

# The Guardian



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## DETROIT 3 BARGAINING

# An Historical Contract



By  
**JOHN D'AGNOLES**,  
*President,*

*Unifor Local 200*  
*Jdagnoles@unifor*  
*local200.org*

**W**hat we accomplished this round of bargaining at Ford, FCA, and General Motors was genuinely remarkable. What we did was downright historic. But when I say 'we' I want to be clear that I mean all of you, the membership. Every single member owns this deal, and it's historic multi-billion-dollar investments and its economic benefits. Every single member had a role to play from every site's shop floor to the Local and Master Bargaining Committees and beyond. These are some of the most substantial investments seen in decades. Still, the fact is that we could never have negotiated one dime without your support, your solidarity, and your dedication.

Bargaining is never easy. And the challenges in this round seemed insurmountable. Everything we know about negotiations had to be thrown out and done entirely differently. Bargaining in a pandemic is something none of us have had to deal with before. We've never had to rely so heavily on technology and online meetings to get the job done. It was frustrating to say the least. We'd all much instead meet in person, hold ratification meetings in a familiar place where we can all be together talking face to face. That was an unfortunate feature of this year's auto bargaining.

But I want to credit our national leadership team for spending months

planning for all possible scenarios and making it possible to bargain and communicate effectively.

It was both an incredible opportunity and a heavy responsibility for Ford to lead this round of negotiations and set the pattern. I have to credit my fellow Master Bargaining Chairs, James Stewart at FCA, and Tim McKinnon at General Motors, for working so closely and collaboratively to make sure the pattern worked for every autoworker. This was one of the tightest crews I've had the privilege of working with.

The historical results of the deal we reached speak for themselves. I am incredibly proud that we secured investments and product commitments for all of our sites. That includes the incredible role Tim Little, Kevin Bell, Chad Lawton, and Bob Krizanovic played in securing \$148 million for the Essex, Windsor and Annex plants to continued production of Nano cylinder heads, sole sourcing of the 5.0L engine and any derivatives, the 7.3L engine, and a new 6.XL engine. For our PDCs, the

extraordinary leadership of Rick Andersen and Sheldon Warawa in Red Deer, who secured several facility upgrades and in the sourcing of work, and Gary Rumboldt and Sandy Knight who successfully protected their members in Bramalea with the leasing of two new facilities in the GTA and Ottawa. And finally, the \$1.8 billion investment in retooling the Oakville Assembly Complex and produce building Battery Electric Vehicles, the Vice-Chair of Master Bargaining Marc Brennan, and Mark Sciberras, Bob Scott and Darin Caerels was instrumental.

Many other members of our bargaining team contribute so much but rarely step into the spotlight and get the recognition they deserve. Our communications department, led by Natalie Clancy and David Molenhuis, worked relentlessly to make sure our meetings ran smoothly and that we could communicate regularly with members and the media. Our support staff Kate Lonergan and Brenda MacKay, kept us firing on all cylinders day and night. Our

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## John D'Agnolo

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research department, led by Angelo DiCaro and Kaylie Tiessen, provided the facts and analysis our bargaining team relied on every single day throughout negotiations. Our Pensions and Benefits department, led by Corey Vermey and Cammie Peirce, made sure we preserved our members' retirement security and benefits coverage. Sari Sairanen, our Director of Health, Safety, and the Environment, whose work and expertise has never been more critical as we continue to live under the COVID-19 pandemic. John Breslin, our Skilled Trades Director, was relentless and tireless in defending our skilled trades members' interests.

And our Director of Auto, Dino Chiodo, whose leadership, knowledge, and oversight of the sector ensured we were always working towards the best strategy for everyone involved.

What strikes me most about this historic deal is its complexity. The number of variables and the way circumstances had to line up perfectly was mind-boggling. Getting our divided political leadership at Queen's Park and Parliament Hill to come together and invest in "a future made in Canada" was an unlikely outcome. Our national leadership team, including Lana Payne, our National Secretary-Treasurer and Scott Doherty, Executive Assistant to the National President, deserve our deepest gratitude and congratulations for their substantial role in guiding these negotiations from start to finish.

By securing \$1.9 billion in investments at Ford and nearly \$5 billion overall for Canada's auto industry, Unifor and all unionized

autoworkers have helped bring about a massive transformation in our industry that sets us on a clear path towards the kind of job security and prosperity many said we simply couldn't do. Make no mistake, the strategy put together by Shane Wark, Assistant to the National President, who leads the auto file.

Our National President Jerry Dias truly paid off in ways very few could have predicted. Wherever Jerry saw an opportunity, he took it. When the federal government started talking about greening the economy years ago, he started pushing for electric vehicle production investment. When General Motors shut down vehicle assembly and left our brothers and sisters out in the cold, he vowed to reverse it. Now, we've accomplished both at the same time.

We learned through this round of negotiations that our union can accomplish so much even in unprecedented times of anxiety and uncertainty. We learned that a pandemic couldn't stop us from working every day to defend your rights at the bargaining table. We also learned the vital importance of government relations. National President Jerry Dias

showed us how our union could leverage our membership's collective power to secure investment when we need it most. Without these historic multi-billion-dollar investments, we would not have created the countless thousands upon thousands of jobs that will be created in our communities from Windsor to Oakville, Oshawa and beyond. I want to thank Jerry Dias for the work he did personally.

Lastly, to all of our members at Ford, FCA, and General Motors: Think about what you've accomplished in this deal. Nearly \$5 billion in investments and one of the most generous economic packages seen in decades. Battery electric vehicle production in Oakville. A new multi-energy vehicle architecture in Windsor. New investments and product commitments for virtually every single Unifor facility. As I said earlier, this is your deal. You made it happen. Your support is breathing new life into the auto industry that will benefit workers for generations to come.

You should be incredibly proud.

***Merry Christmas to All  
our Members and our  
Retirees!***



***Ford Master Bargaining Team getting it done at the table.***

# Strength Through Adversity

amclellan@uniforlocal200.org



**APRIL  
MCLELLAN**  
Local 200  
Secretary  
Treasurer

## **Covid Sucks**

The year 2020 has been a whole new way of life, and getting accustomed to our new normal is undoubtedly not easy. Having to wear masks all day at work, separated from our friends and family is never easy. We can not visit our loved ones at their home or those in the hospital, and it breaks my heart hearing of people denied the opportunity to say goodbye to loved ones that we lost during this pandemic.

Here at the local, we have had to cancel meetings (retirees, membership), run elections by walk through voting, ratification meetings on Zoom, and cancel many of our events like the Children's Christmas Party, just to name a few. It is not the same.

Although tough on each of us, we have pushed through it as we always do, knowing that we must do our part to keep ourselves safe and those around us safe. More families are struggling this year, and many people are still out of work, businesses lost, people not being able to pay bills. People who struggle daily with depression, addictions, and anxiety have been hard hit with limited access to support groups, friends, and family. Our loved ones in retirement/long-term facilities are missing their family visits. Again, tough for so many within the world and within our community.

A big special thanks to all our front-line heroes taking care of us and all our loved ones, you rock!

Let's continue to follow safe practices, keep ourselves safe and everyone around us. On behalf of our membership, we have decided to help out some families within our community by adopting a couple of families for Christmas to bring joy to their

family on Christmas day, done in lieu of our Children's Christmas Party.

## **Ford Master and Local Bargaining Committee**

I want to thank and recognize our bargaining committee for all their hard work through these tough times, some away from their families for months, negotiating in smaller groups having to meet across from the company with their face masks. Yet, they brought us home a fantastic agreement! Increases for all, I want to make sure all our retirees are aware that all gains and additions to our benefits absolutely apply to you along with the quarterly deductible will again be cut in half for our retirees.

Some of the changes do not take effect until January 2021, so please be sure to talk to your in-plant benefit reps or me if you have any questions.

The online voting was filled with trial and error for sure. I want to thank the membership for their patience, as it was a learning curve for all involved. I also want to thank Wayne McLean (Local 444) for his help in getting me set up for the strike vote and ratification vote and for my partner Dave Millar (Local 707) that worked with me through all hours of the day and night trying to make sure we did everything we could to provide our members with the tools to vote. The outcome as we all know was a great in favour vote.

## **Happy Retirement**

Since May, we have had many people retire. I want to thank them for all their years of service that helped pave the way for all of us still

here at work. We wish them all a Happy Retirement filled with many years of enjoyment. I would also like to wish Dan Cassady a Happy Retirement and thank him for his years of working with and for us as a Committeeperson, Plant Chair, Vice President and for a short time President and finally Financial Secretary. You were exceedingly well in all your positions and most of all you are a great person that I can call my friend.

## **A New Equity Co-ordinator**

This will be my first and last article as the Financial Secretary. I will be moving on to the Equity Coordinator. It has been an absolute pleasure being your Financial Secretary for the past six months. The position allowed me to work with and get to know many of our retirees. It also allowed me to meet more of our members from our other workplaces, and for this, I am so grateful. I have learned much from each of you and I would like to thank all of you that have supported me throughout my career as Committee person, Vice-Chair, Chair and the short time I was able to be Financial Secretary. All the support and trust of the membership over the last 20 years has allowed me to learn and grow while having the opportunity to represent you. Thank you.

## **A New Financial Sec.-Treasurer**

Last but not least, I would like to welcome Darby McCloskey to the role of Financial Secretary. Darby comes with an incredible amount of knowledge and passion and will do an excellent job.

