

# The Guardian

JULY 2021 – VOLUME 79 – ISSUE 1 – WINDSOR - ESSEX



# LOCK DOWN!

# Perfect Storm



By  
**JOHN D'AGNOLO,**  
President,

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

## Chip shortage: Reaching the crisis point

In the week of May 10, a shortage of semiconductor chips has forced Ford Motor Co. to remove 71,000 vehicles from its build schedule and in the week before that; the Company took out another 40,000 units. The plants being affected have all varied over the last five months, but the company's most profitable vehicle, the F-150, has been shut down for the first time. The Super Duty and Mustang are also affected, forcing the downtime at the Windsor site. In addition, we have seen down weeks and downshifts at Essex and the Windsor Annex. After coming off down weeks at both plants, Essex will work two days a week for the next two weeks, and Windsor will work three days.

We will also have some machining depts running to supply other Engine plants with parts that will see two full down weeks. The Company leadership has been keeping us updated as best they can, but there seem to be no firm answers on timelines or a date when this crisis will end. The seriousness of the situation has seen Jim Farley, the CEO of Ford, meet with Joe Biden to discuss the chip shortage with promises of congressional funding to support do-

mestic production. Still, these are long-term plans and do not help us in the immediate future.

## Recipe for Disaster

The shortage created by the covid pandemic has affected everyone. A fire has compounded it at the semiconductor plant in Japan. Add the deep freeze that occurred in Texas, halting chip production, and you have a recipe for disaster. All of this comes at a time when you think things cannot get worse; Covid-19, stay-at-home orders, Suez canal, Texas Deep Freeze, the Gas crisis. All of this plays a role in shutting down plants and leaving us in this situation we are in now.

The Unifor leadership at the Windsor site meets with the Company regularly to receive updates and exchange discussions on production schedules for the sites and schedules for the upcoming weeks. We work together, especially through these unprecedented times to ensure that we make good decisions to have our plants ready to run when this chip shortage is behind us.

The United States and Canada, along with Wall and Bay Street, went all out on the importance of Globalization, and it took a pandemic to see what happens when you move across the world for cheap labour.

## Nemak

Arbitrator Norm Jesin dismissed our grievance over the violation of



***The three-Judge panel in Ontario court quashed the decision, and the matter was referred back to Jesin, who reversed the decision favouring Unifor Local 200 members!***



our collective agreement in 2019. The three-judge panel in Ontario court quashed that decision, and the matter was referred back to Jesin, who reversed his decision favouring Unifor Local 200 members.

Unions across Canada watched this challenge very closely and recognized the importance of Unifor local 200 win. The decision that came down by Norm Jesin lets corporations know when you sign an agreement and shake hands, you better follow through.

I want to recognize our legal team led by Anthony Dale and the leadership of Jerry Dias, Shane Wark, Lana Payne, Chris Taylor, Tim Little, and Mike Jobin for the work and support needed to succeed.

I want to thank the Nemak local 200 members for the Solidarity throughout this challenge and all the support from our Unifor family and unions throughout Canada and United States.

### Unifor Local 1999

On May 13, 2021, 830 brothers and sisters from Unifor Local 1999 represents HVAC Technicians, HVAC Installers, Water Heater Installers, Plumbers, Electricians, Clerical and Warehouse employees at Reliance Comfort were locked out

The impasse is due to Reliance Comfort refusing to address the two-tiered compensation environment at the Company.

Reliance Comfort has enlisted scabs to perform Unifor Local 1999 work during this lockout. Who are these scabs Reliance Comfort is using to do our work? Are these contractors qualified and fully trained?

Or do they hold a Gas Fitter 3 learners license? Did they do the job safely? Natural Gas is a safe resource as long as serviced by qualified, trained professionals.

Make sure you protect yourself and your family only by allowing a \*qualified professional to service your equipment;

Ask to see their Photo Identification and TSSA Gas License before allowing them into your home.

If you're a Reliance customer, call them and let them know that you're not happy with the lockout and demand them to bring our 1999 members back to work.

### Anti-Scab Legislation

Unifor is calling on all elected officials at the provincial, territorial and federal level to enact anti-scab legislation, in accordance with a set of basic principles-based, in part, in existing legislation in Quebec, BC and international jurisdictions.

Prohibit employers from using replacement workers for the duration of any legal strike or lockout.

Include significant financial penalties for employers who defy the legislation.

Allow limited use of workers on the site only to undertake essential maintenance work is needed to protect the integrity and safety of the workplace.

### Penske Bargaining

I want to congratulate Penske Local 200 members on the new collective agreement ratified at 84%.

Your bargaining committee would like to thank all of you for your Solidarity and patience during this round of bargaining. I want to thank your Bargaining Committee, Tim Little, Chris Taylor, Joey Trem-

blay and Paul Georges.

It was not easy, to say the least. Still, we were successful in negotiating gains in wages, bonuses, safety shoe allowance, shift premium and for the first time, a letter of understanding Supplemental Unemployment Benefit Plan. Once again, congrats.

### Goodwill Bargaining

Your Bargaining Committee Joanne Dube and Donna McIntyre would like to thank our members at the Goodwill Dougal store for their patience. Bargaining is not easy, and we recognize the challenges we had knowing Goodwill had lost over 12 million dollars because of Doug Ford's Government handling the pandemic.

Our members have been out of work for months, and in saying, our Goodwill members need our support by continuing to drop off items you no longer want.

We have a tentative agreement, and on June 23, our members' ratification meeting will take place.

### Residential Schools

A mass grave containing the remains of 215 children has been found at a former residential school in British Columbia.

Imagine a knock on the door and your child is taken away from you and never to be seen again. As a father, I couldn't imagine the fear, anger and sadness our first nations brothers and sisters went through.

Imagine your child being told you are not allowed to speak your language or practise your culture, and if your child does not adhere to the rules, you will suffer physical, emotional, and sexual abuse.

One hundred fifty thousand in-

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## John D'Agnolo

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Indigenous children were taken from their families, and more than 3000 children died while in the residential schools.

Unifor supports the call of Indigenous leaders for a nationwide probe of former residential school sites. The federal government must ensure Indigenous communities have the resources to find answers about missing children as outlined in the Truth and Reconciliation Commission's "Missing Children's Project".

Unifor understands that Solidarity is the key to truth and reconciliation with First Nations, Inuit and Metis people in Canada. Unifor is committed to using its bargaining power, mobilizing power, and political ability to bring about transformative change.

Unifor supports the 94 recommendations issued by the Truth and Reconciliation Commission.

Please contact your Member of Parliament and demand they be vocally supporting the recommendations.



***Penske Negotiations War room***



***President John D'Agnolo along with local 444 stand in Solidarity with 195 brothers and sisters at JD. Norman.***



***Local 200 Stands in Solidarity with Locked Out Reliance workers from Local 1999.***



# In The Eye of The Storm



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

**T**hese past 14 months have easily been the most difficult of my career and most likely the most challenging for our Local. Let me go back to just a few weeks before COVID was an issue here in Windsor-Essex County. After pushing back for months and extending the life of the third shift, on February 27, 2020 at 2:00 p.m. FCA (now Stellantis) informed me they were cancelling the third shift at the Windsor Assembly Plant. This was devastating news for our community, with potentially thousands of job losses and many of our members out of work. I cannot express enough just how angry I was and how betrayed I felt by this company!

This news was, obviously, not well-received by any of our members and fear and uncertainty were already in our members' minds as talk of a virus quickly spread all over Europe.

## March of the Virus

With March 2020, came COVID-19 and almost immediately after invading our shores, panic set in.

The announcement came from the government to close the Casinos down and hundreds more of our members were instantly out of work.

Most of our gaming members are still out of work and are suffering today.

We have lost some of our retirees to this virus. As well, it has prevented our retirees from seeing and caring for their loved ones. Our assembly and feeder plants were open, then closed, then open again under the guise of being "essential."

Not only were we trying to find answers, solutions and give comfort

to all of our members who now found themselves out of work, we had to do the same for those who were afraid to go into work.

Our very social Local with our meetings, picnics, golf tournaments, marches, parades, special gatherings, many of the events that we thought defined who we are, came to a grinding halt - the first time since the inception of Local 444 in 1956.

## These have been hard, dark times

It would have been easy for this Local to throw up our hands and quit. To give up, close the Local, go home and go to the basement and hide.

**BUT THAT IS NOT WHO WE ARE!**

We were determined not to allow this virus to define who we are as a Local Union.

## Fighting Back

First on the agenda was Detroit Three Bargaining and the focus and

the energy was to **blaze a path for our laid-off members to return to work!**

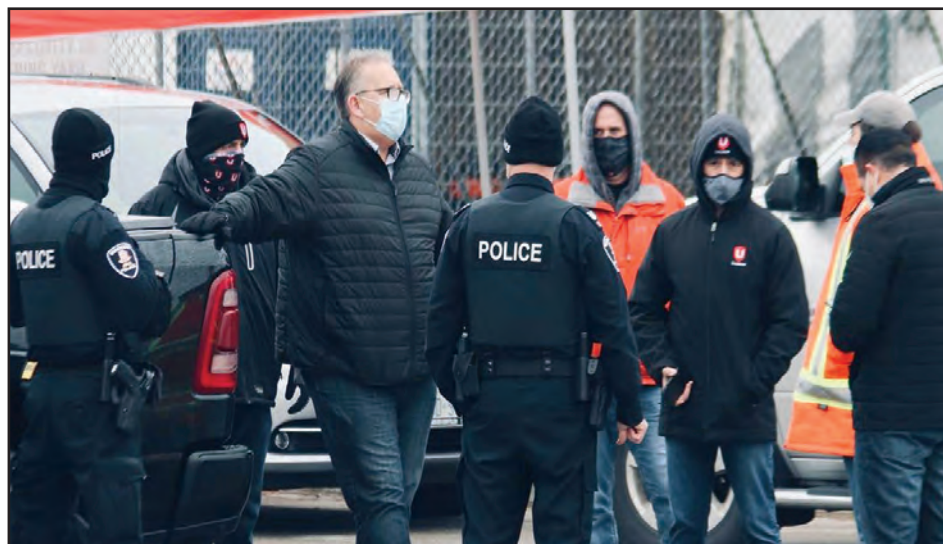
I was clear - no product, NO DEAL!

