The membership ratified the agreement with 79% approval.

Congratulations to Jim Lennon, Chairperson, and plant committee members: Chris Theriault, Dave Coriveau, Local officer, Sarkis Gaspar and National Rep, Theresa Farao.



Bill Holloit Executive Board member load hampers of food to those in need.



Local 195 made an effort to visit all their units during this pandemic as seen here with a visit to JAMIESON LABORATORIES with welcomes from Tim Horton's.

The Enemy Invisible to All

By
SARKIS GASPAR
Sec. Treasurer
Unifor Local 195



finance@uniforlocal195.com

There was the world BC, and now the world AC after that. I did not mean the world "Before Christ" and the World "After Christ" but rather before Covid-19 and after Covid-19.

Suddenly and without warning, we went to sleep in one world, and we woke up in an entirely different one. We have not fully grasped as yet what the after COVID-19 world will look like, have we?

The Wall of China is no longer a fortress and has been toppled, and the Corona Virus has swept across this country like so many others around the world.

Suddenly Europe is no longer a dream destination, and Paris is no longer that once romantic capital of fashion and design. Italy is no longer the Mecca for art lovers, and New York is no longer that vibrant and exciting touristy destination.

Churches and Mosques around the world have lost worshippers and sit empty, idle. All have closed their doors to prayer and worship as everyone is terrified of the unknown and has come to realize Covid-19's real potential for spread and the ensuing havoc and heartbreak it represents to our families, friends and our healthcare system.

Suddenly the shaking of hands, hugs and kisses with those closest to us have become taboo. Our inability to visit parents, family and friends have become just another heart-breaking challenge presented to us as a result of this Covid-19 pandemic.

All of a sudden we realized that there is no real value to power, beauty, money and weapons as this pandemic has become our greatest concern & the most formable of foe

we have faced and likely to face in our lifetime.

All everyday routines and traditions have been turned upside down, and our means of transportation and ability to travel between provinces, states and countries have drawn to a halt. We can no longer attend schools, universities, restaurants or cafes.

With all that being said, without a doubt, the world has become a more pure place and has regained some natural stability and recovered some of its lost beauty as it is amid a major environmental reset unlike any we have ever witnessed before.

Regardless, if it is a natural virus or if it is indeed humanmade, we should take all precautions and diligently continue to follow all safety measures to stop the spread of Covid-19. This pandemic has changed all aspects of our everyday lives, and the way our country and communities will conduct business within post-COVID-19 is yet to be

seen, but I think we can all agree it will be starkly different.

While the Government of Ontario moves towards reopening various sectors of our economy, I urge all our Union Brothers and Sisters to stay safe and continue to follow with the greatest of discipline the health & safety protocols put in place by our health officials at the Municipal, Provincial & Federal levels to get us all through these difficult times with the least impact & heartbreak.

Should you have any questions or concerns regarding your specific workplace health and safety issues with respect to returning to Work in the near future, please feel free to reach out to your workplace Union Committee or your Local & National Representatives. Local 195 Office & Staff have remained open throughout this pandemic for all our Members. We are all here to assist Members in any we can as we have been from the start of all this.

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In support of Frontline workers at the Demonstration of Unity at Metropolitan Hospital – June 5, 2020 in light of the recent government decision to limit groups eligible to receive pandemic pay increases.

Sarkis Gaspar

... cont'd

First & Foremost, an Action Plan to Bring Employees Back to Work by our Employers must not be at the expense of Workers' Health and Safety. A checklist for Post Covid-19 return to work protocols can be found on the Unifor Local 195 website at www.unifor195.com and on The Unifor National Covid-19 website at www.unifor.org/COVID19.

In closing, I must, on behalf of all Local 195 Members, Executive and Staff offer up a big "Thank You" (That term will never seem adequate) to all frontline workers be they Nurses, Doctors, Paramedics, Bus Drivers, Postal Workers, Grocery Store Employees, Garbage Collectors, etc. and please forgive me, the list goes on and on. If it were not for all of the above and so many more Essential Workers too numerous to mention, we would not have been able to manage and navigate the last three very stressful months.

You have all been amazing in getting us to where we are today and although I do recognize that we are not in the clear as yet, we have so much to be grateful & thankful for in this Windsor Essex Region and the first of which is and will always be having you there looking after us and getting us to where we are today.