*Have a Merry Christmas and Happy Holidays, be safe and Enjoy!!*

# We Build it Right!



**DAVE  
CASSIDY**  
President  
Unifor Local 444  
President  
Windsor-Essex  
Skilled Trades  
dcassidy@uni444.ca

**T**his year has been simply unbelievable and will be hard for anyone to ever forget. A pandemic, a wild U.S. presidential election that is still not "officially" over, all in a year where Local 444 had its docket full of workplaces to bargain, with FCA the biggest of them all.

## Our FCA Workforce

It has never been a secret of what I think of our FCA workforce. I have gone on record, whether it be in the media or talking to the top of FCA or the Premier of Ontario. The Prime Minister just the other day said to 50 of us on a zoom call, "I have been made aware if You Want it Built Right, You Build it Windsor!"

It is more than just a catchy phrase; it is the truth. Look at our quality, look at our vehicle launches, look at our WCM score, look at the awards our Windsor-built products continue to win. Our productivity is nothing short of amazing. Even our attendance during Covid set an industry standard.

Quite simply, it only makes sense to reinvest in our membership and our plant!

We told this company way before the third shift's cancellation that they needed another vehicle, but FCA dropped the ball and our shift paid that price. I was furious with the company and determined to bring all our members back who were laid off due to their poor planning!

I promised our laid-off members that I would find a way to bring them all back, that they would not be forgotten; they would not be left behind.

Exhausting our buyouts and the current projections, we knew the only way we could bring all our laid-off members back was to have a plant that is still around to return to, and that had to mean new products.

With our minds and hearts focused on our laid-off members and all our members that depend on the plant's longevity, I made it clear to FCA - It was going to be products or NO DEAL!!

## The Team hit a Homerun.

Your Local and Master bargaining team worked tirelessly to bring home a contract deserving of all our members. The results were a 1.5-Billion-dollar investment, leading to internal Combustion, Hybrid, and ELECTRIC engine platforms.

Besides keeping our existing product portfolio, FCA has committed to

adding a product with the ability to build three different platforms.

**We will be the ONLY plant in North America to build three separate powertrains.**

We will be able to build Vans,

We will be able to build SUV's,

We will build able to build Cars,

We will build able to build Trucks.

Why us? Because we are the best!! We Build it Right!

Everyone who is laid off will be BACK to work, plus more!

Before the end of this contract, construction will have begun, and pilot vehicles will be going down the line at the Windsor Assembly Plant.

A new vehicle will be coming down our line as fast as humanly possible!

Pay Raises, Benefit Improvements, lowering the new higher grid,

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**Dave meets with Liberal MP Irek Kusmierczyk and NDP MPP Percy Hatfield.**

## Dave Cassidy

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Cola maintained, Signing Bonus. This is easily the wealthiest economic package in the past two decades with no concessions.

Did we get everything we wanted – the answer is no, unfortunately you never do. But know that we tried; we sure as hell tried!

Our plant's future was in serious question. This deal secures our future for YEARS to come.

I want to thank all our members who supported and believed in us through this entire process. When it is easy to give up hope and blast negative thoughts through social media, you chose instead to stand with us in solidarity and waited to judge the facts once presented and for that, we thank you.

### Municipal

As many of you heard, Windsor's city was looking to purchase 12 new midsize SUV type vehicles. I wrote the Mayor a letter suggesting that this opportunity was a lob ball waiting to be smashed out of the park. This was a perfect time to show Windsor's workers and residents that Windsor council supports our members by

buying 12 new Windsor made Chrysler Pacificas. The loss of the third shift at the Windsor Assembly Plant resulting in hundreds of Windsor's finest out of a job, is a challenging situation. They needed to know this city believes in their worth as workers to assemble one of the best and most versatile vehicles on the planet, an easy home run I thought.

Well, they swung and missed, opting to go with another vehicle. The letter was posted on FB and was seen by 23,875 people. Even the news outlets ran a story on my letter to the Mayor and Council, along with it the outcry of our members and residents of this city.

Happy to report that just recently council has voted unanimously to now add Chrysler Pacificas to their fleet. It only makes sense. For the past 37 years, our van and the workers who have assembled it have led to tens of thousands of jobs in the city to feed their families, built their homes, shop in their stores, eat in their restaurants, send their kids to school, and pay taxes for our municipalities.

I am happy city council is starting to get it, for it is always a good day when our members and the products they build are recognized.

### Provincial

It is not very often in our local's

history where we would see a labour leader meeting with a member of the Ontario Progressive Conservatives. We are usually outside their offices with signs and megaphones calling for action. I know, I have been there. Yet when I became President of this great local, I firmly believed that our members, their jobs and their workplaces had to be the local's main focus.

Differing political opinion (where there is plenty) had to come second to our priority, and that is our members and their jobs. There is a time to rally and bring out the signs and megaphones, and there is a time to work together to secure our jobs. I have now met with the Premier on many occasions and spent some time with him and his ministers on the phone and when it comes to our members and their jobs we are surprisingly often on the same page.

Before our FCA ratification presentation, the Premier called me on my cell and assured me that his government would be there with a cheque to support FCA investment in our plant. That is huge and not very PC like. Through our conversations, he has also been pushing for the safe opening of our Casinos.

When we needed money for the adjustment center to help our laid-off workers in the interim, the PC Labour Minister, Monte McNaughton immediately signed-on for giving financial aid. Minister McNaughton should be coming down with a cheque presentation within this month. This is not about politics; I am a firm believer in giving credit where credit is due, and for some of our key issues, the Premier and his office has been there. I will sit down with anyone from any party if it means helping our members.

### Federal

I was recently able to sit down one-on-one with our Windsor West MP NDP Brian Masse. It is always good to catch up with Brian, let him know

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## Dave Cassidy

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our main concerns and hear what he has been up to. Brian is always on the move working for his constituencies and always raising labour's concerns in parliament.

I have also continued to have dialog with our Windsor-Tecumseh MP Liberal Irek Kusmierczyk. He contacted me, asking for crucial issues that I wanted to see in the throne speech and allowed me the opportunity to speak directly to Prime Minister Justin Trudeau via zoom and bring a handful of guests. I had asked James, Manny, Mike and Darryl, a number of our reps, some of our new hires, Dana, Jerry Logan, Presidents of some of the other locals in our area.

I had an excellent opportunity to thank Trudeau for pledging to come to the plate for our FCA investment and tell him directly the need to pass Single Sports Betting legislation! I let him know I was not happy; it was not in the budget (much quicker process if it was) and preferred a whipped vote (assured it's passed) in the house than a free vote. I brought up EI reform and pressed the Prime Minister on the need for a national Industrial Auto Policy and to seriously look at Canadian battery production. I made it clear if he wanted those batteries built right to build it Windsor.

## Conclusion

Our focus at Local 444 will always be our members and their jobs, but often we need to make sure our politicians are pressed and are on board. It's a simple premise - If you want our votes, you need to support our members. I am willing to work with anyone from any party to help our members and secure our jobs. Most have been more than ready to return my calls and get in contact with me, except maybe the cell service isn't great for the MP out of Essex? If you

want to help the 20,000 members (active & Retirees) of Local 444 you need to know them. My door is always open.

*From my family to yours,  
Merry Christmas and a  
better New Year!*



# We are not Interested in going Backwards!



**By  
JAMES  
STEWART**  
Secretary  
Treasurer.  
Unifor Local 444  
jstewart@uni444.ca

**T**he year 2020 will go down in history as the year our modern world changed. It should also be remembered as the year that Unifor did not allow this Covid-19 pandemic to take back the last 20 years of bargained gains as employers tried to do. In every round of bargaining since March of this year, we've heard employers use the recent pandemic as an excuse to reduce our wages, benefits and dismantle workplace rules. For every set of bargaining, the answer from Unifor bargaining committees was the same... **WE'RE NOT INTERESTED IN GOING BACKWARDS, PERIOD!** We were clear with employers that although this global pandemic is severe, it is also temporary and at some future point in time we will be past this. A vaccine will come. Life will go on. Our world will reopen and flourish. At some point.

For every challenge we've faced, we've also found success'. We've resisted concessions and made gains in several rounds of bargaining this year. Sterling Fuels, ElringKlinger, TransAlta, North-Star, Presteve Foods, Etna Foods and FCA. None of these rounds of bargaining were easy and none of them were perfect agreements (they are never perfect). However, every one of them made gains in wages, benefits, or workplace improvements in the face of what might be our most challenging time yet and made life better for our members in those workplaces.

It was my honour and privilege to lead the FCA Master Bargaining Committee in this round of bargaining with the Detroit 3 automakers. I worked hand in hand with all the local presidents, officers, chairpersons and other master bar-

gaining committee members, including Dave Cassidy, Tony Greco, Manny Cardoso, Darryl Desjarlais and Paul Renaud, all from Local 444. Not only were we able to make monetary and benefit gains for our members but we were also successful in bargaining a transformational upgrade to the Windsor Assembly Plant. FCA will invest another \$1.5 Billion into the plant that will allow us to build, in addition to the current platform, a whole new platform that will make the WAP the first of its kind in North America.

We will be the first plant that will be capable of building a van, a car, a mid-size truck, and a crossover vehicle with the ability to be either an Internal Combustion Engine (ICE) Vehicle, a Plug-in Hybrid-Electric Vehicle (PHEV) or a fully Battery Powered Electric Vehicle (BEV). This investment will ultimately see the return of the 3rd shift at WAP and help create many more jobs in our com-

munity. This wasn't done by mistake.