They owe us a replacement product similar to the numbers of our **Built Right Minivan** that made this company rich!! AND if One vehicle will not get us there- **then make it two!!!**

The bargaining team hit it out of the park with a 1.5-billion-dollar **investment**. Let me remind all of us - We will be the **ONLY** plant in North America to build 3 separate Powertrains. In time I promise you will see the real fruits of this agreement. Work to make room and white space has already begun!

We have been pressing the government, who assures me the money is there, but fine details are being worked out. I am expecting an announcement soon. My patience is also wearing thin.

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**Strong people stand up for themselves, Stronger people stand up for others.**

## Dave Cassidy

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To our laid-off auto members, I know this has been a long stretch. You are not forgotten and you will NOT be left behind! We at the Local will not stop until you are back to work.

We fought this virus at the bargaining table. We set a new bar for contracts in our feeder plants and made gains in a gaming industry on life-support all in the midst of a pandemic.

We did not let this virus dictate a lower worth for our members. We learned quickly how to host virtual meetings, hold strike authorizations and ratify contracts online. This past year has been the harbinger of death for jobs to our Local, and sadly it continues. But we will not stop fighting!

We will continue meeting with government officials to open our casinos to a fair, sensible capacity, to battle for EI reform and a made-in-Canada auto policy.

### Keep Moving Forward

With all the uncertainty and fear of the unknown, I wanted our Local to be the anchor in this storm when our member's sails were torn. We highlighted positive stories of hope on our social media. We held virtual concerts for our members and found ways to gather within the rules with drive-thru events that brought thousands of our members safely to our Local.

We were the first Local to host a retiree meeting virtually. If you ever helped your parents with the internet, you understand this was a fantastic feat.

We saluted and fed our front-line workers. We handed out hundreds of

gallons of Windsor-made hand sanitizer to our medical and elderly care places. We distributed hampers of food to those in the county and turkey dinners to our gaming members.

We put up a blockade - Nothing In, Nothing Out - and saved our members jobs!

### Unjust lockdowns

We have been, at times, the lone wolf calling out this government on unjust lockdowns. Our vaccination rates in our region continue to soar as our covid number continue to decrease.

Our great numbers have not happened by accident, **We The People** of Windsor-Essex, have done our part to do what is necessary to "flatten this curve."

It is **unfair and unjust** to hold us accountable for other regions in Ontario. There was a time when our numbers were above the acceptable limit (according to Dr. Williams) while other areas were below. They were opened, we were closed, we accepted it.

After doing our part, wearing our masks, keeping our distance and get-

ting vaccinated, our covid numbers continue to drop not only in our community but also in our hospital's ICU. Yet under the Premiere's new plan, our province was placed in another two weeks of lockdown, an additional 42 more days at least before this economy can open up completely. People have sailed around the world faster.

We cannot continue to live in fear and act like we are in the middle of the darkest time of this pandemic with no vaccines. The world has made significant positive changes. Stadiums right across the border are opening to total mask-less capacity.

Our members are suffering because of dumb politics!!!

Who are they to randomly chose who is and who is not essential? Let me be clear all workers are essential! All workers provide a service and support themselves and/or their families. All of these jobs are essential!

**Our casinos should be open!** We have proven that our casinos can be open and opened safely!!! We have lobbied and pushed and shouted to get our gaming floors open to a reasonable FAIR capacity and we will not stop!!

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## Back on the Job!



## Dave Cassidy

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### Chip Issues

On top of COVID we have had to deal with corporations saving a dime and manufacturing parts and electronic chips overseas! In fact, our auto members have been down more this year because of the microchip issue than because of covid.

If anything, we have learned in the past year, it is to manufacture here! I hope these corporations have now seen the consequences of saving a nickel to build parts overseas. Spend the time and build it here. No one manufactures better than right here in Windsor-Essex. Build it Right, Build it Windsor!

### The Sun Will Always Rise

We are going to get through all of this folks. It is always darkest before the dawn, and the dawn is coming!

We are not done fighting..... not by a long shot!!

We will get through all of this like we always have Together!

When the next generation looks back at the hell that we have gone through together as a Local, history will show that our membership was NOT defined by viruses, lockdowns, computer chips, government politics, or poor company decisions. We will be defined by how we persevered, how we did not cower and how we stood up and fought shoulder to shoulder in solidarity!

If you need us, you know where and how to get a hold of us.

Try to enjoy your summer folks, and always keep the main thing the main thing.

In Solidarity,  
Dave



***This is your Local, there is a place for you here.***



***At the bargaining table.***



***Zoom Call with Stellantis***

# Looking forward to seeing you all in person again!



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

**M**y comments in this issue of the Guardian magazine will be brief as most of our recreational and in-person-style events have been halted due to the Covid-19 pandemic.

We hope that with the increase in vaccinations locally and the overall decrease in positive covid cases, the reopening of our communities, provinces, and country continues quickly.

We believe Windsor/Essex has done its part, and our area can reopen safely and responsibly. We believe it could have been achieved long before now. We look forward to the time that we can see you all in person once again. Our members have been through hell over the last year and a half. Our Casino members haven't worked in 16 months at the time of this writing (and counting). Our third shift loss at the Windsor Assembly Plant has resulted in over a thousand of our members being laid off indefinitely.

The current semi-conductor shortage resulting in a massive shortage of microchips for our Windsor-built vehicles have resulted in thousands more in our community being laid-off without a clear indication of when they might return. Many employers have been trying to use these issues to roll back past bargaining gains. In the end, it seems that the working class is always the ones getting the short end of the stick.

## Help is a Phone Call Away

We do have some resources at our Local if you find yourself in need. Bruce Malcolm, our EFAP representative, is available 24/7 to anyone that may need some support/assistance in their personal lives or simply need a person to talk to.

**YOU ARE NOT ALONE!** You can

contact Bruce through his email at **bmalcolm@uni444.ca** or call his work phone at **(519)258-3481** or his cell phone at **(519)977-4793**.

We also have a Local Adjustment Center for those of our laid-off members seeking employment opportunities. Call any of these numbers to make an appointment **(519) 818-2293, (519) 818-4997 or (519) 818-5017**.

## Harley Draw

Many of the organizations that support Unifor Local 444 are also experiencing difficulties in fundraising for the things that benefit our whole community. With that in mind, Local 444 is extremely proud to partner up with our friends at the Bob Probert Ride and Hotel-Dieu Grace Healthcare Foundation to raise money for Mental Health & Addiction Services in our region.

We are raffling off a 2021 Harley Davidson Road Glide and with only 2400 tickets to be sold the odds of winning are fantastic! We've also worked with our partners to keep the ticket prices relatively inexpensive and they can be purchased at our local for \$25 a piece.

The winning ticket will be drawn

right here at our local union hall on Labour Day. We are determined to not let this virus affect another Labour Day celebration!

## Here we Grow Again

We are excited to welcome new additions to our Local 444 family.

Former Unifor Local 65 has joined our local union. Our newest members will consist of Library and Art Gallery workers- circulation clerks, gallery assistants and maintenance staff at the Sarnia Public Library and the Judith and Norman Alix Art Gallery. Welcome!

The local 444 officers are available if you need to contact them or you can drop by the local during the week between the hours of 8 am and 4 pm.

Our office will be closed for our annual shutdown the weeks of August 16th and August 23rd.

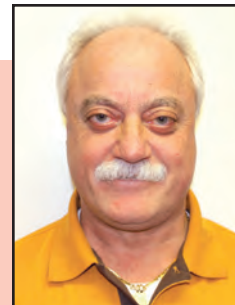
Many of you have been out of work for many months and as a result, have experienced some extreme difficulties. However, there is light at the end of the tunnel and hopefully, we turn the corner soon. I wish all of you good health, as well as an enjoyable summer.



**Meeting with our retirees. #uni444retirees**



# If the Premier calls you Heroes, He needs to treat you like Heroes!



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

**I think** it's only fitting that I begin my report by recognizing Sheila Yakovishin, a personal support worker and member of our Local, who lost her life to COVID-19 on December 31, 2020. Sheila contracted this disease at her workplace, Berkshire Place, where she had worked for thirty years, dedicating her career to putting her residents first. Sheila was one of twenty health care workers in Ontario who have lost their lives to this terrible virus and we mourn her loss and extend condolences to her family, friends and residents.

The second wave was particularly aggressive and deadly for many of our long-term care homes. In De-

cember, it became increasingly evident that for-profit nursing homes had done absolutely nothing to prepare. We exposed their failings and fought for appropriate PPE, often in the media. We discovered employers using non-surgical grade masks and not providing fitted N-95 masks when workers were clearly allowed that right after our union's successful challenge to Directive 5 last October. Our members were simply caught in the middle of trying to care for their very sick residents and protect themselves and their families while they worked short-handed as their co-workers fell ill. It was a perfect storm. We all mourn for the loss of life in our community.

Long-term care workers witnessed a humanitarian crisis and they still suffer from overwhelming grief and trauma. We owe them a debt of gratitude and we will not stop fighting for measures to attract and retain workers in this sector. We know the conditions of work are the conditions of care, and we know we can do better. You can sign our petition at [www.caretakestime.ca](http://www.caretakestime.ca)

The Premier of Ontario often calls front-line workers heroes and champions, but the praise rings hollow when those words don't translate into any value in the real world. Many of these workers are covered under the wage restraint legislation, Bill 124, which limits total compensation to 1% per year for a three-year period. Bill 124 affects workers in hospitals, education and not-for-profit LTC homes, many of whom have carried us through this pandemic. In health care, legislation has removed basic rights, such as schedules and vacation, and subjects them to forced redeployment.