There is absolutely no doubt in my mind that Post Covid-19 will be significantly different for all of us here in Windsor-Essex and the Labor Movement in general.

On the other hand, racism and discrimination are just as destructive as Covid-19; our Local will continue to work hard to end all types of racism and denounce racial injustices and discrimination. We are asking you to take the time to educate yourselves and your co-workers, and look more deeply on what racism does to our community and our workplaces. It is something that

needs to end and must end whether it is subtle or overt. We have an essential role in ending discrimination against those with whom we live and work.

I think we can all agree that there will never be a more essential and critical time for all of us to work together in a collaborative way to help those Members and Families most

affected by Covid-19. There will undoubtedly be many of our Brothers and Sisters who have been impacted socially, psychologically and economically by all of this and will need all of us more than ever before working together to assist them in attaining some normalcy and stability in their lives once again.



Black Lives Matter Rally at the riverfront June 7, 2020



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.

As with many other recreational organizations, SWORC has had to cancel all meetings and events due to the COVID-19 pandemic. We hope that some events may be able to be rescheduled later in the year however this will be determined at a later date following the recommendations of our National Union. We hope everyone stays safe and healthy and hope to see everyone at our next event when we get through this pandemic. The following results are from the last events we were able to host:

REGIONAL 10-PIN BOWLING

On January 26th, the Annual SWORC Regional 10-Pin Bowling Tournament went very well with 34 teams and 106 bowlers 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, Loc. 444 | 3549 |
| Dave Forfitt, Loc. 444 | 3294 |

| Women's Team | Score |
|-----------------------------|-------|
| Dolores McCartney, Loc. 195 | 3124 |
| Kyla Hagar, Loc.1973 | 3099 |

| Men's Singles | Score |
|----------------------------|-------|
| John Batson Jr., Local 195 | 773 |
| Cory Forfitt, Local 444 | 760 |

| Women's Singles | Score |
|--------------------------|-------|
| Laura Malott, Loc. 3410 | 823 |
| Sue Lindquist, Loc. 3410 | 678 |

JACK BATTERSBY CRIB/EUCHRE

On March 8th, we held the annual "Jack Battersby" Memorial Crib and Euchre Tournament. We had 21 teams for crib and 48 players



By
SCOTT RICHARDSON
Chairperson

E-mail: scott.richardson@fcagroup.com

SWORC

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

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

for euchre. Congratulations to the Cribbage winning team of Bill McPherson and Brian Guthrie from Local 444. And to the Euchre winner Jim O'Dwyer from Local 195.

Thank you to the SWORC committee members for volunteering their time to help run this event.

MOONLIGHT BOWLING

The annual SWORC Moonlight Bowling Tournament was 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 people participating.

A fun night every year with food, refreshments, trick shots and prizes. Congratulations to the committee for another fantastic year hosting and thank you to all who participated.



First place: Shelley Gray (Loc. 200) and Norm Wilson (Loc. 444) Score 1406. Second Place: Paris Accardo (Loc. 444) and Paul Desjardins (Loc. 200) Score 1329. Third Place: Pennie Delaney (Loc. 240) and Keith Hennin (Loc. 444) Score 1235

Supporting our Front line heroes



We say Goodbye to Part of our History



By
JOHN MUNROE,
President,
Unifor Local 2027
john.munroe@pernod-ricard.com

I want to start my first president's report by thanking the members of Local 2027 for their dedication, patience and understanding working through these troubling and unprecedented times. Here at Hiram Walker and Sons, we have been making our regular products and hand sanitizer for our community.

This has been a cooperative success and very helpful for our community. I want to thank the leadership, members, and retirees of our area locals who have been a Tremendous help delivering our sanitizer to the people who need it the most.

Speaking of retirees, I want to send a big thank you to our recently retired President, Steve Taylor, for organizing and giving his free time for these deliveries.