The Detroit 3 leadership worked together with the entire National Union to chart the roadmap to make these gains. I would be remiss to not only thank the Local 444 committee under the leadership of Dave Cassidy but also the leads of both Ford and GM master bargaining committees John Dagnolo and Tim McKinnon. The three committees worked hard together to make sure the pattern agreement was something that all of us could be proud of while ensuring the auto industry's longevity in Canada for years to come. I also need to recognize the entire national union under the leadership of Jerry Dias. The resources provided by the national union are second to none and our bargaining would not have been as successful without them.

While I recognize our success this year, it's imperative that we also recognize that we are also still facing some extreme challenges. The vast majority of our Casino members are still out of work, along with many others. Many of our members and people in our community are making do with much less. We are working with all levels of government to find solutions but there is still a long and challenging road we need to travel before we have all the solutions. Our community's need is at an all-time high and will take all of us working together to ensure those who have the greatest need get the help and support they deserve.

More than ever before, I wish you all a safe and happy holiday season. Merry Christmas and Happy New Year. Let's pray that 2021 is much better than this past year!



# Our Health Care Workers deserve Better!



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

**L**ast week Public Health Services Canada quietly changed their guidelines on how the COVID-19 spreads. In addition to respiratory droplets, they have confirmed (what our union and others have known for some time) that in addition to respiratory droplets, it can spread through aerosols when an infected person coughs, sneezes, sings, shouts, or even talks.

[https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/health-professionals/main-modes-transmission.html#\\_How\\_COVID-19\\_spreads](https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/health-professionals/main-modes-transmission.html#_How_COVID-19_spreads)

As I write this, cases are on the rise in Ontario. It's almost two weeks after Halloween, and it seems like we've seen a spike after every holiday, but the numbers we see this week are unheard of.

That's why I'm very relieved that our union, along with SEIU and CUPE/OCHU, legally challenge Directive #5, which gives our health care workers improved access to PPE. I want to remind our members who work in hospitals, long-term care homes or retirement homes that they have new rights to PPE once an outbreak has been declared.

Any worker within two metres of a suspected, presumed or confirmed COVID-19 patient or resi-

dent will have access to appropriate PPE, including an N-95 respirator. Workers must know their rights, and if you are being denied PPE, you should contact your Occupational Health and Safety Committee or your union committee immediately.

This month Premier Ford announced that they would implement an average four-hour minimum standard of care in all nursing homes. This is something that our union has been fighting for, quite frankly for years. And I congratulate all of you who have lobbied, rallied, signed petitions, and pressured the government on this issue. Thank you also to our great retirees who have been by the side of the workers all along.

We know that ultimately, a policy is not enough, and a real plan is required. We will never attract the workers needed in this endeavour without permanent improvements to wages and working conditions. We know that the Quebec government used the summer months to offer paid training for thousands of personal support workers and guaranteed full-time work at \$26 an hour with a government pension plan and benefits.

That is real action, and that is exactly what we need. We also know that in Ontario, much can be done to attract PSW's who have

left the industry to return under the right circumstances. We also can't forget about the other necessary workers. We know we will not be able to protect residents in long-term care homes without an entire team of workers who stop the spread of infection by proper cleaning, ensure that they provide appropriate nutrition and provide activities, stimulation and human contact.

As a local union president and your National Executive Board member for health care workers, I can promise that we will not stop fighting for meaningful change.

Finally, I want to congratulate our brothers and sisters in the auto sector of our union to negotiate and ratify collective agreements that will see a significant increase in jobs over the lives of those agreements. We know that we can't maintain or improve our social safety net, including health care and long-term care, without a strong manufacturing sector.

Stay safe, everyone.



# Time to Build 21st Century Healthcare for Windsor-Essex



By  
**KEN DUROCHER**  
Sec.-Treasurer  
Unifor Local 2458  
ken@uniforlocal2458.ca

*For nearly a decade*, we have been talking about replacing Windsor's two outdated acute care hospital campuses with a modern facility capable of delivering world-class healthcare. We can't wait any longer. It's time to build.

In 2012, a task force recommended moving forward immediately to replace the antiquated buildings that are inefficient and expensive to maintain. Three years later, a plan to transform hospital care in Windsor-Essex was announced along with a new hospital location. The City of Windsor and County of Essex are already collecting money to fund the local share of the project.

Last week, Windsor City Council voted to reaffirm support for the new hospital on a site recently purchased by Windsor Regional Hospital. In doing so, they joined other municipalities in the region in pledging support and are now calling on the province to prioritize and expedite funding for the project.

It is time to build. Our members, our families, our neighbours and friends deserve access to the same modern and safe healthcare enjoyed by our brothers and sisters throughout Ontario and across Canada.

Our current facilities are among the oldest in the province. Ask any of the 600 local 2458 employees who work at Windsor Regional Hospital, and they'll tell you the buildings just don't cut it anymore.

Hospital staff work hard to keep the buildings clean, but they lost their sparkle years ago. Chemicals and cleaning products used to kill germs in hospitals today corroded building materials when these hospitals were built, making them appear worn out and dirty.

While private patient rooms are the gold standard for infection prevention, most patients at Windsor Regional

Hospital share room and a washroom with up to 3 roommates. These rooms lack the necessary comforts, and privacy patients deserve. They also create challenges for the housekeeping staff who have to clean these washrooms after each use.

Because of limited space in rooms, hallways and elevators, porters must perform juggling acts to get patients to their scheduled appointments. It is impossible to move a patient in their bed out of a room without first moving their roommates into the hallway to create space.

As you can imagine, this is never a welcome move for the other patients who are trying to rest and recover themselves.

Foodservice workers prepare three meals each day, for hundreds of patients, in spaces smaller than your average Tim Horton's kitchen. Without dedicated service elevators, they deliver these meals using the same elevators as patients and visitors. They'll tell you there is nothing worse than watching the elevator door open to a group of patients anxious to get to their appointments or visitors on their way to see loved ones, only to realize the elevator is full of lunch trays, and they have to keep waiting. Those same elevators are also used for transporting patients, equipment, dirty linens and waste.

The list of infrastructure deficiencies is endless, and the COVID-19 further compounds them.

While modern hospitals approached the pandemic by opening up capacity built into existing facilities, WRH created capacity by turning office spaces into patient rooms and building an off-site field hospital at the St. Clair College SportsPlex with additional beds. . . . *cont'd next page*



## Local 2458 . . . cont'd

While modern hospitals use isolated ventilation systems to prevent the spread of air-borne particles, WRH was forced to create negative pressure rooms using tarps, duct tape, zippers and portable HVAC units to prevent the virus from spreading.

And while modern hospitals, built with a minimum of 80% private rooms, are able to keep patients isolated without impacting patient flow, WRH with approximately 20% private rooms is facing unprecedented system pressures. When patients who have or are suspected of having COVID-19 are admitted, they cannot be in a room with other patients. If there are no private spaces available, they are put alone in semi-private rooms, blocking beds and reducing capacity.

Our members support this project, not because they want a shiny new place to work. These are the same hospitals we take our parents when they need surgery, where our children and grandchildren are born, and where we spend time with loved ones in their final hours.

As taxpayers, we have paid our fair share for similar new hospital projects across Ontario. While others enjoy state-of-the-art hospitals with large private rooms, dedicated service elevators and modern air handling systems, we wait.

We continue to deliver care in buildings with crumbling infrastructure, spending money on patchwork improvements that are required to keep the facilities operating but do nothing to improve the care we offer patients.

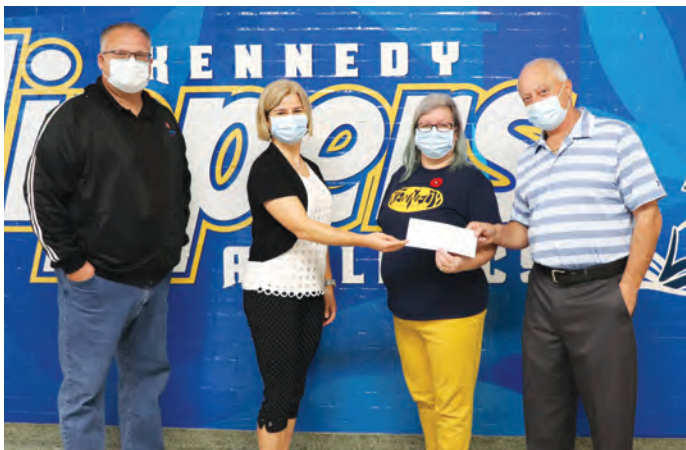
I applaud our local and regional representatives who have made getting a new hospital for this region a priority and continue to advocate for these desperately needed improvements. After spending time with these elected officials, Premier Doug Ford said it is now his number one priority this summer after spending time with these elected officials. We can't wait any longer. Everyone is on board, and it's time to build.

### Collective Agreement Settlements:

Members at the Windsor Essex Catholic District School Board, Caretaker/Maintenance/Skilled Trades unit ratified a new collective agreement by 90%. The deal includes wage and benefit improvements and COVID Relief jobs.

Women's House Serving Bruce and Grey County Members ratified a new three-year agreement by 85%. Improvements include wage increases for all members of the 3-year agreement and benefit improvements.

Congratulations to the Chair, Rick Nadin (WECDSB) and Chair Julie Lamont (Women's House) and the committees on their collective agreements' ratification.



# Fall 2020...The Glass has been Broken



**By  
JODI NESBITT**

**President  
Unifor Local 240**

**Email:**  
[jodi@uniforlocal240.ca](mailto:jodi@uniforlocal240.ca)

I have been overwhelmed with pride and excitement over the last few years, watching many women I admire break glass in the women's movement.

The passing of U.S. Supreme Court Justice Ruth Bader Ginsburg brought people worldwide together to showcase and reflect on the important strides that women have made.