Even though it looks like we are coming out of the third wave the effects of this pandemic won't end for our members in hospitals who will be fighting to catch up on all of the delayed surgeries and procedures, while they are expected to make do with below inflation wage increases.

It doesn't have to be this way. Once again we can look to Quebec on how to actually fix the systemic problems. Quebec took action after



**Local 2458 fights for the worth of their Members  
at Brouillette Manor**

## LOCAL 2458 . . con'td

the first wave. They understood that the only way to save residents in LTC was to hire staff. They provided paid training for PSW's with a guarantee of full-time work, benefits and a pension and pay at \$26/hour for graduates. More recently, they bargained with their health care workers a three-year agreement with 2% in each year and a bonus 1% in year one and three. While still modest, this is how actual respect is shown to these critical workers.

Respect. Protect. Pay. These demands are simply not unreasonable. Unifor will continue to fight Bill 124 in the courts, but also in the court of public opinion. Health care workers have always deserved our respect, but the pandemic has exposed all of the vulnerabilities of a system in desperate need of repair.

The fix is not simply just buildings and beds. It requires significant investment in people. We all want our health care workers to have the tools to keep themselves and us safe. That means making health care jobs good jobs. Full-time work, fair wages, benefits, paid sick time and a



**Unifor's Ontario Regional Council (represented by ORC Secretary-Treasurer Tullio DiPonti) was thrilled to give the Windsor Islamic Association a check for \$2,500.00 toward their Share the Spirit of Ramadan Food Drive.**

decent pension are the basis of a foundation for a solid health care and long-term care system.

I know our members at Blue Water Rest Home in Zurich are still in shock over the senseless murder of their physiotherapist and co-worker Salman Afzaal and his family. **It is a tragedy beyond words, and we condemn this senseless hate crime. We must continue to fight Islamophobia and build a loving, caring and just society. We pray for their surviving 9-year-old**

**son, Faez, and we offer our deepest condolences to their family and the London Muslim community.**

Finally, I would like to thank Local 2458 members for putting their faith in me once again. Serving as your President is a privilege and an honour and I remain committed to working hard every day on your behalf. I look forward to working with Ken, Mike and Shelley, and the entire team acclaimed to our Executive Board and I know we will accomplish great things on your behalf.



**Local 2458 donates money for Tampon Tuesday. Menstrual hygiene products are one of the most requested yet least donated items at food banks.**



**Tullio DiPonti calls on the government to transition existing for-profit homes into not-for-profit operations. Time for the emphasis to be on CARE not Profits!"**



# Elections and Agreements



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

## Unifor Local 2458 Executive Board 2021 Elections:

The Local held its nomination meetings in Windsor, Kincardine and Seaforth on May 25, 2021.

On behalf of Tullio DiPonti, Mike Kisch, Shelley Smith and myself, we greatly appreciate the continuous support and trust you have given us to represent the Membership of Local 2458.

I would also like to welcome three new members to the Executive Board; Ryan Ellis, Jenna Cassidy and Ayan Holland.

## Unifor Local 2458 Executive Board 2021

**Tullio DiPonti**, President

**Ken Durocher**, Financial Secretary

**Mike Kisch**, 1st Vice President

**Shelley Smith**, 2nd Vice President

**Manon Pageau Lane**, Recording Sec., (WECD SB O&C)

**Terry Victor**, Trustee (Banwell Gardens)

**Jennifer Cloutier**, Trustee (Heron Terrace)

**Bev Cochrane**, Trustee (Chateau Park)

**Rick Nadin**, Sergeant at Arms, (WECD SB C/M)

**Cathy Ellwood**, Guide (Windsor Regional Hosp. Service)

**Dina Roushanroz**, Member at Large (Medical Labs of Windsor)

**Darlene Jacobs**, Member at Large (Windsor Regional Hospital, Service)

**Ryan Ellis**, Member at Large (Unifor Family Education Centre)

**Jenna Cassidy**, Member at Large (Brucella Haven)

**Ayan Holland**, Member at Large (Extendicare Southwood Lakes Part-Time)

## Respect Us – Protect Us – Pay Us Campaign

Representing over 175,000 Frontline Health Care Workers in Ontario, Unifor, CUPE and SEIU have joined forces on this campaign. We are asking the Ford Government to:

1. Provide the proper PPE that workers need to work safely.
2. Provide paid sick leave during the pandemic (COVID 19 illness)
3. Create more full-time positions with benefits in Long Term Care and Retirement, and Hospitals.
4. To remove Bill 124 (wages restraints for 3 hours) on Hospital workers.



**Local 2458 Members at Windsor Regional Hospital**



**Local 2458 Members at Medical Lab of Windsor**



**Local 2458 Erie Shores Workers**

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# Local 2458 . . . cont'd

## **Unifor Local 2458 Community Charity Golf Classic**

Unifor Local 2458 is pleased to be hosting our Annual Community Charity Golf Classic Tournament on Saturday, August 28, 2021, at Sutton Creek.

In 2019 the tournament donated \$10,000.00 each to Ronald McDonald House – Windsor and the Alzheimer's Society of Windsor-Essex. The charities that were chosen to receive a donation this year will be . . .

## **The Hospice of Windsor & Essex County**

They were founded to address compassionate end-of-life care. The Hospice of Windsor and Essex County Inc. has been an integral part of our Community since 1979 with only partial government funding; through generous support from our Community, Hospice has become the first Palliative Hospice Village in North America.

## **Autism Ontario Windsor- Essex**

Autism Ontario is the leading source of information and referral on Autism Spectrum Disorders (ASD) and one of the largest collective voices representing the Autism Community.

Autism Ontario Windsor Essex is one of the largest chapters in Ontario, and they consider themselves as a large family who supports others in many ways.

If you wish to join us on this day or by sponsoring the event, please contact the Local at 519-254-8630 or email at: [ken@uniforlocal2458.ca](mailto:ken@uniforlocal2458.ca) ; [mike@uniforlocal2458.ca](mailto:mike@uniforlocal2458.ca).

## **Collective Agreement Bargaining Updates**

### **Devonshire Retirement Residence**

Members ratified a three (3) year collective agreement at 98%. The agreement included a 2% wage increase for all three (3) years, and improvements were made to the Uniform Allowance and new overtime language. Thank you Nilda Rodriguez, Chairperson and the committee.

### **Family Education Centre in Port Elgin**

Members ratified a three (3) year collective agreement at 88% with some improvements to the agreement, including wage increases, benefit coverage, tool allowance and language improvements, including a signing bonus. Thank you to Ryan Ellis, Chairperson and the committee.

### **Medical Labs of Windsor**

Members ratified a new three (3) year collective agreement at 70%. The agreement included wage increases for all three (3) years and improvements to Vision Care, and a signing bonus for all employees. Thank you to Dina Roushanroz, Chairperson and the committee.

### **Kingsville Court Retirement Residence**

Members ratified a new collective agreement at 84%. The agreement included a 2% wage increase for all three (3) years and a special 1% wage adjustment for all classifications and Vision Care improvements and in lieu of benefits language for part-time as well as a voluntary RRSP program. Thank you to Joey McArthur, Chairperson and the committee.

### **Chartwell Oak Park LaSalle**

On April 22, 2021, Chartwell Oak Park LaSalle ratified a new three (3) year collective agreement at 85%. Wage increases and special adjustments to certain classifications as well as benefit improvements and Unifor Allowance were bargained. Thank you to Robyn Skov, Chairperson and the committee.

### **MJA MacGowan Retirement, Wingham, Ont.**

We bargained and ratified their last collective agreement in February 2021. The home was slated for closure in April 2021. We also bargained and ratified closure language. Both were ratified at 100%. We wish all the best to these long-time members in their future endeavours. Good Luck, and thank you to Mary Straight, Chairperson and the committee, for a job well done.

### **Royal Marquis Retirement in Windsor**

Members ratified in April 2021 a three (3) year collective agreement at 94%. A wage increase and improvements to vacation and benefits. Increase retirement allowances. Great Job, and thank you to Sharon Hamka, Chairperson and the committee.

### **Maitland Manor in Goderich**

Members ratified their collective agreement in June 2021 at 89%.

The agreement is a three (3) year term with wage increases and improvement to the language. Thank you to Lisa Durnin-Raidt, Chairperson and the committee.

To all Local 2458 Members and Unifor members, please enjoy and be safe this summer as COVID 19 restrictions seem to be slowly removed.





# *Unifor Local 2458* COMMUNITY CHARITY GOLF CLASSIC



## SUTTON CREEK GOLF COURSE

2135 County Road 12,  
Essex, ON N8M 2X6

**SATURDAY, AUGUST 28, 2021**

Due to COVID-19 precautions, we will be assigning staggered tee times starting at 9:00am. Please arrive 30 minutes before your tee time, and follow any instructions provided by the course.

Dinner: Subject to COVID-19 regulations

### FOR MORE INFORMATION, PLEASE CONTACT:

Ken Durocher or Mike Kisch

[ken@uniforlocal2458.ca](mailto:ken@uniforlocal2458.ca)

[mike@uniforlocal2458.ca](mailto:mike@uniforlocal2458.ca)

519.254.8630 or toll free at 1.800.770.4823

**\$125**  
PER GOLFER

**In support of The Hospice of Windsor & Essex County  
and Autism Ontario Windsor-Essex**



Space is limited so please register today.  
Golfer registration and sponsorship deadline is July 16, 2021.  
Please make cheques payable to Unifor Local 2458 Golf Tournament.