STEVE TAYLOR

On September 6th, 1988 at the young age of 19 Steve Taylor like his father, grandfather and great grandfather before him began working at Hiram Walkers & Sons. Steve started off in Drain and Fill area where it took him almost 11 years (because of lay-offs) to achieve full time status. In 1998 Steve ran and became the shop steward in the Bottling Room for a year until an area rep position became available and Steve ran and won that position. Never believing in running for a position just get a position Steve would

often turn down suggestions from people asking him to run for President. "If we had a good President why would I run" Steve would say. One time in 2008 there seemed to be the sense the membership wanted to go in a new direction; Steve accepted his name to just be nominated with no real intension to run. When 70% of the membership signed a nomination paper for Steve to run for President, he felt compelled to run for President which he won and continued to do until his recent retirement. I want to thank Steve for his leadership, his passion for our local and willingness to fight for his members. I wish Steve and his wife Michelle all the best on his well-deserved retirement.

New Business

We will be holding an election in August to fill two vacant positions, the vice president and one production area representative.

In closing, I would like to remind everyone to work and stay safe. Follow the safety guidelines that are in place, and most all take care of each other.

In solidarity, John Munroe



Unifor Local 2027 and Hiram Walkers & Sons have teamed up to bring ammunition to the front lines. Hand Sanitizer made by Local 2027 delivered by past and present members of local 2027 and Guardian Board Members.

Strength of our Local



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

Upon us are UNPRECEDENTED times. I am one proud President, that has an opportunity to represent our members at Local 1941. Our members showed the resilience to our National Union Unifor Ontarians and Canadians what we are made of! We were challenged both with mass layoffs in manufacturing, and our health care workers were called upon to take care of our loved ones while putting themselves and their loved ones at risk. Our 1941 front line heroes stepped up, ensuring our members and Canadians were taken care of during these times. We have had countless conference calls and webinars, to keep us as leadership updated, giving us the ability to keep our chairpersons and committees updated to represent our members to the fullest.

Accurcast . . .

. . . Has currently recalled 90 of the 130 members that were laid off. Most recently, the employer has applied for the CEWS, and we are answering many of the questions that arise out of this. Steve Millyard and his committee have been showing great leadership throughout this pandemic, representing the folks at Accurcast.

Autoliv

I had the opportunity to put their skilled workforce and process to the max during this pandemic. A facility that typically produces airbags for the automotive market could provide medical gowns out of this material, producing up to 53 thousand over three weeks. This resulted in a 6-month contract with the Canadian Government, and this should not interfere with average production. As of this report, 235 of the 280 mem-

bers have been recalled. The current collective agreement is set to expire in October.

Hudson

Brenda Durochie and her committee have been doing a great job ensuring the safety of their residents' members throughout this COVID pandemic. They have managed to have no positive cases at this retirement home. With the many directives set out by the Government, we have been informing the members as best we could. This unit is still awaiting the pandemic pay.

Mahle

With the current collective agreement set to expire in August, and the absence of being able to meet with the members, the implant committee had no choice but to extend the current collective agreement by 11 months. The committee secured a 2% wage increase for all classifications, an extension of benefits for all laid-off members up to 6 months, and a carryover of unused retirement allowances. All but 18 members

have been recalled from layoff. Job well done Darryl Twigg (chairperson) and the rest of your committee.

TMNH

This unit is currently in the bargaining process of their collective agreement that expired in April. We will be meeting on June 8th and 9th. Tiffany Ellerbeck has been doing a great job, educating herself on all the government directives and its impact on her members. This LTC unit has had No positive cases of COVID to date. A special thanks go out to these members as well as the members at Hudson Manor for taking such great care of our loved ones while putting you and your families in harm's way.

In closing, I would like to wish Dan Cassidy, Local 200, all the best in his retirement. Personally, over my tenure as President, I was able to meet and develop not only a relationship as colleagues but, more importantly, a close friendship with Steve Taylor, President of Local 2027. Best wishes in your Retirement, Steve Taylor.



Local 1941 was pleased to help Steve Taylor and Local 2027 distribute hand sanitizer to the front lines.

Government needs to fix E.I.



By
STEVE MORASH
President,
Unifor Local 1498
STEVE.MORASH@FCA
GROUP.COM

The term “In these unprecedented times...” has been used many times in the past for various events. But I don’t think it’s been more relevant than what has happened in the last couple of months. Who would have thought at the beginning of the year that we were going to see businesses and schools close, people staying home becoming teachers, wearing masks and standing in lines to go shopping and practicing “social distancing”?

It certainly was not in my crystal ball!