One of Ginsburg's quotes was: "My mother told me to be a lady. And for her, that meant to be your own person, be independent." This type of independent thinking has led many women to achieve things that were previously thought to be unattainable.

Kamala Harris, elected as the first female U.S. Vice President most recently, made me incredibly proud of the work that women across our nation have done to prove that they are not only capable but qualified to represent and defend people.

This made me reflect on Canada and the many women who have broken glass for the women behind them.

When our very own Lana Payne became the first woman elected as the Secretary-Treasurer of Unifor, she made history within our union. Her passion, wisdom, and genuine care for the working people and our union was evident from the first time I listened to her speak as a guest at our C.A.W. Convention. Her perseverance and commitment to the women's movement has inspired so many women to take the risk, rise to the challenge, and become great leaders across Canada.

I think of Tracey Ramsey, who took on the Conservative incumbent in Essex and defeated him. She won this federal M.P. seat in a riding that historically only voted Liberal or Conservative. In no time, she naturally fit into her role and trailblazed as the Trade Critic with incredible wisdom and without fear. She was fearless in talking about NAFTA and bringing the shortcomings forward to Canadians. She

brought Windsor and Essex to viewers across Canada.

Today, I am saying thank you to all the women who have inspired so many other women and me to persevere, to push down those barriers, to continue to bring our voices to the front and centre. Today, I am honoured to know so many women who have been mentors and demonstrate every day the meaning of leadership!

## **EXECUTIVE BOARD ACCLAIMED**

I want to congratulate the entire Local 240 Executive Board on their acclamation to our executive Board in September. We are very excited to welcome new board members Marybeth Punzalan, Christina Grossi, and Lindsay Meloche from K+S Salt.

The Board is now comprised of: Jodi Nesbitt (President), Marybeth Punzalan (Secretary Treasurer), Julie Kotsis (1st Vice President), Christina Grossi (2nd Vice President), Paula Bastien Stedman (Recording Secretary), Angela Divitaris (Chairperson of the Trustees), Tammy Dunfrod (Trustee), Lindsay Meloche (Trustee), Stacey Ferguson (Guide), and Mark Radvanyi (Sargent at Arms).

I am looking forward to their new perspectives and working with them to grow our local and our union. We have a diverse executive board who are ready to work with our local to ensure we continue to excel in representing our membership and our national union.

I want to thank Jolayne Janisse, Paul Roy, Mary Beth Nantais and Tena McLean for their years of serving our Executive Board.

You have supported me and our local with much respect and dedication. I am happy that you are still on our board as you have been an incredible assets to our local.

I would be remiss if I did not point out that Stacey Ferguson made an admirable and respected decision not to seek re-election as Secretary-Treasurer. Stacey took on the incredible challenge of the Secretary-Treasurer position and adopted two beautiful children at the same time. As many of you reading this know, the challenge for work life balance in our positions is sometimes very difficult. I believe that it is exceptional that a great leader can recognize that stepping aside to allow themselves to balance the needs of their family while thinking of the local.

Stacey, you will be missed in your role. I will miss your daily love, support, and guidance, but I know that we will continue to lean on each other during times of happiness and sadness, as you have been an incredible asset to our Local.

## **THE BEST CHRISTMAS PRESENT IDEAS, RIGHT HERE!!!!**

Local 240 members are ready and willing to help you find the perfect Christmas gifts for your loved ones. Our members from Freeds, Hudson Bay Canada and C.A.A. have excellent suggestions for the holidays. Please remember to reach out to them.

If you are buying for children who have everything, think about opening them their own bank account at Motor City Community Credit Union.

And while you are wrapping your wonderful purchases from our 240 workplaces, order your dinner in from The Giovanni Caboto Club. This is the time more than ever to support local businesses and support our members. It could be a matter of them receiving health benefits or not.

## **MEETING WITH PRIME MINISTER TRUDEAU & IREK KUSMERCZYK**

On Thursday, November 12, 2020, I was invited by Dave Cassidy to attend a video conference to speak about Local 240's personal stories of struggles that our members and community have faced during the pandemic. This meeting was held with Irek Kusmierczyk, MP Windsor-Tecumseh and Prime Minister Trudeau.

I was privileged to have the opportunity to bring up the concerns and challenges our members faced during this important meeting. I spoke about our members in retail and hospitality sectors and how they rely on commission and tips. These industries were the first hit by COVID, and we know they will be the last to recover from the significant loss in revenue. Many members who had health benefits covered under their agreement had them cut off due to the layoff language, thus leaving members without their much-needed medication and unable to afford unplanned dental emergencies. They were forced to decide whether to pay for groceries, electricity, gas or their prescribed medication. During these challenging times, we cannot risk having access to prescribed medication cease. It is a vicious cycle that will prove to be challenging for our communities.

All these stressors lead to some people using drugs or alcohol to help them cope, leading to higher addiction rates. I impressed the importance of having a national strategy to address the drug crisis in Canada. We need to help families and their loved ones who were already falling through the enormous gaps in our system before COVID existed. Now we have a larger population desperately needing care. He acknowledged that the federal government had not been as involved as they ought to before COVID and reiterated that

he understands the importance of keeping this at the forefront of their mind.

I spoke to him about the barriers many women face when they are the primary caregivers to their children. I shared that many of our workplaces were able to work from home, however, they were faced with the daunting task of working, meeting corporate targets, all while providing school lessons to their children. We saw that high-priced internet plans were not performing to meet those demanding needs, causing further frustration.

Those members considered "essential" the challenges they faced finding childcare forced them to take time off work to tend to their children. This gave me an opportunity to discuss the need for a universal childcare strategy to ensure our parents can go to work and have affordable, licensed childcare offered to them.

The Prime Minister was very receptive and understanding of the concerns that I brought forward. I was very fortunate to represent our members and be able to discuss the daily issues they must face.

I will continue to raise our members' concerns at every level of our government.

## **FORD OFFICE BARGAINING**

I want to congratulate our Local 240 Bargaining committee for a great three-year collective agreement.

Bargaining was led by Mark Radvanyi, Chairperson of our Ford Office. Mark did an excellent job leading and bringing Local 240's talent to the attention of the top Ford negotiators and our President, Jerry Dias. Along with committee person Christina Grossi, he made us so proud as they ensured that no rock was unturned when demonstrating the value that the Windsor Dynamometer and Chem Lab groups bring to the entire corporation.

In addition to significant monetary improvements, they were focused and diligent on ensuring that Windsor was the facility to invest in for future testing opportunities.

Because of the excellent work our 240 members do day-in and day-out, they could convey and demonstrate that message to the top of Ford Motor Company and Unifor.



***From left to right Jodi Nesbitt, Mark Radvanyi and Christina Grossi in Toronto bargaining with Ford.***

*... cont'd on next page*

## Jodi Nesbitt ...cont'd

I also want to take a moment to recognize that historically the bargaining committee for Ford was predominately male. It was very empowering to see the growth of women elected to the team and even more exciting to have Christina there representing 240.

Bargaining for an extended period in Toronto away from your family is not at all easy. It takes sacrifice and commitment.

Both Mark and Christina demonstrated that time and time again. Thank you both for your dedication.

Also, a huge thank you goes to John D'Agnolo (Chairperson of F.M.C. Bargaining) and Dino Chiodo (Director of Auto) for the time and attention they gave our local and our bargaining committee. They did a fantastic job!

## Hudson Bay Company Bargaining Update

We have commenced bargaining with Hudson Bay, and at this time, we are looking into 2021 to move forward with the remainder of the bargaining process. The devastation of COVID-19 has impacted our members and the retail industry. Please remember that Hudson Bay is represented by Local 240, and our members there would appreciate your business during these uncertain times.

## H.I.A. Donation - Unifor Rocks!

Local 240 represents members from Harmony in Action. Many may have read reports of the recent vandalism that was made to their accessible park. This not only impacted our members, all the staff who work there, but most importantly, the clients who utilize the excellent services and programs HIA offers to adults with disabilities. When I reached out to Elizabeth Espesito, Executive Director with our offer to help, I knew she was incredibly grateful for any support we could offer.

Local 240 was able to donate \$5,000 towards a fence to



**Christina Grossi joins other women who were elected to negotiate with Ford Motor Company**

encircle the playscape. When we reached out to our Ontario Regional Council, led by Scott McIlmoyle (Chairperson), Naureen Rizvi (Ontario Regional Council Director), and Tullio Diponte (Secretary-Treasurer), they were quick to match the donation. We then asked the Guardian Board to participate. I want to thank them for immediately agreeing to donate towards the fence. We also appreciate Locals 195, 200, 444, 2027, and 2458 for also contributing. As a group, we were able to raise \$16,200, which will cover the fence's cost.



**Local 240 lead the charge to raise \$16,200 to help Harmony in Action.**

## Green Shield Canada Bargaining

GSC is preparing for negotiations. The collective agreement expires February 28, 2021. We held our first meeting to review proposals via Zoom. Although it would have been nice to interact with our members in person, we know that we must hold meetings in a safe environment during this time. We had an excellent turnout.

I want to recognize my Chairperson, Angela Divitaris, for adapting to this new reality seamlessly. She is doing a great job in her new role. We are confident that with her skills, knowledge, and tenacity in chairing this round of bargaining, we will achieve our goals.

## Be Kind, we are all going through Challenging Times

As we are going into the holiday season, this can be an incredibly difficult time for many during regular times. To add to this reality, we have COVID and with that comes mandates from health officials to refrain from socializing and cutting hours on establishments, specifically hospitality. Many people are afraid of the financial impact these times will have on their families, their mental wellbeing and their safety. Please know that you are not alone. There are resources in our community.