# Making Progress in a Difficult time

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



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

**T**his year has brought our members many uncertainties in their workplaces; the community and the entire country. The COVID-19 global pandemic has had a life-changing impact on all of us. There is no doubt that many negative outcomes have been placed on many of our members and their families, which started in 2020. This year, 2021, we started experiencing a shortage of the supply of chips, which has impacted the auto manufacturing units. Also, we have felt a great impact on the hospitality and the service sector, which has resulted in many different challenges and problems.

In addition, our retirees have been struggling with this type of isolation that has restricted their social ability and has increased their stress on many different levels.

Our government and the business community should use the lessons learned and assemble a complete task force to start the research and development of all sorts of products

that can be made in Canada to depend on ourselves. We must be vigilant and recognize that globalization over these past years was the main cause of this unprecedented damage to our country, business, jobs, and health. There is no question that we shall learn and build a reliable future for our new generation. We must rely on ourselves, make the vaccine here, manufacture the chips here, etc. What is wrong with our government? We have the education, the science and the talent to do it all.

Despite all of these challenges, it's important to recognize the sheer resilience of the leadership of our local and all workplace representatives. Our local union was fully committed to sit across the table with many different employers, to negotiate ten new collective agreements since January 2021. Many positive and successful outcomes resulted in very good collective agreements for many different workplaces. We ratified these agreements with the support of our members and without any

work stoppages, securing many investments and jobs.

## *Units' agreement updates since January 2021 as follows:*

**1 – Team paint** Ratified 2-years agreement with the employer with a 78.2 % approval by the membership. Congratulations to the Bargaining Committee, Bryan Crosby, Mike Sasseville Jr, Dennis Costella, Jason Exaltacion, Christy Scalzo, our National Rep, Dino Chiodo and local 195 1st Vice president Tammy Pomerleau.

**2 – Team GSO** Ratified 2-years agreement with the employer with 61 % approval by the membership. Congratulations to the Bargaining Committee, Bernie Coates, Kyle Golanch, Dean Testani, Beverly Crosby Berisette, our National Rep, Dino Chiodo, and local 195 1st Vice president Tammy Pomerleau.

**3 – Motor City Chrysler unit 1** Ratified 3-years agreement with the employer with 67% approval by the

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***Congratulations to our Brother Bob Cruise as the 2020 recipient of the Local 195 Activism Award***



membership. Congratulations to the Bargaining Committee, Cory Gouin, Remi Renaud and our National Rep. Mike Lovric and local 195 Secretary-Treasurer Sarkis Gaspar.

**4 – Motor City Chrysler unit 2** Ratified 3-years agreement with the employer with 100% approval by the membership. Congratulations to the Bargaining Committee, Wayne Rogers, Jeff Pawlik and our National Rep. Mike Lovric and local 195 Secretary-Treasurer Sarkis Gaspar.

**5 – Provincial Chrysler** Ratified a 3-year agreement with the employer with 81% approval by the membership. Congratulations to the Bargaining Committee, James Smith, Richard Frohman, Cheryl Fielding and our National Rep. Mike Lovric and local 195 Secretary-Treasurer Sarkis Gaspar.

**6 – Jamieson Laboratories** Ratified 3-years agreement with the employer, with 81.5% approval by the membership. This company is doing well and we made many gains & improvements in this set of negotiations. Congratulations to the Bargaining Committee, Nikola Savic, Jeff Semande, Dana Kvaska and our National Rep. Mike Renaud and local 195 1st Vice president Tammy Pomerleau.

**7 – Lakeside Plastics Ratified** 3-years agreement with the employer, with 78 % approval by the membership. Congratulations to the Bargaining Committee, Pauline Ridley, Deb Hazlett, Carlin Hauzer, and our National Rep. Mike Renaud and Local 195 1st Vice president Tammy Pomerleau.

**8 – KB Components** Ratified 3-years agreement with the employer,

with 76 % approval by the membership. Many gains & improvements in this set of negotiations. Congratulations to the Bargaining Committee, Steve Banfill, Mark Frey, Krista Chittle and our National Rep. Mike Renaud and local 195 1stVice president Tammy Pomerleau.

**9 – Central Stamping** Ratified 4-years agreement with the employer, with 72.5 % approval by the membership. The company made a significant commitment to investing 31 million, and our members made many gains & improvements in this set of negotiations. Congratulations to the Bargaining Committee, Jason Wark, Shane Austin, Billy Widmeyer, Dave LaMarsh, our National Rep. Mina Sarajcic, Local 195, 2ndVice President Rob Kennedy, and the local President Emile Nabbout.

**10 – Flex' N Gate Howard** Ratified a 3-years agreement with the employer after the members rejected the 1sttentative agreement. The committee returned to the table without any work stoppage and was able to negotiate further amendments to the agreement. We ratified this agreement with 72.5 % approval by the general membership and 52 % by Skilled Trades. Congratulations to the Bargaining Committee, Damian Bryce, Frank Pineda, Bill Hallett, Dave Henderson, Thomas Orosz, Dave Bacon, our National Rep. Mike Lovric, Local 195 President Emile Nabbout.

I am proud of the leadership of this local union and our bargaining committee representatives. Collec-

tively, we were able to go through these challenging and intense negotiations. It wasn't an easy achievement that we could negotiate ten collective agreements, in this year alone, without any work stoppages and making gains across the board.

As a local union, we believe our members deserve a fair share of these company's profits, and I think we have done our part. The leadership understands both challenges from the worker's perspective, from day-to-day expenses. Still, on the other hand, we understand that we need to keep investing in the city and bring future investments for everyone.

We believe that our elected representatives at each unit have bargained responsibly. We made many gains from wages, pensions, job security, benefits, health & welfare, bereavement, investments and signing bonuses. Also, we were able to bargain retirement incentives, and retirees benefit improvements in some agreements. Overall, gains were made across the board and vary from unit to unit.

Now, we are looking forward to welcoming our new unit Centoco Plastic limited, who joined Unifor local 195. The local union welcomes these new members to our Unifor family and we are hoping that a new agreement will take place very soon with this employer.

### Local 195 Activism Award for Year 2020

Congratulation to our brother Bob Cruise as the recipient of the Local 195 activism award. Bob did retire a long time ago; however, he never retired from fighting for worker's justice and his love for the labour movement. . . . cont'd on next page



***Team GSO Committee***



***Motor City Chrysler Unit 1 & 2***



***Provincial Chrysler***



***Jamieson Laboratories***



***Lakeside Plastics***



***KB Components***



***Central Stamping***



***Flex-N-Gate Howard Facility***





## **LOCKED OUT!** **Reliance Local 1999**





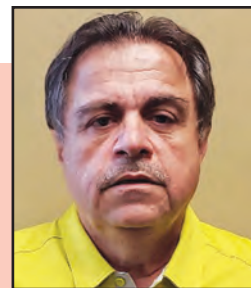
## LOCKED OUT! Reliance Local 1999



# Strength in Numbers

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

finance@uniforlocal195.com



**G**reetings to the entire Windsor/Essex Labour Community from all of us here at Unifor Local 195.

I suppose we can all agree it has been a challenging time since our last publication of The Guardian. Still, unlike then, there is now a light at the end of the tunnel as the rollout of the vaccine program moves along and the case counts continue to drop here in the Windsor/Essex Area. Brighter Days Ahead for all of us, without a doubt.

However, even with those challenges, we here at Unifor Local 195 have been able to keep our offices open to service our Members in any way called upon and regularly engaged with our Membership on several fronts. We participated in and achieved many Bargaining successes at Jamieson Laboratories, Central Stamping, Flex Howard, to name a few, since my last writing.

I must acknowledge our Bargaining Committees for their dedication, patience and ability to come together to meet the needs of their Membership and to have achieved some significant gains on their behalf under some very difficult bargaining conditions. With Covid, these

Committees were forced to utilize online media tools such as Zoom & the Simply Voting Platforms to reach their Members and delivered some incredible gains and job security in the process. Congratulations to all.

On February 5, 2021, we suffered a disappointing workplace closure at JD Norman Industries. This closure was very sudden and somewhat unexpected as this Employer went into receivership and then proceeded to lock out our 65 Members. With the assistance of Chris Taylor, National Staff Rep, Brian Masse MP, our Solidarity Committee, Executive Board Members, Membership and a host of other Local Unions we were able to force the hand of this Company and its Appointed Trustee to bargain a much more fair and equitable financial settlement for our Members there than would ever have been realized with the collective efforts and pressure applied by our Great Union. There is no doubt this was a prime example of there is "Strength in Numbers."

As a Labour Movement in general, we also lost a very Dear Friend and Colleague with Debbie Fields passing on May 2, 2021. Debbie was an amazing Negotiator and a fine Trade Unionist

who was an absolute pleasure to work with.

I had the honour and privilege to work with Debbie as the Chairperson of Kautex Textron for many years.

Debbie's skill in Collective Bargaining Agreements, language implementation etc., stands out from all others, and today much of that very language has become standard. It is being used every day to improve the working conditions across the Labour Movement. I always respected her ability and the quality of the representation she provided to me and my Membership at Kautex. She worked tirelessly to promote the interests of working people. So with that, I want to extend my condolences to the entire Field Family, and of course, Unifor Local 195 Membership as well for the loss of a True Warrior who always put others needs ahead of her own. Rest in Peace, Sister Fields.

There never seems to be a time where there is complete Labour peace here in Windsor/Essex, does there? This is certainly evident in the latest of the shameful treatment to our Brothers & Sisters of Local 1999 and their Employer Reliance Home Comfort. This Company refused

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**We are thrilled to welcome into our Labour Family here at Local 195 a brand-new workplace called Centoco Plastics.**

## LOCAL 195

to bargain a fair & equitable Collective Agreement for their workers but instead chose to lockout our Members on Thursday, May 13, 2021.