Compared to the leadership that we’ve witnessed in other countries, the Canadian leaders have done a pretty decent job, in my opinion. Are they perfect? No, but I do not think there is a ready-made playbook one could take off the shelf and use to navigate through this situation. Although I’m sure that there will be plenty of strategy books written after this, has a pass to be used for the next time. While there are certain to be critics on what they have done, how much has been spent and where I think they have balanced the best interests of many parties in making the decisions, they have made so far.

From a worker’s perspective, the one area where the government needs to be better at centers on the SUB payment and Canadian Emergency Response Benefit eligibility.

When the government started the program, the details were very hazy. They told companies it was going to be run like Regular EI benefits, but did not provide details in their guidance. It was not until much later that workers who received SUB may not be eligible for CERB and may have to return their CERB payments to the government. We know our Nation Union is working diligently to get this fixed by meeting

with Ministers of Parliament and making it known that this is hurting workers and not helping them. SUB plan is negotiated income replacement plans with companies that workers have given up other things to have. The government needs to acknowledge and respect that and fix this by quickly adjusting the legislation.

Closer to home is the upcoming cancellation of the 3rd Shift at FCA’s Windsor Assembly Plant. Credit to Dave Cassidy, James Stewart, Tony Greco and the Leadership Team at Local 444 for doing their best in fight-

ing the company and trying to minimize the job losses.

By the time this is published, Retirement Packages will have been issued, reviewed and returned, and we will know the real impact of the company’s decision. The spin-off effect will be huge, and our community as a whole will be worse for it, especially coming on the heels of the COVID-19 pandemic.

There is never a good time to cancel a shift, but the timing here feels like being hit by a cement truck after being hit by a sledgehammer.



The Guardian Board had the pleasure of spending a generous amount of time with NDP leader Jagmeet Singh.

THE GUARDIAN INC. OF WINDSOR, ON

Established 1952

The Directors are:

- Local 195—Emile Nabbout, Sarkis Gaspar
- Local 200—John D’Agnolo, Dan Cassidy
- Local 240—Jodi Nesbitt, Stacey Ferguson
- Local 444—Dave Cassidy, James Stewart,
- Local 1498—Steve Morash, Allison St. Pierre
- Local 1941—Bob Ashton, Dean Mitchell
- Local 1959—Bill Wark, Matt Kelly
- Local 2027—Steve Taylor, Steve Moon
- Local 2458—Tullio DiPonti, Ken Durocher



JEREMY GLAJCH, Editor

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Windsor Area Office Update



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

WINDSOR OFFICE UPDATE

I know most of you have read, watched the news and kept up on social media, so are well aware of our current state in this midst of this pandemic, so I won't spend a lot of time recapping the turmoil its left us in and repeat previous information. Our National has provided indepth information to assist us in dealing with the effects we're experiencing in our workplaces. Information is posted on our website regularly. The Locals have been sharing the information with their Units and providing the Committees and Health and Safety Representatives with support and the latest updates.

With that being said, I hope everyone, your families and friends are staying safe in these difficult times.

The National has created a Reporting Tool where Ntional Representatives provide up to date information on each workplace, reporting layoffs, Covid-19 cases, isolations, safety measures being taken, personal protective equipment issues, benefit issues, EI, CEWS issues, return to work plans among other critical information to ensure we are providing our members with what we can to assist them.

The Windsor Regional Office has been closed for safety reasons since the beginning of the pandemic. All Staff Reps continue to work from home and only go in the office to pickup files and essential needs. We continue to handle grievances, arbitrations and bargain Collective Agreements but in most cases by Webex due to social distancing. Proposal and Ratification Meetings have been a challenge but we're doing them in a safe manner. Although our work has been far from normal, as most of our efforts have been on issues related to the pandemic. Conference Calls and Video Calls have provided a way to continue our work.

I do want to emphasize, we all thank the front line workers that have been working and jeopardizing their health. We understand with layoffs in other workplaces, the financial burden that brings. And obviously the mental health and stress it places on many.

I want to mention that this has brought the struggles there has been in Long Term Care Homes, Retirement Homes, Hospitals and other Health Care Facilities, to the forefront. Working short, scheduling issues, pay, benefits and poor working conditions have been unacceptable. The government needs to step up and ensure a fair implementation of the Pandemic Pay is provided. After this Pandemic we need to not loose sight of the crisis in health care.