Please reach out to the local if you are struggling with anything and not sure where to turn. We have knowledge and contacts to connect you to the resources you may require.



### Labour Day

From left to right: Theresa Farao, Jodi Nesbitt & Julie Kotsis, attending Superstore demonstration.



Local 240 purchased \$1500.00 in very special toys to give to children affected by violent crimes were donated.

## LOCAL 240

# Supporting Our Community . . .



By  
**MARYBETH  
PUNZALAN**  
Secretary Treasurer  
Unifor Local 240  
[marybeth@uniforlocal240.ca](mailto:marybeth@uniforlocal240.ca)

### Local 240 Executive Nominations (by Stacey Ferguson)

Nominations for Local 240 Executive were held on September 15, 2020. I am happy to report that all positions were acclaimed and I want to congratulate all of the 2020-2023 Executive. We face many new challenges ahead and I look forward to working with all of you throughout this term.

As many of you may already be aware, I made the very difficult decision to not seek re-election as Secretary Treasurer. During my term at Local 240, I worked side by side with the President and my friend, Jodi Nesbitt. We hit the ground running in 2017 and didn't look back. I learned from Jodi not only about union issues and what our role within the union is but she also taught me about the needs in our community and how we can best invoke change to get these needs met. Everyday was a learning opportunity and Jodi always took the time to support me and help me to perform to the best of my ability. She challenged me to think out of the box and consistently provided me with a shoulder to lean on. Her mentoring has made me a better trade unionist and person. We tackled challenges together and celebrated victories together. We have shared many of life's biggest moments, from weddings to the birth of grandchildren to the adoption of my children and the loss of my father. The love and support that she has given me in both my work life and my

personal life has made a tremendous impact on me. We are family and I will miss seeing and working with her everyday. Thank you, Jodi for your support and friendship.

This position has provided me with so much knowledge that I will continue to use as well as immense pride in the work that our local and union do everyday to improve the lives of not only our members but members of our communities as well. I truly enjoyed my time in this very important role and will miss it and everyone very much. Thank you to everyone who supported me, it means so much. I will continue to participate as Guide and an activist. This isn't a goodbye; it is a see you soon.

I am thrilled to introduce Marybeth Punzalan, who was acclaimed as Secretary Treasurer. I am confident that she will do a great job. Marybeth is the Chairperson of Giovanni Caboto Club and was an integral part of organizing that workplace. She has shown outstanding strength and perseverance throughout the difficult process of organizing, negotiating a first collective agreement and making sure that agreement is adhered to. She is also the Local 240 Human Rights Committee Chairperson; a role I know she is very proud of. Marybeth takes on challenges with great enthusiasm and drive and I know she will do the same in this role.

Welcome Marybeth! —*Stacey Ferguson*

... cont'd on next page

## LEN CAMPBELL BURSARY 2020

As a worker Len dedicated himself to advocating for workers and members of the community. He continued as President of Local 240. To this day as a retiree, Len continues to support the labour movement, our local and our communities. This bursary is just a small token to recognize Len and his hard work and we thank him for all that he has done and continues to do to make our world a better place.

Local 240 awards a \$1000.00 Len Campbell Bursary to a member or child of a member who is attending post secondary education. The review process is completed by the Local 240 Bursary Committee which is comprised of 3 members who read all of the essays and choose a winner. All identifying information is removed to ensure fairness to all.

We are happy to award Jeffery Martin the bursary this year. Jeffery is the son of Green Shield Canada Local 240 member, Sharon O'Neil Martin. Jeffery's essay about the Crisis in the Canadian Health Care System was insightful and thoughtfully written.



**Jeffery Martin the bursary winner this year. Jeffery is the son of Green Shield Canada Local 240 member, Sharon O'Neil Martin. Jeffery wrote an essay about the Crisis in the Canadian Health Care.**

**Congratulations, Jeffery !**

## Noah's House

Noah's House Mental Health Foundation was started in memory of Noah Butcher-Hagell, who lost his battle with mental health. This foundation is focused on the mental health needs of youth and young adults as they're dedicated to filling the gap in mental health support in Essex County. Noah's House mission is to empower and inspire youth to break free from the chains of mental illness. They provide a safe, inclusive space to offer positive mental health support.

On October 7, 2020, Local 240 Women's Committee was honoured to donate \$1000.00 to Noah's House and were lucky to receive a tour of the facility and learn more about the services provided. To contact Noah's House, their website is [www.noahshouse.ca](http://www.noahshouse.ca) or email at [info@noahshouse.ca](mailto:info@noahshouse.ca)



**Local 240 Women's Committee was honoured to donate \$1000.00 to Noah's House.**

## Hiatus House - Shine the Light

The Shine the Light on Woman Abuse Campaign began ten years ago in London, Ontario. Hiatus House honours survivors during the month of November as it is the Woman Abuse Prevention Month in Ontario. Purple is the colour of courage and it is used to signify the fight to end abuse against woman.

Each year, Local 240 sells merchandise on behalf of The Hiatus House to support their program. Every year, our sales are increasing. Thank you to everyone who is selling and all those who are supporting by purchasing. We couldn't do it without you.

A Virtual Tree Lighting Ceremony was held on November 2, 2020, and on November 13, 2020 members of the community wore purple to continue to raise awareness. The campaign also included **Light a Candle** on November 25, 2020 for International Day for **Elimination of Violence Against Women**.

## Remembrance Day

On November 11, 2020 Local 240 with other Unifor Locals, participated in a wreath presentation at the Cenotaph in downtown Windsor. Wreaths were presented to Local veterans to honour the sacrifice all veterans made to fight for the rights and freedom we all enjoy today.

## Closing

In closing, I want to say how honoured and excited I am to have been acclaimed to this position. I am committed to performing the work to better the lives of all of Local 240 members as well as members in our communities. I will take on the challenges we all face in hopes to make a difference for all.

I want to wish everyone a wonderful holiday season. Take advantage of the time with family and friends and enjoy a much needed and deserved time off.

# Pension Reform under Fed. Minority Government a Golden Opportunity

Email: [pres@uniforlocal195.com](mailto:pres@uniforlocal195.com)



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

## *Greeting Sisters & Brothers,*

The issue of inadequate retirement income and pension security is alarming for all Canadians. Over the past decade, our country has been faced with a pattern of inflation, without any serious counter measures, to address future retirement income for our seniors and present generation.

The relative aging of Canada's population is an important conversation that has been lacking in discussion at all levels of government. I believe that the federal minority government, has as a golden opportunity to address the Canadian Universal program, Old age security (OAS) and the Canada pension plan (CPP) and should introduce new legislation to protect and secure workplace pension especially when corporate insolvency or bankruptcy occurs which leaves employees vulnerable.

Our union will continue to bargain great pensions for our workers and push for better enhancements every time we hit the bargaining table. This will not be enough without the proper level of pension protection from our government and without a complete reform to the Canada wide universal pension plan. It is time not to ignore the

reform. I know that the vast majority of Canadians agree with me and that there should be a goal of providing all Canadian residents with an adequate and dignified retirement.

This is the time we all need to call on our Federal MPs, demanding reform to our pension and to stop greedy corporations that find loopholes to steal workers' pension. We must mandate the protection or insurance that our pensions are guaranteed and the worker's pension fund should be first in line for this protection.

## **Canada Remembers**

Let us never forget...

This year, the world has reached the 75th anniversary of the end of the Second World War. Local 195 alongside many Canadians acknowledge the ultimate sacrifice of our soldiers, men and woman who have served in time of war, conflict and peace, in the past and present to preserve the freedom we all enjoy in our country. Our local wishes to honor our Veterans and the people of Canada, for their courage to put their lives on the line and fight for a free and peaceful society. Let their memory live on in all of us for ever.



## **2020 Local 195 Executive Board**

Congratulations to all the executive board members of this local that have been acclaimed or elected this year. It is always our goal to have our members be the first and foremost and we are looking forward to continue working hard, with our team to make gains for our members, for the next three (3) years and more. We all really appreciate our election committee's efforts for managing 2020 election while following safe social distancing and other protocols that are required due to the challenges of the coronavirus. Thank you to all the candidates that put their name forward and for your participation in our democratic process. It is well appreciated. Also, I wish to acknowledge the regional director, Brother Jack Robinson for administering the swearing in ceremony, at our General Council meeting of September 2020.

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

### Local 195 Executive Board Members for 2020:

**Emile Nabbout - Acclaimed Pres.**

**Sec. Treas: Sarkis Gaspar - Acclaimed**

**1st Vice: Tammy Pomerleau - Elected**

**2nd Vice: Rob Kennedy - Acclaimed**

**3rd Vice: Moe Abouzeeni - Acclaimed**

**Rec. Sec: Steve Petrie - Acclaimed**

**Trustee: Tammy Smith - Elected**

**Trustee: Bill Hallatt - Elected**

**Trustee: Bob Maurice - Elected**

**Sgt. At arms: Frank Pineda - Elected**

**Guide: Damian Bryce - Accl.**

**Educ. Com: Kevin McMaster - Accl.**

**Skill Trades: Kirk St Pierre - Accl.**

**Woman' Com: Nicole Simpson - Accl.**

**Retiree Chair: Kevin Meloche - Accl.**



### Local 195 Bursaries

Despite the pandemic challenges we all encounter across the globe this year, our local continued to be part of positive encouragement for our future generation. Many of our member's children we represent, took the initiative to write an Essay on many important topics, impacting our working family and the entire country. Congratulations to all the successful candidates for receiving local 195 bursaries. We would like to thank all the applicants and encourage our member's children to get involved and to be part of our initiative that you may be rewarded with financial assistance.