At the time of this writing, the situation at Reliance Home Comfort still prevails, and the Members of Local 1999 have been overwhelmed by the support and words of encouragement for their fight with support on their picket lines, food & money donations to their Members. They are so appreciative of the support both from the Public Sector & Labour Movement, and we will continue to support these Members on all fronts

until a fair agreement is reached and they return to work. "Solidarity to All," and we here at Local 195 are committed to standing with you every step of the way.

Now it may seem thus far by my report that there is all doom & gloom, but I have intentionally left by design some excellent news to share with you from all of us here at Local 195 to finish off my report.

We are thrilled to welcome into our Labour Family here at Local 195 a brand new workplace called Centoco Plastics. We are incredibly excited to welcome these 52 Members. We hosted a Meet & Greet here at the Local on Saturday, May 29, and had an opportunity to meet most

of these new Members over a socially distanced coffee/donut outdoors and presented them at that time, each a specially ordered tee-shirt as a token of Solidarity. As we prepare to bargain their first agreement, there is, as you can appreciate, an adjustment period between the Union & Management. Still, we are hopeful that we can achieve an agreement without issue for our Members in that workplace.

In closing, I would like to wish everyone a healthy, happy and safe summer. We are almost there, aren't we, and we must all remain upbeat & positive that there are indeed "Brighter Days Ahead for All".



***Local 195 bargain a much more fair and equitable financial settlement for our members with the collective efforts and pressure applied by our Great Union***



***We mourn the loss of our very Dear Friend and Colleague, Debbie Fields***



***Unifor Local 195 supporting Local 1999 Workers***





**By  
JODI NESBITT**

**President  
Unifor Local 240**

**Email:**  
jodi@uniforlocal240.ca

## Green Shield Canada and Local 240 and 673

entered bargaining at the beginning of 2021. This was the most challenging round of negotiations that we had ever undertaken. In addition to the company having many new faces at the table, we were faced with bargaining through Zoom which proved to be tiresome. With the company representatives not understanding the history of our agreement, our committee was challenged with explaining the practices and intent of previous agreements. Two days prior to opening, the union received three estoppels to past practices that had been in existence for over 20 years. This was not a good way to enter negotiations and proved to slow down the process and change the tone of bargaining quite dramatically.

At the conclusion of bargaining, our members received an increase to counselling that went from \$750/year to \$2000/year, along with other benefit improvements, wage increases, and language improvements that ensures that our work is not outsourced.

Under the leadership of Angela Divitaris, Chairperson, the committee was able to fight off many concessions and make some significant gains. These improvements were not made easily. The tenacity and solidarity of the commit-



**Local 240 Retirees Meeting on Zoom. MP Lisa Gretzky joined, along with Balance Fitness to do some exercises.**

# GSC Agreement Reached

tee, with Angela, Paula Bastien Stedman and Tammy Dunford was incredible. Without their knowledge and experience, we would not be where we are at today.

Congratulations to the membership for ratifying a great three-year agreement and for your confidence in the committee!

Thank you to Jack Robinson for his excellent guidance and for fighting on behalf of our members day in and day out.



**GSC Local 240 Bargaining Committee preparing for our first ratification on-line.**

## GREEN SHIELD COVERAGE SUCKS..... NOT REALLY – HERE ARE THE FACTS!

We have been hearing that some Unifor brothers and sisters are not satisfied with GSC. I want you to know that the committee and chairperson Angela Divitaris and I have tried to understand the concerns and will do whatever we can to mitigate these concerns when it is within our control.

To date, the direct complaints that were made aware of come from members who were denied benefits due to their plan that the employer provides.

GSC builds plans based on the customer's requests. GSC does not negotiate with your employer, your local union does.

Any improvements or changes to your plan are through your employer at the bargaining table. Regardless of where you receive your health care benefits, the employer and union negotiate the terms and conditions of your workplace package.

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### GOVERNMENT ELECTIONS ARE IN THE AIR – PROVINCIAL AND FEDERAL

Why is your union involved with political action? The lobbying of the union to politicians has created laws to protect workers who are not even unionized. Some examples of them are:

- Affordable housing
- CERB and EI rules and regulations
- Minimum wage laws
- Job Protected leaves – like maternity/parental, bereavement
- Vacation Pay and Time Off
- Observation of holidays with pay
- Overtime Pay
- Human Rights
- Collective Bargaining rights
- Health & Safety Legislation
- Job Protected Leave of Absences

These are just a few examples of the efforts that labour organizations put into being politically involved to help ensure the minimum standards that employers must provide to their workers. Being unionized allows the union to enhance the Collective Agreements beyond what is outlined in the Employment Standards Act. Therefore, we are involved in politics because it helps our members.

If you want to get involved and want to volunteer for a candidate, please contact the local and we will provide you details. There is a lot to do in electing politicians who care about workers, care about jobs, care about our community. We need YOU to help elect everyday people who understand the challenges that most Canadian people face.

We are most likely heading into a federal election late summer or early fall. I implore each person reading this to ask the candidates in your riding some important questions to see if they line up with your thoughts on important topics that affect Canadians.

1. Did you vote or would you vote to legislate workers back to work, even though they have a collective agreement?
2. Do you support Indigenous children and residential school survivors being sued by the government in court?
3. Do you believe the federal government should be intervening to help end the OPIOD crisis? If so, what solutions have you advocated for?
4. Do you support an auto strategy that ensures Canadian manufacturing jobs are secure?
5. Do you support a more inclusive, equitable and resilient Employment Insurance Program for workers in Canada?

If we all start asking important questions that affect

each and everyone of us, the results of the election most likely will be different than the last one. Then we can move forward and continue to improve the lives of workers without fighting like hell to keep what we already have gained in legislation.

That is why your union and your local is involved in politics. That is why I personally volunteer for candidates who are in line with our principles. Brian Masse, Tracey Ramsey, Cheryl Hardcastle, Lisa Gretzky, Taras Natyshak and Percy Hatfield have been at the forefront of issues that affect you and me. We can't risk losing our voices. Volunteering to help in a campaign helps keep our voices heard in parliament and in the legislature.



**Local 240 members from Ford Dyno along with Melissa Radvanyi Fox from St. Clair College donated countless hours to ensure residents of Hand In Hand Support had a vehicle to get to appointments and meetings.**

### HAND IN HAND SUPPORT- 240 MAKING A DIFFERENCE

On behalf of our national union, our Ontario Regional Council, our Women's Committee and our executive board and members at 240, we donated \$15,000 that was used to purchase new mattresses, bed frames, headboards and dressers that will be used for clients of Hand In Hand Support.

One woman, who is a resident there, stayed in bed the entire second day. One of her housemates asked what was wrong and if she was okay. She explained that she was overwhelmed with joy and gratitude and went on to say that she had not slept in a warm bed in years, let alone sleep without shoes on. She had been living on the streets and never remembered feeling this comfortable and simply was taking in the moment with gratefulness.

I was also extremely proud of the generosity of Chairperson, Mark Radvanyi for arranging Local 240 Ford Dyno Lab members to volunteer to fix a car that had been donated to the agency, which will be used to take people to appointments and meetings. A special thank you to Wayne Holmes, Bob Fox, Rob Nadalini, and Melissa Radvanyi Fox from

... cont'd on next page



## Jodi Nesbitt ...cont'd

St. Clair College for donating their time to this project. We also want to thank Jeff Lanoue & Aaron Lloyd from A & L Auto Recyclers Ltd. for donating parts and to Steve Kipping from Kipping Firestone for doing the safety on the car at a discounted rate.

These acts of giving change people's lives. It allows those suffering with addiction and mental illness to know that they are not judged. They are worthy of living a life with dignity, respect and safety. It takes one less burden off someone who is trying to overcome one of the hardest feats they will ever face.

Thank you to our Chairperson of our Women's Committee, Madeleine Levesseur, for her work to bring our women's committee together to get involved in so many great initiatives. Our Women's Committee work tirelessly to help so many people in our community. Thank you to all of them for making these initiatives such a success.

### PLANNING FOR RETIREMENT LOCAL 240 WEBINAR

Local 240 hosted a webinar on Planning for Our Retirement which was filled with 100 participants within a day of registration.

Thank you to Barb Dolan, Director of Retirees, for her help in facilitating this very informative session. We had great feedback from those who attended, and we will be hosting another one soon. Please keep your eyes open in your workplaces or on our Facebook Page or Instagram for events like this.

Our Retiree Vice Chairperson, Cathy Campbell, opened the meeting with incredible wisdom and experience:

#### *Planning for Retirement – By Cathy Campbell*

Len has been retired from Ford for 23 years and I have been retired for 11 years. It is very smart of you to start planning and thinking about all the aspects of retirement. Of course, the financial portion is huge. You will go from being paid every other week to only once a month. And the amount that gets deposited into your account will be noticeably less. But that is just one item on your retirement planning agenda. This can also be a time when you change your perspective on what is important to you. After the boys graduated from university and moved away, we sold our house and bought a small condo. It was liberating to get rid of a lot of the stuff that we had accumulated over the years. Now, it is even prompting us to rethink the future. I'm not sure if this will happen of course, but maybe within the next 10 years we will divest ourselves of everything except what can fit into two suitcases and a carryon, each. That is my ultimate goal, I'm not sure if we will be able to do it, but it



**Local 240 & Local 195 wearing pink to stand up against bullying!**

is an interesting concept.

First, let me talk to you about time. Right now you work 30, 35 or 40 hours per week. That is a lot of time to fill. We suggest that you give yourself some adjustment time immediately after retiring. Don't try to organize every minute of every day as soon as you leave work. Take your time. What is important to you? What do you enjoy doing? What special things can you look forward to? You may have family obligations, such as looking after your parents or helping to look after your grandchildren.