Fortunately we have seen some great Employers throughout this Pandemic as well. We have a great community, the compassion for the well being of others our members have shown and what we've seen in our community has been inspiring.

Congratulations to Steve Taylor, President of Local 2027 and Dan Cassady, Secretary Treasurer of Local 200 on their retirement. I've worked with both for several years and their dedication to the labour movement has been incredible. I wish them the very best! Stay Safe!



Area Director Jack Robinson and Tullio DiPonti President of Local 2458 at the Hospital Rally fighting for Pandemic Pay.



Congratulations to the Bargaining Committee at Chateau Park, Sarah Mainwaring, Sabrina Mastrogiacom, Bev Cochrane with Jack Robinson on reaching a new Collective Agreement.



Prior to the Pandemic attending a Rally in support of Teachers, Area Directors for Windsor & London Jack Robinson & Julie Herron.

In Every Crisis Lies an Opportunity



By MARK BARTLETT
President,
Windsor Regional
Environment Council
mbartlett@uni444.ca

The word Crisis in Latin medical terminology means "the turning point of a disease, a point at which change must come for better or worse" It also means to "sift or separate".

We are at a turning point.

Our present crises of a pandemic, economic and social upheaval and climate change offer us the opportunity to sift through our current inequitable and unsustainable attitudes and practices and separate and eliminate the ones that harm each other and our planet!

Today we are seeing an uprising against racism and injustice on a similar scale to the anti-war protests and citizen uprisings of the 1960s and '70s.

Fifty years ago, on the first Earth Day, 20 Million people said "enough is enough" and hit the streets to protest the effects of pollution on human health and our environment.

On September 27, 2019, Six Million people marched to protest Climate Change.

The positive change came from these brave and desperate acts of civil disobedience and protested in the past, and today we are witnessing a real change in real-time!

"A day to honour the Earth and the concept of peace" was initially proposed in 1969 by peace activist John McConnell. The day was later sanctioned at the United Nations.

The United States Senator Gaylord Nelson proposed the idea to hold a nationwide Earth Day and "environmental teach-in" on April 22, 1970. In a speech on Earth Day, Nelson said, "Our goal is not just an environment of clean air and water and

scenic beauty. The objective is an environment of decency, quality and mutual respect for all other human beings and all living creatures."

The original theme and goal of Earth Day were about more than just trees. It was about peace and equality for humanity and nature!

Nelson hired a young activist, Denis Hayes, to be the National Coordinator. According to Hayes, "Without the UAW, the first Earth Day would have likely flopped!"

Nelson announced the Earth Day idea at a meeting of the AFL-CIO's Industrial Union Department. Walter Reuther, the UAW's president, happily contributed \$2,000 to the cause. The United Auto Workers was the most instrumental outside financial and operational supporter of the first Earth Day.

In a speech at the union's annual convention, Reuther said, "Because industry has for so long polluted the environment of the plants in which we work and has now created an environmental crisis of catastrophic proportions in the communities in which we live, the UAW will insist on discussing the implications of this crisis at the bargaining table".

On May 9, 1970, just three weeks after Earth Day, Reuther was tragically killed in a plane crash.

A UAW-funded community group near Detroit, the Down River Anti-Pollution League, used Earth Day to stage a meeting of Canadian and American boats on the Detroit River to place a funeral wreath in the river to recognize that lake Erie was so polluted it had been declared dead by

environmental scientists. (see the photo)

Since that day, and especially since the CAW was formed in 1985, Unifor and our predecessor unions have carried on the fight and embedded environmental and social justice in our principles and actions.

Just before COVID 19 changed everything, Unifor had been planning and "Earth Day to May Day" campaign to highlight the interconnection of climate justice and worker justice movements and highlight solutions like a Just Transition to a Green Economy for Workers and their Communities.

Many countries, including Canada, have included provisions for Greening the Economy in their post-Covid economic recovery plans. We can come out of the current crises with an idea for a just and sustainable world.

In the last few months, everyone's world suddenly got smaller. Like so many others, we decided that we wouldn't let COVID 19 stop our environmental activism, so we had to make our activism more local and personal. Here is what we have been up to.

Here is what we have been up to:

The Great Bird Habitat Design Challenge.