### Collective Bargaining/Ratification:

This year our local union was able to negotiate an extension for a few units during the pandemic to the year 2021. We also managed to negotiate 3 years as follows:

**1 - KB Components and Best Western Plus Hotel**, one (1) year extension to the existing collective agreement up to 2021.

**2 - Kautex Textron**, Ratified one (1) year extension on September 19, 2020. The contract includes wage increase, lump sum payment, defined pension/defined contribution increase and ratification bonus. Congrats to shop committee, Danny Tannous, Sabu Kottoor, Bonnie Machacek, Sarkis Gaspar Local Secretary treasurer, Mike Renaud National rep.

**3 - Flex N gate Lakeshore**, Ratified three (3) years contract on October 8, 2020. The contract includes many improvements from wage increase, growing wage increases, lump sum payment, bereavement, benefit, ESA days, leaves and signing Bonus. Congrats to shop committee, Steve Petrie, Ty Fountain, James Strangway, Luc Belanger, Sarkis Gaspar Local Secretary Treasurer, Mike Lovric National rep.

**4 - FCA Security**, Ratified three (3) years contract on October 18, 2020. The contract includes many improvements from wage increase, banked hours, TPT language, training, lump sum payment, Cola reactivated after 2022. Congrats to shop committee,

Joe Denardi, Tony Beloulis, Keith Lauzon, Dino Chiodo National rep.

**5 - Morrice Transportation**, Ratified three (3) years contract on October 25, 2020. The contract includes many improvements from cell phone and meal allowance, Job posting, Vacation pay, RRSP increases, wage increase, Appreciation bonus. Congrats to shop committee, Ben Longpre, Chris Fedak, Mario Smoter, Sarkis Gaspar Local Secretary Treasurer, Mina Sarajcic National rep.

### Going To Our Members

Local Executive board showed an appreciation day at Syncreon facility on the last midnight shift.



At Candian Engineering moving forward and rebuilding the relationship



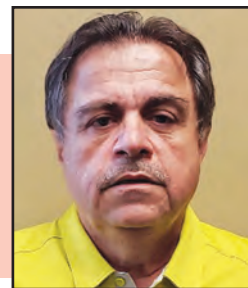
As always, keep yourselves healthy and your families safe.

*In Solidarity, Emile Nabbout*

# Greetings from Secretary-Treasurer

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

finance@uniforlocal195.com



*I want to take* this opportunity to say hi and wish everyone well within the Windsor Essex Labour Community. There is no doubt since the penning of my last report three months ago, there have been many changes as a result of Covid-19. We as a Labour Union, as well as every citizen of Windsor Essex, have had to adapt to the suspected new norm with respect to this Pandemic at the time of writing.

Whether it is the social distancing, mask-wearing etc., we as a Local Union have done our very best to adhere to the WECHU restrictions and, at the same time, make ourselves available to our Membership in any way called upon. We have been extremely fortunate that we have continued to keep our offices and staff available to meet our members' needs throughout the last nine months.

It has not been without its challenges, however. However, Local 195 has still been able to regularly engage with its Membership and acknowledge them for their dedication, patience and ability to come together to meet the needs within our Community of Windsor Essex.

Unifor Local 195 hosted a drive thru Labour Day Event jointly sponsored by our Labour Day Committee headed up by our VP Tammy Pomerleau, Dean Testani, Scott Mniszek, Frank Pineda, Retiree Art Snider & others along with Unifor Local 240 President Jodi Nesbit and others here at The Labour Centre where Members from both Local Unions were invited to come masked for a brief stay to enjoy a hotdog, hamburg & drink as well as receive a 2020

Labour Day shirt and various free swag for their efforts. This was a huge success and was well organized, policed at all times and always in line with WECHU Guidelines.

Our Local Union Remembrance Day Committee took a very active role again this year in two separate events honouring our Veterans. One of which was the Flags of Remembrance Memorial which was on display down on our beautiful waterfront for four weeks and our Members Kirk St Pierre, Pauline Ridley, Kevin McMaster and others from Local 195 were instrumental in the setup and tear down of that magnificent 148 flag pole display on November 12, 2020. I am hopeful that some of you had an opportunity to take that in, as it is always a most impressive salute to our Veterans.

On Friday, October 23, 2020, Local 195 also took part in a presentation to Harmony in Action located at 3335 Woodward Blvd. in Windsor. Our Local Union made a financial donation and other Local Unions to this incredible organization to assist in building a perimeter security fence to protect the Special Needs/Handicap Playground area that was twice shamefully vandalized once in August & again in September.

This past Saturday, Nov.14, 2020 Local 195 2nd VP Rob Kennedy and & our Members were called upon to assist the Town of Essex and Councillors Sherry Bondy, Kim Verbeek, Joe Garon and Morley Bowman to assist in the distribution of food boxes that were made entirely possible by the Unemployed Help Centre for those most in need in that Community. This comes at an incredibly

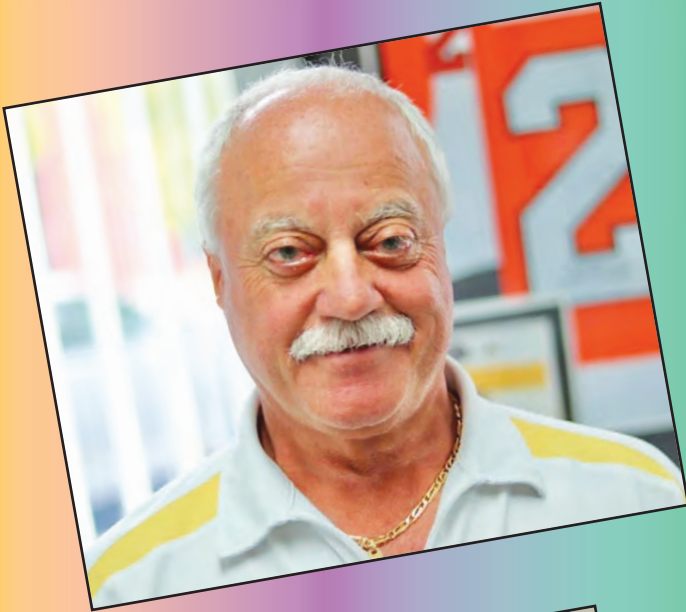
difficult time of year, and as we all get set to enter into The Christmas Season, no one quite knows what that will look like at this time.

There is much work to be done within our Community here in Windsor, Essex, and as we see the Covid-19 cases rise again in our area, there is no doubt this in itself will present some new challenges to all of us, but with that said, I want to finish up here extending my sincere thanks and appreciation to each & every Unifor Local 195 Member who when called upon to help out in some fashion or assist a Community Service initiative were always there front & centre and without hesitation taking time out of their personal lives and busy schedules to lend a hand to those in need.

I am always in awe of our Local 195 Leadership, Membership and Retirees alike who, through this Pandemic, have answered the call time and again and continue to make me and all Unifor Local 195 Proud.

In closing, on behalf of all of us here at Unifor Local 195, I want to wish all The Windsor Essex Labour Community a Very Merry Christmas and the Very Best this Holiday Season can bring to you & your families. Stay healthy & stay safe, and we will get through Covid-19 a much more resilient and united Community.





# How Bargaining has Changed in 2020



*Charlie Brooks holds the ratification meeting in the old Spitfires Arena (The Barn)*



*Former 444 President and CAW National President Ken Lewenza at the Bargaining table in a packed room.*



*Bargaining has limited numbers and wearing PPE is 2020's new normal.*



*We now meet virtually for meetings and ratification voting is online.*

# SWORC REPORT

By  
**SCOTT  
RICHARDSON**  
Chairperson



E-mail: [scott.richardson@fcagroup.com](mailto:scott.richardson@fcagroup.com)

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](http://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. Our hope was that some events may have been able to be rescheduled later in the year however this was not the case. We continue to follow the health and safety protocols as determined by our National Union. We will be having discussions on the viability of hosting on-line events or programs similar to fantasy sports leagues. On behalf of SWORC and our National Recreation Council I would like to wish everyone a safe and Happy Holiday season. We hope everyone stays safe and healthy and hope to see everyone at our next event when we get through this pandemic.

## SWORC

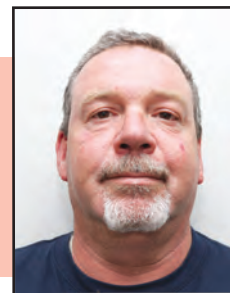
Check our Website at  
[www.uniforsworc.ca](http://www.uniforsworc.ca)  
and/or join our group

**“UNIFOR SWORC”**  
on Facebook for  
applications,  
future tournaments  
and past  
tournament results.



***Guardian Board members held demonstrations against Loblaw Companies Limited in support of 1,400 striking workers at Newfoundland Dominion stores.***

# Our Vision is Clear!



By  
**JOHN MUNROE,**  
President,  
Unifor Local 2027

john.munroe@  
pernod-ricard.com

***With all*** its challenges, this year has seen our members working harder than ever in almost every part of our facility! Next year's forecast looks like it will be more of the same with two lines on the afternoon shift continuing until June 2021 in Bottling and our Distillery running most weekends.

The Last three retirement packages that were negotiated under this collective agreement have been offered, and we will know who the recipients are soon! Two extra packages were given out this year, and I would like to congratulate two of our Skilled Trades, James Bering and Rod Zwiers. I wish them both a long and happy retirement. I would like to personally thank Rod for his twelve years of service to this local as one of our Skilled Trades Reps. He will be missed.