You may enjoy sports but keep in mind that you probably won't golf 40 hours per week. Vacations are wonderful and just planning them will take time and cause you to set aside some extra money. Hopefully you are at the stage where you can be a little altruistic. You need a reason to get up every day. It can be as simple as having to take the dog for a walk (if you don't have a dog, you may find that now you have time to enjoy one).

Or it can be participating in some kind of community service or charitable association. We know retirees who volunteer at Met Hospital. Others help in the kitchen at Street Help. Some are crossing guards and more volunteer with their church. What inspires you? What abilities do you have? You may try one thing and find it isn't what you thought it was going to be. As a volunteer, you call the shots.

You say how many days a week and how many hours a day you are willing to help out. If one avenue doesn't suit you, just say you are sorry and try out something else.

We have friends who owned a large motorhome and enjoyed traveling around in it for several years. Then they thought they would like a different kind of vacation so they sold their trailer. After a few years, they realized that they missed the motorhome lifestyle and bought another one.

When I first retired, I volunteered with the Red Cross Emergency Relief. I had to take a few courses and then the Red Cross had me sign up for 12 hours every month in which I would have to be available. Sometimes they needed

## Jodi Nesbitt ...cont'd

me and sometimes they did not. Sometimes there were larger emergencies and they called everyone in to help.

I remember one time there was an apartment fire and they needed all hands-on deck. I discovered that I did not really like not knowing if I was going to be needed or not. I found out that I like a schedule.

So, volunteering for the United Way on Monday and Wednesday, same days same time, really works for me.

Maybe you are more spontaneous than I am so the Red Cross would work for you. There are many, many opportunities so all you need to do is discover the right fit for you. But you will need something to motivate you.

Another area to consider is your mental well being. Is there something that you have always had in the back of your mind but you just never had time for it? You need to stimulate your mind. Take up a hobby, write that book, learn a language or learn how to play an instrument. But by all means, keep that mind active. You don't want your mind turning to mush and every day is exactly the same as the next. Push yourself to accomplish something. Estoy aprendiendo espanol porque muchos lugares hermosos hablan espanol.

Don't forget the physical side to retirement. Whether you play tennis or just go for long walks, keep your body moving. Get some kind of exercise most days of the week. It doesn't have to be gruelling, just something that you will actually be able to keep up.

There is no use setting a huge goal and then being disappointed in yourself for not meeting it. Small steps. Walk around the block the first week and see how far you can go after that. We try to walk from 30 minutes to an hour and a half, depending on the weather. Fresh air and sunshine will help your mental attitude as well as your physical well being.

The last thing that we wanted to talk to you about is camaraderie. Make sure that you populate some of your time with people. It is a jolt to the system to be working in



***Jodi Nesbitt and Madeleine Levasseur deliver the generous donations provided by Local 240 members to United Way for their annual Tampon Tuesday.***

an office with a lot of people one day and then suddenly you are at home alone or with just your spouse.

Joining a club may not be for everyone, but at least make a coffee date once a week with a friend. With the crazy pandemic thing aside, we were involved in Local 240, our church and meeting up with old friends. You are not magically going to become a different person when you retire. If you want to change, you have to start now.

If you want to be more social, then join a group now. If you want to get a hobby, then start one now. If you want to travel, start going on short trips now. Doing these things now will help you to discover if they are things that you want to pursue in retirement. It will help you to define and actualize what your life will be like,—not some ethereal dream that you have made up, but an actual plan that you are working towards.

Pace yourself. Take time to consider your likes and dislikes, your abilities and your frailties. There is no set right or wrong thing to do in retirement. It's all up to you. But you have worked hard all of your life and now is the time to enjoy, give back and relax. You will be starting a new chapter. Make this book an epic one.



***Marybeth Punzalan, Secretary Treasurer and Jodi Nesbitt, President wear red to recognize #EqualPayDay.***

***Linda Jubenville, Local 240 EFAP Representative supporting affordable housing.***





# Supporting Our Community . . .



By  
**MARYBETH PUNZALAN**  
*Secretary Treasurer  
Unifor Local 240*

marybeth@uniforlocal240.ca

## Greetings, Sisters and Brothers!

Although 2021 has proven to be a challenging year that meshed into 2020, we are thankful to have encountered many exciting experiences and even more opportunities to help those in our community. This allowed us to look forward to other initiatives and gaps that exist in our communities. Our resilience has allowed us to adapt to the “new normal” we have been faced with as we continue to support our members and our community. We have been doing a lot of work within our community, and in our workplaces, despite the challenges, we have faced.

## Len Campbell Bursary 2018

Unifor Local 240 annually awards one recipient (a Unifor Local 240 member’s child) a bursary of \$1000 in honour of our longest-standing president, Len Campbell. In his retirement, Len continues to demonstrate leadership and supports Unifor and our communities. He encourages others to be active and involved in our community. Our local thanks Len for everything he has done and all that he continues to do for our local community.

This year’s recipient is Kathryn Forgie, the daughter of Green Shield Canada Local 240 member Adair Forgie. Her essay was mindfully selected by three different members of the Unifor Local 240 Bursary Committee. Each member was impressed by Kathryn’s essay, where she articulated the positive images of labour unions in Canada. Throughout her essay, she showed a strong understanding of the positive impacts that the union has had in our country. She emphasizes that unions have a goal to better the lives and protect the rights of

workers and citizens everywhere.

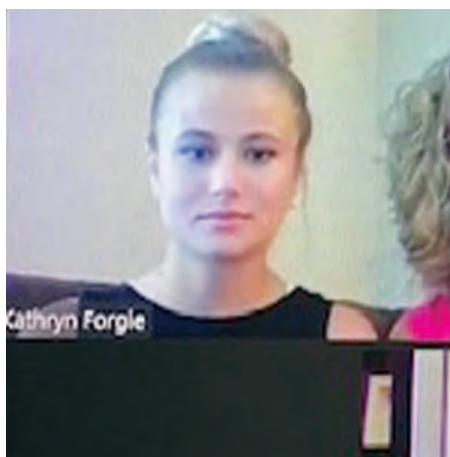
## Local 240 Women's Committee Mother's Day Draw

This year our Local 240 Women’s Committee successfully organized a Mother’s Day Raffle fundraiser. The money raised from this fundraiser was used to help and support women with addiction or mental illness. Thank you to everyone who supported this raffle. We couldn’t have done this without your support. We were able to raise over \$6,000 to help Hand in Hand Support.

Our Local 240 Women’s Committee has been busy organizing the Mother’s Day Draw and working hard to fill Welcome Baskets filled with personal items donated to the women who are residents at Hand in Hand Support.

Hand in Hand is a non-profit charitable organization

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**Kathryn Forgie**  
*(The Len Campbell  
2021 Bursary  
Award Winner)*



**Donating Welcome Baskets for the residents at Hand in Hand support.**

## LOCAL 240

collaborating with community partners, working professionals, and peer mentorship. They provide a safe, therapeutic, and caring environment for women and men to heal and attain a lifetime of recovery. Their goal is to assist marginalized communities and individuals seeking a better life. For more information about this organization, you can follow them on Facebook.

We recognize how small businesses have been immensely affected by the pandemic, yet their resilience remains strong as they spread kindness to the community. Many local businesses generously donated their talents and services to make this fundraiser a huge success. If you haven't tried or visited their establishments, we recommend that you do! They give back to the community, and we need to support businesses that remember their communities!

- Salon Utopia Hair/Med Spa, Navy Yard Flats, Oven 360
- Maddy's Beauty Magic, In the Darkest Light, Salty Dog Restaurant
- Sunsations Tanning & Resort Wear, G Pots Pottery, Belle River Source for Sports
- Green Shield Canada, Freed's, Stacey Ferguson-Brand

Ambassador-Globallee

- Leslie Blais-Own Your Choice Healing, Crystal Nails, Chantal Phillion-Rodan & Fields Consultant
- Teresa Iovino-Expedia Cruises, The Goat Restaurant, Chok Fine Chocolates
- Starbucks Roundhouse #57075, The Cheese Bar.
- What's Poppin Popcorn Factory, Reaume Chevrolet
- Daytona Car Wash, White Feather Holistic Arts
- Estetica Day Spa, Eastside Nails & Spa
- Countryside Chrysler
- Just Hair Boutique, Annette Graham - Opulence Salon

Solidarity with Locked Out Members from Local 1999  
Local 240 executive board members and members have shown their support to our brothers and sisters from Local 1999, who their employer has locked out during the pandemic. Local 1999 represents HVAC Technician Installers, Water Heater Installers, Plumbers, Electricians Clerical, and Warehouse employees at Reliance Comfort.

Please take the time to support our brothers and sisters. Have a contract with Reliance Comfort? Don't let scabs go into your home. Call Reliance and demand to have the technician you've come to know and trust to do the repair for you.

You can also join our brothers and sisters at 1900 Blackacre Drive Oldcastle at the picket line.



**Local 240 stands in solidarity with our brothers and sisters of local 1999**

## THE GUARDIAN INC. OF WINDSOR, ON

The Directors are:

Established 1952

- Local 195—Emile Nabbout, Sarkis Gaspar
- Local 200—John D'Agno, Darby McLoskey
- Local 240—Jodi Nesbitt, Marybeth Punzalan
- 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—James Mitchell, Steve Moon
- Local 2458—Tullio DiPonti, Ken Durocher

LUMA APSL  
CAN LOCAL UNION MEDIA ASSOCIATION

GCC/IBT

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



CALM  
ST-LEONIS MEDIA



## LOCAL 240





# Oneday Dreams

Oneday Dreams is a NEW Canadian dream-granting charity that serves terminally ill adults by facilitating end-of-life dreams that offer joy, inspiration, and comfort while focusing on life and living.