Seniors and Students "Growing Together"

In 2019, Unifor Local 444 and the Unifor Windsor Regional Environment Council partnered with the Pelee Island Bird Observatory (PIBO) to host scientist and author Diana Beresford-Kroeger in Windsor.

... cont'd on next page

In Every Crisis Lies an Opportunity

... continued ...

Inspired by her wisdom and scientific knowledge, PIBO arranged for a Grade 11 Biology class at Academie St. Cecile High School to visit Cardinal Place Retirement Home and held the first team workshop for the Great Bird Habitat Design Challenge.

The original plan was for PIBO to partner with Unifor to recruit teams from area high schools and seniors homes to collaborate on designing and creating a habitat for endangered birds and reconnect seniors with youth and nature.

The new reality of the Coronavirus Pandemic and the essential need for social/physical distancing compelled us to change our strategy.

Now, more than ever before, we need to look out for the physical and mental well being of our seniors and our youth.

Interaction with nature, a sense of purpose and social interaction is essential to the physical and mental well being of everyone of any age, particularly during our current crisis.

Our seniors need to maintain or regain their connection with nature. Our youth need to strengthen their relationship with nature and their community. We need to strengthen inter-generational community ties, so our youth understand the importance of protecting our seniors and our planet. Isolation and anxiety weaken these ties. This is especially important as technology, and habitat loss increasingly isolates us from each other and the natural world.

Brothers Peter Pellerito, Gary

Parent and Ron Moisenko of the Local 444 Retirees Chapter advised on and supported the project. Brother Moisenko received a habitat garden package and has been communicating with a student "garden phone buddy" volunteer!

The Edible Habitat Program Families and First Nations

Concerns about food security are rising, and some people have had more time at home to plant gardens, but not everyone can afford it. Five local families have received plants and seeds to create an edible habitat for themselves and birds, bees and butterflies. First Nations teacher Phyl Marie Fess will teach families about our natural world and indigenous teachings online through her Facebook page.

We partnered with the St. Clair College Horticultural program, the Greater Windsor Horticultural Soci-

ety, Zehrs in Lasalle, Cindy's Gardens in Kingsville and Native Trees and Plants in Amherstburg.

2nd Cottam Scouts Environmental Project Learn and Earn

Thanks to Sandy MacDonald at St. Clair College, and Cottam Scout leadership, UWREC was able to arrange a donation of native plants and herbs as well as medicinal plants and trees Echinacea and Ginkgo Biloba. The Scouts planted or shared the plants in the community and earned three badges for their efforts.

Our elders have a lot to share. They have been through pandemics, wars and social upheaval. Our youth have the energy and fresh attitudes and insights to share. First Nations and other traditional cultures that have existed for thousands of years have much to share. We need to start listening and learning.

We need to embrace science and traditional wisdom, not conspiracy theories. We need to support progressive politics. Only by working together can we reclaim our right to a peaceful, equitable and environmentally healthy world.



UAW 1970 Earth Day on the Detroit River

Bizarre and Trying Times

By
BILL WARK, President,
Unifor Local 1959



local1959@bellnet.ca

Greetings Everyone,

It's been a bizarre and trying the last couple months for everyone, I'm sure. We've dealt with pandemics, layoffs, re-employment, stress and racism. Very stressful indeed. Let me start with racism first and foremost.

Absolutely nothing or no one should promote or encourage what was shown on television concerning George Floyd. In fact, everyone must condemn and work towards the elimination of this type of behaviour always and forever.

Year 2020 may be a relatively new year but some things haven't changed, and they must, blatant acts of racism do nothing but divide us when we need to unite the most.

Virtually every workplace changed as a result of the pandemic in some fashion or another. From the way we assemble or now separate to the way we go about our daily business outside of work, things have changed a probably will so for the foreseeable future. It's stressful at home and at work. Your not able to see loved ones; go about shopping, . . . it's created a myriad of changes. Both upper levels of government have developed strategies and programs in some cases, adequate and, in some cases, not. For instance, not including all front line healthcare workers in pandemic pay premiums is wrong, and in the words of Tullio DiPonti, "fix it."

Eliminating hard-fought SUB premiums from workers forced on layoff because of the COVID 19 pandemic, a total shame. "Fix it" Mr. Trudeau and Mr. Ford.