Our local will soon be in negotiations, and I am proud to be leading our "new" team, which has the right blend of both junior and senior members into this next round of bargaining. It has been outstanding for this veteran rep to see many newer members stepping up and filling positions on our executive board, steward body and committees. Local 2027 has a bright future ahead with the interest and dedication that is being shown today!

One primary concern that needs to be seriously addressed in this upcoming round of negotiations is the practice of hiring employees and using their "probationary" period as a temporary work force. By my

count, 72 people have been hired this year, and no one has achieved seniority! This practice must stop! People in our community need to be given a fair opportunity to attain permanent jobs to support their families and be successful in their lives. I hope that we can come up with a solution that benefits everyone.

Quick Note: We will be holding an election in December to fill two positions on our executive board.

One production Area Rep and one Skilled Trades Rep.

In closing, I would like to wish everyone a safe and Happy Holiday!! Please think of Local 2027 when you are buying and enjoying holiday spirits !!

***Merry Christmas  
to All!***



# Getting it done at the Bargaining Table



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

unifor1941@bellnet.ca

I would first off, like to congratulate the Detroit 3 Bargaining Committees at FCA, Ford, and GM on ratifying their new Collective Agreements. The Investments bargained for Canada will secure an automotive footprint in Canada for many years to come. Once again, job well done to all those involved.

## Accurcast

Currently, no layoffs and this Unit has been hiring! The business remains steady, with no grievances in the system. Steve Millyard and his committee continue to represent the members of Accurcast to the fullest. Best wishes go out to Lawrence Duquette and Phil Hooper on their retirements.

## Autoliv

This Unit recently ratified a new three-year collective agreement at 84%. The committee was able to bargain stronger language when it came to Mandating OT and secured a full-time Health and Safety Rep. Financially, the committee was able to roll in \$2.56COLA into the wage while maintaining the quarterly adjustments. An additional \$0.77 into the wage, and \$2500 lump sum in-pocket over the three-year agreement. Five million dollars in new investment was also secured. John Turton, Chris Mason, Bill Webster, Maria Silva, Kelly Rossignol and Gord Stuart did a great job, and we appreciate all your hard work.

## Hudson Manor Retirement Home

This Unit's collective agreement is set to expire on December 31, 2020. Brenda Durocher and her committee are currently preparing surveys for the membership to re-affirm their proposals at the Bargaining Table. To date, there have been no positive cases of Covid-19 at the Home.

## Mahle

The business remains steady at Mahle. As reported in the last guardian, the committee extended the collective agreement one year with a 2% wage increase and extended the unused Retirement allowances. I want to congratulate the

following on their retirements, Tim Stuart, Al Schaafsma, Bev Phelps, Greg Lucio, Gary Baker, and Nancy Grimoldby.

## TMNH

I want to thank Tiffany Ellerbeck, who was the Chairperson at this Unit. She has decided to move on to pursue other avenues. I want to thank her for all the tireless work she put in serving as Chairperson and wish her all the best in her future endeavours.

I want to welcome Angela Gadal as the new Chairperson. Angela has many years of experience at this workplace, and without a doubt, will provide top-notch representation to the members at TMNH.



#unifor4racialjustice



# Covid, Bargaining, US Election, Oh, my!



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

**THIS YEAR** has undoubtedly seen it all. The surge of the 1st wave of the pandemic, the shut down and restart of the economy, a summer of preparing for Detroit 3 Auto Bargaining and then actually bargaining in unprecedented times, a minority government surviving a confidence vote and just recently a historic US presidential election. All of this and more, in only the last eight months! I don't know about you, but I'm ready to get off the ride...

Getting ready for bargaining this year was an adventure – we didn't know what to expect and had to prepare for almost every contingency – and that was before preparing arguments for our demands! With National President Jerry Dias looking forward to getting a foothold into the electrification of automobiles, a strategy was formed. Canada needed to be involved in the changing automotive landscape from ICE (Internal Combustion Engines) to electrification or get left behind.

Ford was up to bat first and set the pattern, bargaining investment for Oakville and Windsor to protect jobs well into the future and win economic gains workers have long deserved. The investment also included a considerable contribution from both the Federal and Provincial governments. The supply chain and subsequent jobs that will be created is nothing but a huge positive for the automotive industry and research and natural resources that batteries being built in Canada will need.

FCA was next to the plate and was able to follow the pattern that Ford set.

The investment was won for Windsor to bring a new product (or more) and potentially resurrect the 3rd shift

to bring back jobs that were recently lost. Other investment for Brampton and Etobicoke was also won and will ensure those facilities will be running for the next three years.

General Motors was last to go – they already had tussled with Unifor 2 years ago when they removed Oshawa's product and made it a parts plant. The only good thing was that GM was going to maintain the facility and in this round of bargaining, the goal was to get back a product for the plant. And that's what happened. Congrats to the GM bargaining committee for accomplishing that goal and bringing truck production back, along with possibly 2000 to 2500 jobs to Oshawa!

Bargaining in Toronto during this pandemic was challenging, significantly when the province changed from Stage 3 back to Stage 2. Many people thought it was crazy to be bargaining in this situation (and initially, I was one of them), but perhaps it was just crazy enough to work! We now have the challenge of implementing the new language we have and figuring out what we want to see happen in 2023.

Speaking of COVID-19, we are now well into the 2nd wave, and the numbers seem to be increasing. We all need to do our part in reducing the transmission of the virus. Please listen to and follow the advice of our local health officials and not the social media influencers!

We are also witnessing a historic US Presidential election. A record number of voters turned up to the polls or mailed in their vote. It has taken a long time for the results to be known, but it shows that every vote counts! We will see just how much change can be made by the President-elect Biden, who I think needs to ensure that the nation heals and starts working together on improving the state of things rather than tearing each other apart. The Canadian government needs to ensure they keep their guard up as well – just because it is Biden and not Trump, it does not mean that there will be issues with trade and other issues.

On behalf of Local 1498, I want to wish everyone a safe and healthy holiday season.

Hopefully, 2021 doesn't have too many surprises for us!

## THE GUARDIAN INC. OF WINDSOR, ON

The Directors are:

Established 1952

Local 195–Emile Nabbout, Sarkis Gaspar  
Local 200–John D'Agnolo, Dan Cassady  
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



FINE TOUCH  
GRAPHICS



JEREMY GLAJCH, Editor

The Guardian, 1855 Turner Road, Windsor, Ontario, N8W 3K2  
Telephone (519) 258-6400, Fax 258-0424. Address changes should be directed to your Local Union Office

# Windsor Area Office Update



By  
**JACK ROBINSON**  
*Unifor Canada Windsor Area Director*  
[Jack.robinson@unifor.org](mailto:Jack.robinson@unifor.org)

## WINDSOR OFFICE UPDATE

There have been a few retirements, and new additions to the Windsor office during the summer and since my last article.

### *Congratulations to:*

**Mark Bartlett**, Local 444 Community Environment Representative on his retirement. He not only served in this role but was also a Community Environmental Activist for years. Richard Labonte has been appointed to this position and we welcome him to the office.

**Jamie Hansen**, Health and Safety National Coordinator on his retirement. Jamie was a huge asset to the office. You could always depend on his assistance and advice with any health and safety issues that came up. Scott Richardson will take over this role and we welcome him to our office.

**Dave LaRue**, WCM National Coordinator on his retirement. Dave's work ethic and professionalism will be missed. Steve Morgan will be taking over this position. We welcome him to the Windsor office.

Lastly due to a recent retirement from another office, April McLellan Secretary-Treasurer of Local 200 has been appointed as the National Equity Representative.

On behalf of the whole office, I want to thank each one of these Coordinators for their dedication and loyalty to the members they represented and to our union. We wish each of them the very best in their well-earned retirements. I am confident that the new Coordinators will do an outstanding job just as their predecessors did.

Due to COVID-19 we continue to operate the office at a reduced capacity. However, we continue to negotiate, conduct grievance meetings, arbitrations and any other meetings through virtual methods when possible. When meeting is necessary, we have strict protocols in place as set out by the National, in order to protect everyone's safety. This includes, social distancing, PPE, tracking and cleaning. Ratification, strike, and proposal meetings have been somewhat of a challenge. If we can perform these meeting safely in person, we have been conducting them. However, if the size prohibits us from

meeting safely, we are using a virtual platform and are conducting voting electronically. Our work challenges are not comparable to the challenges many essential workers face daily, especially in healthcare.

## NATIONAL UPDATE

The National has continued to provide an incredible amount of information on its website relating to the pandemic as recourses to all Unifor members. I encourage everyone to use this as a reference when guidance is needed.

Our Convention that was to be held in August was cancelled and replaced with a virtual summer summit. This was the safest way to engage the delegates in continued communication and collaboration. At this time, we are preparing for our Ontario Regional Council Area meeting and our National Executive Board meeting to be done virtually.

The Loblaw stake continues on the East Coast and we continue to build a "Fight that Campaign" in order to support these essential workers. The challenges in healthcare and around pandemic pay continue, and the fact that long-term for-profit simple does not work has been highlighted. These are a few of the challenges taking place at the National level. I want to congratulate the National, our Locals and bargaining committees that were involved in the Detroit 3 bargaining on a job well done. There was some amazing investments and job commitment that will provide security in addition to the monetary gains.