Based in Windsor, ON - The charity strives to reach every medically and financially eligible adult in Canada who is at least 18 years of age, has a life expectancy of one year or less, and lacks the resources to achieve the dream on their own

*"Oneday Dreams was founded on the belief that creating moments like these can mean everything to someone living through their most challenging days"*

## HOW TO APPLY

If you have a loved one that qualifies, help make their Oneday happen today. Full application and qualification details can be found at

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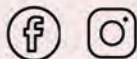


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Randy was a life-long Maple Leafs fan and had always wanted to see a game. He was able to experience the Leafs pre-season training and got a special visit from Leafs Alumni players.



Michael was a Shania Twain super-fan. He got a special advanced listen to Shania's unreleased album before his passing, and a special message from the Country star herself.



Luigi was an excellent student in the midst of completing his Master's Degree when he learned about his terminal diagnosis. He was able to have a private graduation ceremony and a small celebration with his loved ones.



# Doug Ford is trying to Quiet the Voices of Democracy to Step Up!



By  
**BILL WARK,**  
President,  
Unifor Local 1959  
Local1959@bellnet.ca

## *Greetings Everyone . . .*

Hopefully as the good weather sets in and the summer is upon us, we need time to reflect, recharge and regroup as we head into the later part of 2021. We need not lose sight of the fact the financial and economic impact of what Covid 19 has brought to some of us still. Unemployment, job uncertainty issues still felt in our community today. We hopefully are in the beginning of the end of this pandemic.

Our Provincial government has just invoked the notwithstanding clause after losing a court case re-

garding election advertising. This is completely unacceptable! He's trying to stifle the voices of democracy to preserve his own failing political fortunes, if there is one thing that we need to do, is see that his tenure in Queens Park is his last. Together we can fight for a just Ontario, remember Mike Harris? He's the guy that attacked long term care funding and our seniors have paid the price Doug Ford is a rehash of Mike Harris, we don't need more.

Locally, our mining units remain busy, construction season has been relatively strong and the demand for

salt is good. Our Precision unit has been experiencing a bit of a slow down as of late due to the microchip shortage but with vacations hopefully everyone can continue to be busy until things change in the supply management front. One more reason that we need to manufacture goods in our own backyard not to be subject to the whims and differences of other countries policies. Like I said previously if this Pandemic has taught us one thing we need to take care of ourselves.

We also move into the retirement season, to all of our retiring members, thank you, thank you for supporting your union, your work and vision and most of all your experience. You will always be a proud union member of our Local.

In closing I want to wish each and everyone a safe and happy summer season good health and solidarity.



**Unifor Local 1959 is proud to present to the Amherstburg Goodfellows a cheque for \$1000 to support their annual food basket campaign.**

## **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)



# Eager to Fight for Our Members!



By  
**JAMES MITCHELL,**  
President,  
Unifor Local 2027  
james.mitchell@  
pernod-ricard.com

## Brothers and Sisters,

It just would not be right to start this article without mention a great man and a great President John Munroe. John was a great friend, and we started the same day in 1988 and worked right beside each other for a long time. We have a great history together; I miss him dearly, and every day I vow to do this job in a way he would be proud of. I am honoured to be President of this great local and though I never wanted to be in this position under this circumstance, I am proud to follow in the footsteps of my friend John Munroe. I know he is watching, and he has my back. Rest in Peace, Brother.

## Our Membership

I thank this excellent membership for being the best at what they do! We have superior products that continue to win awards and the heart of all our customers, which is a di-

rect link to our members doing what they do! When businesses were closed during this pandemic and many were at home with their families, our members came in and punched the clock. When our front-line workers, nursing homes and hospitals needed our help making and distributing hand sanitizer, you stepped up! You are a workforce that needs to be recognized! I could not be more eager to fight for a greater worth of your abilities.

## Bargaining

Bargaining has been interesting. We have a good, energized bargaining committee that is doing tons of work to push that envelope. We are currently in week three and slowly making progress and will hopefully get a deal done soon.

Our membership is growing, and we have been making some headway to ending the awful 89-day wonders

practice; stay tuned. The new Senior Director seems to be a little more receptive to the greatness of our membership. He seems to understand the concept of working together to make our workplace a more inclusive and pleasant workplace. Saying the right things, make no mistake, we will hold him to it. I want to also thank our membership for texts, emails, and words of support during this bargaining progress; it means a ton to us.

## Conclusion

I was sure my first Guardian Article would contain much bragging regarding how far my Leafs were into the playoffs. Sadly, this had not been the case. Enough about that. I want to wish you and your families a good summer. Hopefully, soon, this virus will be behind us, and life will be back to normal.

In Solidarity,

JAMES MITCHELL



# ***We continue to March Forward***



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

unifor1941@bellnet.ca

**R**eport from Accurcast Inc. is an aluminum die-cast facility remains busy. They are hiring but having difficulties recruiting new hires. Steve Millyard and the in-plant committee continue to tackle the day-to-day issues with minimal grievances in the system.

## **Autoliv**

In-plant elections were held in January congratulations to Chris Mason – Chairperson, Bill Webster Health and Safety Co-Chair, Committeepersons Rob Hughes, Kelly Rossignol, Maria Silva, Gord Stuart and Health and safety committee Brent Lachine, Rob Guilbault, and Rob Hughes. Plans are currently in place to install the second Laser cutting line, which was secured through negotiations in October 2020. The plant population remains at approximately 300 members. This Unit has seen intermittent layoff days due to the worldwide microchip shortage.

## **Hudson Manor Retirement Home**

The current collective agreement expired in December of 2020. We are currently trying to coordinate dates with the employer to start the bargaining process. Early this year, the home had its first confirmed case of Covid but was quickly contained with no major outbreaks. Brenda Durocher continues to represent these members staying up to date during these unprecedented and trying times.

## **Mahle**

This unit is currently bargaining to renew the collective agreement that expires on July 25th, 2021. Darryl Twigg, Mike Fleury, Steve Oosterhoff, Sandy McLean, and Mark Patrick have a great understanding of the issues the members have expressed and will thoroughly address them at the bargaining table. Business is currently unstable with the computer chip shortage. Congratulations to their retirements; Hank Postma, Melanie Ball, Marg Bechard, Kevin Henneker, Bob Young, Fern Pabisak, Andy Vaughan, and Alice Zmuda.

## **TMNH**

The current collective agreement

expired on April 30th, 2021. We are currently awaiting bargaining dates. Angela Gadal and her committee continue to deal with the day-to-day issues. There will be a public consultation on June 21st, 2021, regarding the new owners who have purchased land in Lakeshore with the plans of building a new facility that would house 165 beds. The current capacity at Tilbury manor is 75 beds.



***The Mahle Bargaining Team***



# Windsor Area Office Update



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

## WINDSOR Area OFFICE UPDATE

We are currently holding meetings on re-opening Unifor Area Offices. We have taken every precaution during this pandemic and have followed the recommendations as an employer. Our work that could be done from home was done at home.

Though we have kept our offices closed, our Representatives have done a tremendous job bargaining and doing arbitrations virtually, as well as conducting proposals, strike votes, ratifications, and grievance meetings virtually with very limited in-person meetings. We have utilized the office only when necessary. We have had our challenges, but we consider ourselves very fortunate. We certainly recognize the devastating result of this pandemic on so many and how less fortunate many workers have been.

We are eager to safely get back in engaging with members and miss the in-person exchanges we took for granted. This has been a learning experience for us and our Support Staff which have adapted and been truly amazing. Our National has done an incredible job keeping us informed. We have got very positive feedback on their website, which has contained vital information as COVID continues to take on twists and turns constantly.

Our Locals have been thinking outside the box and have continued to represent members. They have been holding necessary rallies, protests, and other actions keeping in mind social distancing and other safety precautions but still fighting on behalf of their members and I can't say enough about our members from Health Care workers, Retail workers and Autoworkers that have worked every day throughout this, and of course, Retail, Hospitality and Gaming Sector members that have not been working and the hardship they endured.

As we begin to see the light at the end of the tunnel, it creates many more questions around vaccines, re-opening of the economy and many more questions.



*Jack Robinson, Windsor Area Director attending a recent Board meeting of the Unemployed Help Centre which is now known as the UHC-Hub of Opportunities, to better reflect the programs and services offered.*

## NATIONAL/ONTARIO UPDATE

Our Canadian Council Convention, which was to be held in Ottawa in August, has been cancelled, the same as our Convention last year. Our Ontario Regional Council Convention was held virtually the previous year, and it has not been decided if it can be safely held in person this year. If it is held in person in December, there may be an opportunity to hold our Canadian Council Convention in conjunction with it.

We have been holding our Ontario Regional Council Bi-Annual meetings virtually, and I want to thank all the Locals and members that participate in this forum. It is an opportunity to hear from Naureen Rizvi, Ontario Regional Council Director and other guest speakers from our National on many issues and campaigns that are ongoing and an opportunity to report Local Union activities.

With our many campaigns going on, the one that seems to be the most critical is our campaign for Paid Sick Days. Even though many of our members already enjoy Paid Sick Days, most workers do not. It is absolutely vital that the Government recognizes the need for this, especially in today's environment.

Educational courses continue to be held virtually through the Port Elgin Education Department, and there has been a tremendous turnout in these courses.

## GREAT EMPLOYERS AND SOME NOT SO MUCH

We have seen as some of the workplaces we represent employers go above and beyond to protect employees' health and safety and mitigate hardship. We recognize the financial impact this pandemic had on them. We appreciate employers who have engaged us

*... cont'd next page*

## Jack Robinson . . .cont'd

and made decisions and accommodations to the best of their ability through this pandemic. As well as there is being Government assistance for some workers, there has been Government assistance for employers and small business. Some employers looking for concessions when there is or may be assistance available to them or just taking advantage of this pandemic and shame on them, disguising their greed with "Share the Pain" and "Partner with Us" rhetoric is an attempt to get their hands in working people's pockets. Why would employers receiving financial relief expect an employee collecting Cerb to make a concession to provide relief to the employer?