As I mentioned earlier in my report, these trying times can and have been stressful. Counselling through a support line is available via telephone at 519-946-3277 or the contact vehicle the internet . . .

www.weareunited.com/GetHelp, if you are or know someone under pressure or feeling the effects of these times, reach out.

Within our Local, all of the mining units have remained quite busy, good in the sense everyone is working but creates a whole new atmosphere workwise and adapting to new distancing protocols, and the like. Precision Plastics has experienced layoffs with the cessation of automotive manufacturing, is now resuming operations, taking advantage of Federal programs and some safety manufacturing. I thank the bargaining unit members first and foremost for their resilience in these times, along with the others in the workplace it's been a long, tough last couple of months.

As I close off my report, I encourage everyone to stay healthy and safe and to continue to look out for one another as we move forward to whatever the future brings.

And to Steve Taylor, Local 2027 and Dan Cassidy, Local 200, I thank you for service and dedication to not only your members but to the trade union movement and society as a whole. We are better for it, and thank you as you move into a well-deserved retirement.

**Local 1959
President
Bill Wark
addresses his
members at the
ratification
vote!**

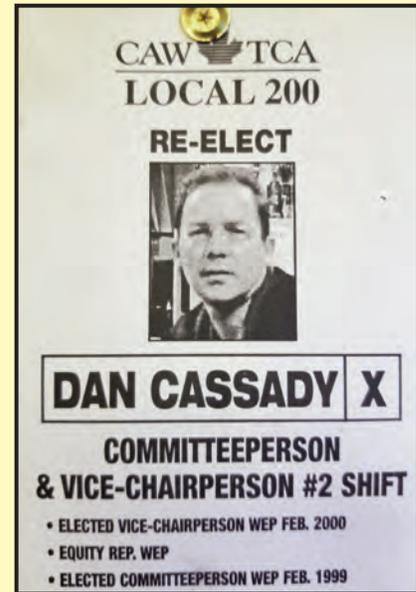
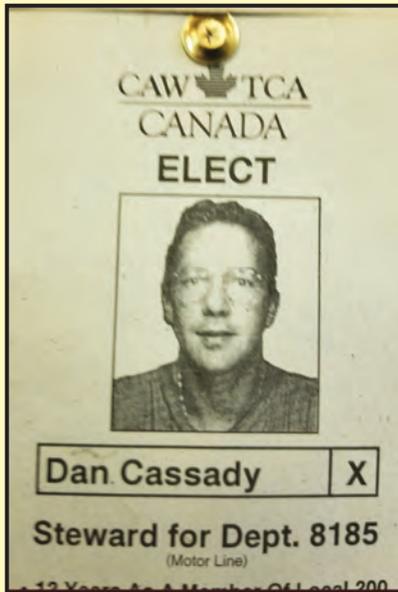


Workplaces we represent throughout Windsor / Essex County.

- 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
- Ermick 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 re-inforces our commitment to our community.

Thank you!



It has been an Honour!

This is my last article for the Guardian, I made the decision to formally retire on May 1st, just over a month ago.

I could probably write many pages about where my career took me over the years, but instead I will keep things short and simple.

I want to thank each and every one of you who have worked with me and supported me over the years. It has been a pleasure and an honour that I never took for granted, not even for a minute.

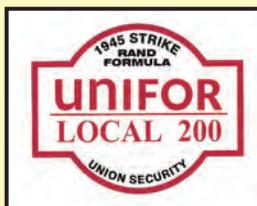
Please stay involved with your Union if you are.

Please get active in your Union if you are not.

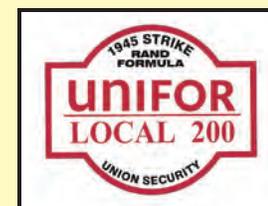
Believe me, there is a place for everyone, you have to find it!

And now it's time for me to move to the next phase of my life. Thanks to all of you for the memories! They will certainly last a lifetime!