## NATIONAL UPDATE

With the holidays upon us, I hope everyone remains safe and enjoys their holiday during these unprecedented times. Even though some of your holiday traditions may be affected as a result,

*Merry Christmas and a safe and Happy New Year to all.*



# Unifor Bargaining for our Future!



By MARK BARTLETT

*President,  
Windsor Regional  
Environment Council*

[marcbartlett@gosfieldtel.com](mailto:marcbartlett@gosfieldtel.com)

Congratulations to our national president Jerry Dias and the bargaining committees for FCA, Ford and G.M. for their tremendous work in bargaining new products to help secure the future of our membership, their communities and the auto industry in Canada while helping our environment!

We have long advocated for a transition to sustainable transportation, and now that it has arrived, we have secured our place in the future of automotive manufacturing.

Billions of dollars of investments in retooling our Canadian facilities to manufacture Plug-in Hybrid Electric Vehicles (PHEVs) and Battery Electric Vehicles (BEVs) and a battery manufacturing plant in Canada will position us to supply the growing U.S. and domestic demand for these vehicles.

Negotiating the Oshawa Truck Plant reopening proved that fighting back makes a difference and re-established the G.M. manufacturing footprint in Canada. Our members can go back to work, and it also offers the opportunity to bring in future products such as PHEVs and BEVs. In the US, Ford has launched the Mustang E and BEV Connect van and will be building the F 150 BEV pickup.

## U.S. Election

Donald Trump was a nightmare for our environment, rolling environmental and health protections back by 50 years or more! This increased the threat to the health and prosperity of Americans and everyone around the world.

The results of the U.S. election are encouraging. It will be nice to have some much-needed professionalism and consistency from our friends in the U.S.

President-Elect Joe Biden and Vice President Kamala Harris have pledged to rejoin the Paris Climate agreement and support pollution prevention and a healthy environment for people and our

planet. They have a platform supporting the adoption of a Green Transition featuring support and incentives for adopting electric vehicles and renewable energy as solutions to climate change that will create jobs. The U.S. is our primary market for vehicles, including our Pacifica Hybrid and potential future electric vehicles we will build Ford and, potentially, G.M., so this bodes well for our industry.

## Extended Producer Responsibility (EPR)

Last year, the Unifor Windsor Regional Environment Council (UWREC) relaunched our EPR campaign. It was originally launched in Windsor around 15 years ago. Since then, we have been actively educating, advocating, and lobbying to get the government to follow the European Union and other countries' lead and increase vehicle recycling to help our environment and create jobs here in Canada.

The Federal government had made progress toward this and the Ontario government has finally announced its Circular Economy plan. The previous Ontario Liberal government put together a comprehensive strategy. We were concerned that the Ford PCs would abandon it as they have with so much environmental protection legislation and the Green Energy and Economic Act.

The new Ontario legislation calls for Extended Producer Responsibility (EPR) for products, making the manufacturer responsible for recycling products rather than the taxpayer.

## R.I.P Dalton MacDonald

Brother Dalton MacDonald passed away from natural causes on November 7 at the too-young age of 59.

Unifor Local 444 has lost a rare treasure. Dalton was a rock-solid trade unionist, environmental and social justice advocate and activist. He was a good

friend with gentle wit, intelligence, humility, passion and compassion blended with a real love for others.

He was fiercely and justifiably proud of the work he did serving the membership of Unifor Local 444 at Windsor Assembly Plant.

He cherished the solidarity and camaraderie at the hall, the plant Union Office, the local committees, and our Port Elgin Family Education Centre.

When prompted to describe his work for his Facebook profile, he wrote the following. "Built vans and helped as many people as I could as an alternate rep of one kind or another for 23 years. Served on many committees as well to help the community and hopefully the world!"

We knew Dalton as a friend, co-worker, a musician, a performer, a sailor and more. We will all miss him in our way.

His passing should remind us to take care of and cherish each other in these trying times.

## Retirement

Many of you know that I have chosen to retire from Chrysler after 36 and a half years. I became involved in our union almost immediately after being hired in 1984. It has been a privilege to serve our membership in many capacities, particularly as the Unifor Local 444 Community Environment Representative.

There is not enough room in this magazine to list the names of all the people that have joined me over the years in our shared goal to help create a cleaner, healthier and more environmentally sustainable world.

I still currently serve as President of the Windsor Regional Environment Council and a member of the Unifor Local 444 Environment Committee. Retired from the job not the cause!!

# Labour Day Events



**Union Members were called to assist the Town of Essex**

# Tough Times Calls Us to Step Up!

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



local1959@bellnet.ca

## *Greetings Everyone,*

As we trudge through these uncertain times following Thanksgiving and the upcoming Holiday Season, we must reflect and remember how hard these times have become and members and the less fortunate in our society. We've struggled through uncertainty, the anxiety of not knowing what's coming next and the financial difficulties faced by many of, not only our fellow union members, but neighbours and family members. We may not be able to control this pandemic, but we can assist others in their time of need wherever possible.

For those of us working and in a position to help, let's all reach out to someone or some organization that will help our community, volunteer, donate, or reach out to someone who may need assistance and offer your help. Together we can overcome today's challenges and be mindful of better things to come in the future.

Speaking of good news, our brothers and sisters within the Detroit Three have recently wrapped up bargaining and all signs point to future investment and the

securing of jobs to come within our community and country. Kudos to all involved. These announcements will not only mean direct jobs but an opportunity for spinoff jobs as well. Something for even our own members that could prove beneficial.

The pandemic not only has highlighted the shortcomings of our health-care system but the general supply chain of product delivery. As a society, we must ensure that seniors and those requiring medical help are adequately taken care of. Healthcare and other essential workers are ground zero for stress; they and others need continued government support to ensure they are able to maintain some semblance of work-life balance to maintain their continued efforts to help and protect us in the future. I urge everyone to champion these causes.

Within our own local our units are up and running and we continue to operate as normally as possible.

In closing, please stay safe and strong together we as a society will endure as we always.



**Bill Wark and the NDP  
Leader Jagmeet Singh**

## **Change of Address**

We have been getting mail returned to the union hall and if you have changed your address please contact your employer and the union hall immediately of your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out on behalf of your employer and your Union. (519-258-6400)



***Thank you for your work. You will be missed, Stacey!***





# UHC

Hub of OPPORTUNITIES

# COATS FOR KIDS

In accordance with COVID-19 health and safety protocols, on-site coat distribution will not take place for the 2020-2021 campaign. Vouchers will be given to families of referred children/youth to present at participating retailers where they can be redeemed for a coat\* in the required size.

All referrals must be received by UHC through the Greater Essex County District School Board or the Windsor-Essex Catholic District School Board.

\*Participating stores have the right to attach a maximum dollar value to issued vouchers for coats which cannot be exceeded.

**Please contact Jaclyn at 519.944.4900 ext. 166 for more information.**

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# COVID-19 Crossword Puzzle

***Tough Times Call  
for us to Step  
Up!***

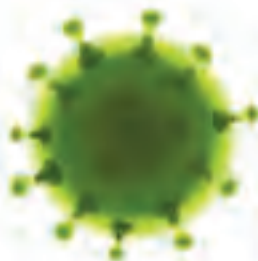
PUBLICATION MAIL AGREEMENT NO. 41456533  
RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:  
CIRCULATION DEPT, THE GUARDIAN BOARD,  
1855 TURNER ROAD, WINDSOR, ON N8W 3K2

**The  
Guardian  
Board**

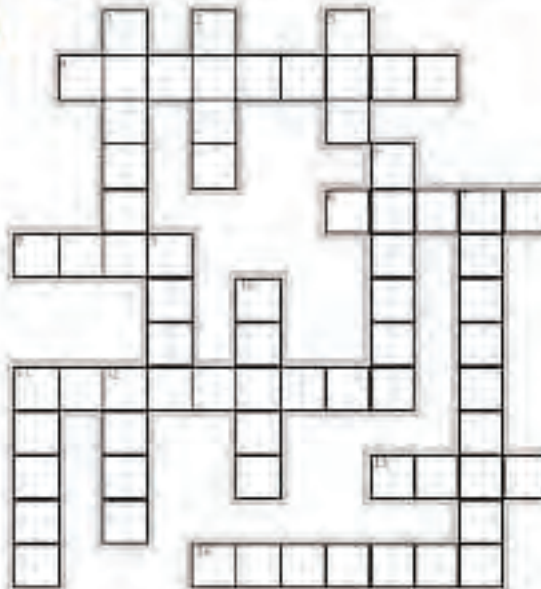


RECYCLED  
PAPER

## COVID-19 Crossword Puzzle



This COVID-19 crossword will remind you of ways you can protect you and your family from the spread of this disease. If you've been paying attention to recent news report, you're sure to do well on this crossword!



### Across:

4. An important warning sign of COVID-19 is difficulty \_\_\_\_\_ or shortness of breath.
6. Do not shake \_\_\_\_\_.
8. \_\_\_\_\_ your hands frequently.
11. Handle food \_\_\_\_\_.
13. Limit \_\_\_\_\_ sharing.
14. If possible, open \_\_\_\_\_ to increase ventilation.

### Down:

1. Avoid large \_\_\_\_\_ of people.
2. Try not to touch your \_\_\_\_\_.
3. Limit close contact with others, staying about \_\_\_\_\_ feet apart.
5. Stay home if someone in your \_\_\_\_\_ is sick.
7. Disinfect surfaces like tables, desks and \_\_\_\_\_ regularly.
9. Stay \_\_\_\_\_ if you are feeling sick.
10. Always cover your mouth when you \_\_\_\_\_ or sneeze.
11. People with the COVID-19 virus sometimes feel pain or pressure in the \_\_\_\_\_.
12. If someone in your family is ill, give them their own \_\_\_\_\_, if possible.