Don't get me wrong; there are definitely some workplaces that have felt the tragic loss of business that has paralyzed them and some that may not even survive. Oddly enough, these hardest-hit employers have been some of the good employers I started out by referring to in this Article. Some employers have been more than fair to their workforce, recognizing this is no fault of their

own. During a pandemic, there is no excuse to have employers lost in the '80s with ridiculous attendance policies, outrageous requests of doctor's note and not following Health Department guidelines, abusing Government emergency orders, and refusing to engage with our Health and Safety Committees respecting our workplace committees.

## BARGAINING

Throughout this pandemic, we have bargained some good agreements with some really remarkable gains. We had our Labour Disputes that have even resulted in strikes, as we continue not to let employers exploit during the current pandemic. With these challenges in Health care, hospitals, LTC and retirement homes, I hope the public spotlight stays focused on the working conditions in these types of facilities that the pandemic has brought to the forefront, and necessary strides are made. It's really unacceptable if we move into the future and don't repair and improve this Sector.

---

In Memoriam of our Dear Brother

### ***John Andrew Munroe***

Loving partner of Anne Couture. Cherished father of Elizabeth Munroe and Sarah Potter (Shawn Coleman). Proud papa of John, Joey and Camryn. Dear brother of the late Fran Munroe and Judy (the late Ross) Konopaski, and Jim (Martina) Munroe. He will also be missed by his nieces, nephews, cousins, friends and especially Anne's children Lindsey, John, Mitchell and Dylan.

John was an employee of Hiram Walker and president of Local Unifor 2027.





# Government should Address the Parts Supply Issue



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

**W**ith just more than a year since the start of the COVID-19 pandemic, supply and demand in the global economy have both gone haywire. At the beginning of the crisis, there was a panic over the supply of basic necessities, with selfish shoppers hoarding up toilet paper and bottled water. Shortly after that, demand vanished for in-person services in restaurants, live entertainment, and retail, leading to massive unemployment that further limited demand. At the same time, consumer spending, in general, shifted massively towards internet-based services and personal entertainment electronics – try finding a PlayStation 5.

What is hitting close to home is the short supply of semiconductor computer chips which is keeping the Windsor Assembly Plant down. The reasons why are not hard to identify. Vast numbers of white-collar workers now work from home, spiking demand for new computers, digital webcams, and other devices. They and plenty of others have sought entertainment from new TVs and video game systems.

And after a sharp drop in auto sales at the beginning of the pandemic, there has now been an equally sharp uptick in demand. The decline in demand caused automakers to cancel their orders, which chip makers then pivoted and filled the increase in demand for electronic devices. So when automakers then wanted to place their chip orders again to meet this new demand, they found themselves waiting at the end of the line. This has caused plant closures and layoffs for many of the Detroit 3 and others.

The supply of chips is limited so that automakers are only prioritizing the production of their most in-demand and profitable vehicles.

In the United States, President Biden has issued an executive order calling for an investigation into the national manufacturing base and supply chain infrastructure to offset “pandemics and other biological threats, cyber-attacks, climate

shocks and extreme weather events, terrorist attacks, geopolitical and economic competition.” As the backbone of the high-tech economy, the administration is now pushing to invest \$37 billion to support reviving semiconductor manufacturing in the U.S.

Canada needs policymakers and business leaders to make a similar move. Canada is a resource-rich nation and has built a dependence on supplying raw goods to others outside Canada to produce final goods.

This needs to change, especially with the push towards electrification of the automobile. Canada has the raw materials needed to make the complex advanced batteries, but it should not ship off the raw material for others to build these batteries. Canada should take the next step to begin producing these batteries, not only for domestic auto industry use but also to export them to the US.

Economics and foreign policy think tanks are undergoing an intellectual revolution regarding the costs and benefits of globalization. Generally, these think tanks supported that free markets, low inventories, and reduced government regulation would bring both the greatest profit to companies and the most significant social benefit in the long run. They are now starting to think differently.

They believe a degree of “resource nationalism” is once again necessary – considering that countries do not prosper just from GDP or tax revenue but from having consistent access to the goods that will allow their businesses to keep running. This includes domestic research and development, encouraging vertical integration in industries, investing in strategic stockpiling and even re-imposing export quotas, tariffs and stronger licensing.

However, just as important as strengthening domestic resources will be diversifying sources of goods and trading relationships. It would mean reducing overall reliance on Chinese manufacturing, perhaps in exchange for higher labour costs. But a national strategy could also build a network of sources in allied countries that could support each other with complementary resources in times of crisis.

There is a way for our country to become better for our citizens. It just takes a will to make these changes happen. We need leaders who are willing to do that, and within the next year, we will have a chance to elect those leaders to help guide Canada into the future.

On behalf of Local 1498, I want to wish everyone a safe and healthy summer!



**Local 1498 President Steve Morash Stands in Solidarity with the Locked out Reliance Workers**

# Moving Forward Together



By  
**RICHARD  
ST. DENIS**  
President  
Windsor Regional  
Environment Council

## EXECUTIVE ELECTIONS:

Let me begin my first report as President by thanking **Mark Bartlett and the previous term of Council.**

Our new Unifor Windsor Regional Environment Council includes Vice-President Cary Neveu, Recording Secretary Allison Kozolanka, Financial Secretary Lori Balkwill, Sergeant at Arms Brad John, and Trustees Kevin LaBonte, Kevin Carey, Leslie Beck, Debra Sharp and Kathy Paquette.

A position is also automatically allocated for all Environment Standing Committee Chairs to participate. We have a great team and look forward to exciting things happening for the next three year term.

This Council has started to set up sub-committees to deal with specific topics and tasks. We welcome new members from any of our 11 Unifor Locals (127, 195, 200, 240, 414, 444, 1498, 1941, 1959, 2027 and 2458). Send us an email at [wrec.unifor@gmail.com](mailto:wrec.unifor@gmail.com) if interested.

## CELESTIAL BEACON:

Our waterfront has been protected with a bylaw for five decades, preventing construction on the north side of Riverside Drive between the Ambassador Bridge and Devonshire Road above the crown of the road. There are 5 different beacons (Dawn Beacon, City Beacon, Peace Beacon, Legacy Beacon and Celestial Beacon) along the water and we don't have an issue with the plan started in the year 2000 and reaffirmed in 2014. However, recently the City of Windsor voted to include the streetcar in the Celestial Beacon (at Askin Road). Since this violated the bylaw, they applied for an exemption but that was ruled by LPAT as unacceptable. Windsor wants to re-write our nearly half century old bylaw that protects our waterfront to allow the streetcar to be included. If they are allowed to proceed it could open up the entire waterfront to development and we

could lose the 50 years of progress along the water. Please contact your Ward Councillor and the Mayor and tell them to leave the bylaw alone and don't allow any development or construction along our waterfront. Windsor has invested tens of millions of dollars to make our waterfront beautiful since the original bylaw was enacted by the Council with Mayor Bert Weeks. We cannot allow all of this to be put at risk because of a Streetcar that can be located elsewhere.

## OJIBWAY SHORES – NATIONAL URBAN PARK

There are several different groups with an interest in Ojibway Shores, and none of them seem interested in protecting the land or the species that live there. Their interests are financial, return-on-investment and possible future development.

The GTA has a National Urban Park (Rouge) and we deserve Ojibway Shores to be protected the same way. MP Brian Masse has been pushing to make this happen. Windsor City Council agreed with him on June 7th and endorsed the letter he sent to the Federal Ministers responsible.

The federal government will not just step in and take over. They need to hear from local people, groups and organizations to say this is something we endorse.

We will continue to advocate for Ojibway Shores to be designed a National Urban Park with all our environmental partner groups and convene a Green Roundtable to gain support for this designation and protection. All three levels of elected officials representing this area support this Ojibway Shores National Urban Park status.

## FEDERAL DEVELOPMENT ANNOUNCEMENT

On May 19, 2021 the Federal Government provided a 7.5 million dollar Automobile Accelerator funding announcement to help Windsor stay com-

petitive in the rapidly changing global marketplace.

This plan has 4 key pillars:

- 1. Expand Windsor-Essex Automobile Innovation Centre;**
- 2. Promote a vibrant Innovative and Competitive Network;**
- 3. Support Advanced Automobile Technologies (Connected, Autonomous, Shared and Electric);**
- 4. Global Outreach and Near-shoring. This will help to position Windsor-Essex as a leader in the fourth industrial revolution.**

Unifor bargained last year with the Detroit 3 for investment in our region, and now the federal government is announcing additional funding on their part. Investments help to protect jobs for the future. Electric vehicles are coming and we want them build here, along with the all the parts and components. If the microchip shortage has taught us anything it is that we cannot rely on parts from overseas. We need to build them in Canada.

## TERRITORIAL LAND ACKNOWLEDGEMENT

After consulting with our Indigenous representative, Brad John, the WREC has adopted a Territorial Land Acknowledgement statement that will be used to begin each meeting moving forward. This acknowledgement has also been shared with the City of Windsor, the Town of Essex, LaSalle and the WDLC as they review and develop their own statements. It is important for us to be both respectful and inclusive recognizing: The land on which we gather is the traditional territory of the Attawandaron, Anishnabeg and Haudenosaunee peoples. It is through their connection to the land and waters that we look to their beliefs and values of the responsibility of all people to protect the environment that sustains us.




*We stand in Solidarity with the Families  
who's Children never made it home from  
Residential Schools.*

*This horrific event has broken our hearts as  
we mourn for all 215 Children that were  
found in a mass grave in British Columbia.*

*We stand in solidarity in searching the areas  
where All Residential Schools are or were  
built looking for all unfound little souls.*

**Let the Families have their Children back!  
They deserve a proper burial with  
peace and dignity.**

#everychildmatters 

#nomorestolenchildren

#215children



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