In Solidarity,



Dan Cassady



Covid Word Search

Created by Faye Barrett

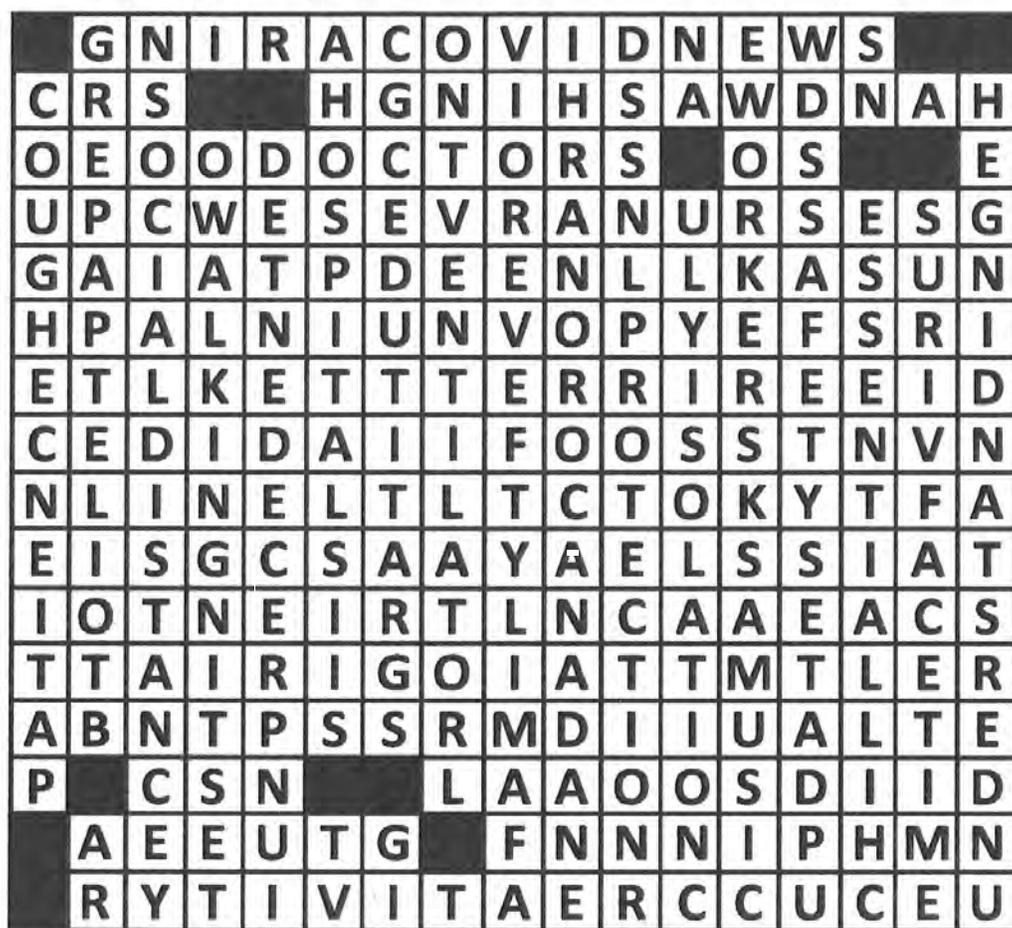
PUBLICATION MAIL AGREEMENT NO. 41456533
 RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:
 CIRCULATION DEPT, THE GUARDIAN BOARD,
 1855 TURNER ROAD, WINDSOR, ON N8W 3K2

The
 Guardian
 Board



RECYCLED
 PAPER

Circle the letters of each of the clue words found below. Words can run horizontal, vertical, backwards and diagonally. Some letters will overlap with more than one word. You will end up with 14 letters which you can place on the first line of blanks. Rearrange these letters to spell the special Covid message.



- | | | | |
|--------------------|------------------|-------------------|----------------|
| 1. CORONA | 9. HAND WASHING | 17. UNPRECEDENTED | 26. WALKING |
| 2. VIRUS | 10. MASKS | 18. MUSIC | 27. COUGH |
| 3. NURSES | 11. TOILET PAPER | 19. CREATIVITY | 28. GRATITUDE |
| 4. DOCTORS | 12. FEVER | 20. FAMILY | 29. FACETIME |
| 5. ESSENTIAL | 13. CHILL | 21. CARING | 30. SAFETY |
| 6. WORKERS | 14. RESPIRATORY | 22. COVID NEWS | 31. PROTECTION |
| 7. ISOLATION | 15. VENTILATOR | 23. PATIENCE | 32. O CANDA |
| 8. SOCIAL DISTANCE | 16. HOSPITALS | 25. UPDATES | |