



THE 444 NEWS

Building our Union – Strengthening Our Communities



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Success is a powerful message!



By
DINO CHIODO,
PRESIDENT,
Unifor Local 444

It seems that we are never going to be out of the crosshairs that the corporate agenda promotes. Scrutiny continues to follow us to improve our working standards forcing us to fit better into the competitive model. So who identifies what this model is and what it should look like? You would think that when you have an award winning vehicle that time after time, wins prestigious awards and where the Chrysler Town and Country has been ranked the highest in minivan segment for quality in the J.D. Powers awards for 2014. That we should be at the top of the investment list.

The third such award in the last four years! What a success and powerful message; a success that comes from the WAP workers providing their skills and efforts to build one of the best vehicles in the world. We certainly build it right and I congratulate each and every one of you who play an integral role in achieving that goal. But let's not forget our independent parts suppliers who also do a great job in

providing just-in-time parts through an efficient, quality oriented process, helping play a role in achieving our cumulative success. "Congratulations to all of you; you certainly make Windsor shine."

I know we are holding our own, proving we deserve the full investment for our capability and as we see more evolving towards our next model.

The one fact we cannot get away from is not having a balanced playing field, between countries who invest in the Automotive Industry. Canada is severely lacking, always playing catch up and never quite getting the investments required. We need investors to bring their money to our country and/or province.

That's why Sergio Marchionne was criticizing the government for not already having an industrial policy that would level the inequality and trade imbalances evident in industrial countries that occur through free trade agreements and established policies that continue to make the automotive sector thrive within their respective countries and best practices which stand up to WTO legality. We know for certain Free Trade Agreements are not free and this will be our ultimate threat if we continue to do nothing.

Our Local has started working with groups to change this as we have worked with the Chamber of Commerce and the Academic

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Seen are children and members from Unifor Local 444 on Thursday, May 1st, celebrating May Day doing street drama about Mary Harris "Mother" Jones. She rose to prominence as a fiery public speaker and fearless organizer for the Mine Workers during the first two decades of the 20th century.

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Website: www.uni444.ca



Recently retired CBC reporter Gino Conte, is seen proudly holding his honorary Local 444 membership card with Local 444 members and friends. Gino Conte served the community of Windsor-Essex County for the past forty years as a radio journalist. His reputation for fairness and balanced reporting will be his legacy and for others to follow and has always been appreciated by our union and the community.



On June 9th, seen are Youth, Retirees, Activists and 10 year old Grade 4 student Jada Malott, who helped host a Tea Party for Tim Hudak at his office in Beamsville. To view Jada's speech, go to youtube: Jada Malott Beamsville ON



With nearly 1600 Retirees in attendance Local 444 Unifor President Dino Chiodo is seen addressing Retirees at the annual spring luncheon which was held at the Caboto Club on May 14th.

President's Report

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world through the University of Windsor when we collaborated and continue to work through Industry and Policy forum. What was refreshing to see is there has since been an Ontario Auto Mayors and Industry Stakeholders Summit. This is where the Mayors and the faculty of Social Science at McMaster University convened a meeting of Mayors from municipalities with significant automotive production, Automotive Industry experts, academics with expertise in the sector and economic development officials.

A bit late, but good news brings diversity together, to openly discuss the role of the municipal governments in attracting automotive investment and ensuring a more sustainable automotive industry. Imagine being defended by regulations so we don't have to continue to beg and getting uneducated responses like those from Tim Hudak. Other countries already enjoy an advantage over us each time "investments" come up.

Budget 2014

We expect to see a new budget soon and as we said before, it was a good budget, although Unifor will be looking for more details regarding the Jobs and Prosperity Fund in hope of ensuring those dollars and moving in a strategic and efficient manner after consultation with labour and business. This will surely invigorate Ontario's manufacturing sector and we are very keen to ensure labour is involved in working out the details of the Ontario Pension Plan, even though we need to be very careful, but we have tremendous expertise that we know

can help ensure that this plan has the maximum possible impact.

This Majority Liberal government could get interesting now that you have no representatives in the governing party for the Windsor area, although Wynne has committed to govern all Ontarians fairly. That is our hope with an expectation that the Liberals and NDP will work together to bring forward the best ideas for the benefit of Ontarians, regardless of the party from which they originate.

Public Sector Wage restraint could also be concerning as Wynne has said that there is no money for wages, but that she is not legislating wage restraint and is committed to the collective bargaining process. This is quite significant, because it is incumbent on labour leaders to go to the collective bargaining table in a manner that is responsible and determined. We (Unifor) will be bargaining hard for our members, particularly those in health care, for the increases in wages and benefits they deserve.

Highlights from the budget that will improve the lives of working people in Ontario; they include:

- The establishment of a \$2.5 million Jobs and Prosperity Fund, including the development of a strategy to support advanced manufacturing.
- The establishment of an Ontario Retirement Pension Plan (the details of the plan are still not determined)
- A realistic and long term plan to invest in public transit.
- Increased wages for Personal Support Workers and Early Childhood Educators
- The permanent indexation of the Ontario Child Benefit
- Expansion of dental services to low income children.
- Introduction of health benefits to low income children.
- A 1% increase to social assistance.
- Progressive income tax reform.
- Increased support for Aboriginal Communities.

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Seen are Local 444 V.P. Mike Lovric, Local 444 WAP- Dept. 9310 BIW member Mr. & Mrs. Richard Kachler and their daughter Meghan along with Dino Chiodo who are photographed as Meghan received a Fiat Chrysler Scholarship at the Auburn Hills Technology Center. Also receiving a Scholarship but absent was Kristin Leigh Mayrand, daughter of Joe Mayrand of WAP – Dept. 9015 Build Team.

President's Report

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Some concerns with the budget that was tabled on May 1 include:

- Spending in health will not keep up with inflation and population growth.
- Despite an emphasis on increasing levels of home care, there is no mention of the need to reform the system to ensure adequate and equitable levels of care.
- Despite making other proposals regarding long term care the government has yet to commit to implementing an evidence-based, minimum, measurable, enforceable standard of care in long term care and nursing homes.

Raising the Community Standard of Living

We would like to take this opportunity to thank the membership and their families for patronizing the facilities we serve and buying the products we build. Buying Unifor unionized products re-inforces our commitment to our community.



On behalf of the Probert family, President Dino Chiodo addresses the crowd of nearly 1200 people and thanks them for attending the rumbling through the streets for success at the fourth Annual Bob Probert Memorial Ride on Sunday, June 22nd to help cardiac care in Windsor-Essex.



With nearly 800 Unifor Ontario Council Delegates in attendance at the Port Elgin Education Centre, Ontario Chairperson Dino Chiodo addresses the audience with a compassionate speech on the importance of the Union.

Union Awareness Training (NTC)

Union Awareness Training is a space and time where workers from our workplace at the Windsor Assembly Plant (WAP) come together in a relaxed, learning atmosphere. Members come together approximately once a year which they are able to share with other workers from different areas/departments throughout WAP with different experiences, concerns and hopes.

Whether discussing Unifor nationally, regionally or even locally as well Fiat Chrysler and other topics about private

and public unions, socialism, politics as well as a new set of curriculum provided by the National Union every year.

The members are challenged and challenge back on what concerns them on a regular basis as a worker in a working class structure. The start of activism can be traced back on quite a few occasions to members being included in discussions such as what takes place at Union Awareness Training (NTC) on a regular basis.

The topics change yearly and

include work issues, local issues, national issues and worldwide issues. They also talk about eating healthy, current and new products coming forth, to contract talks, politics at every level, pensions and retirement, as well as the new union Unifor.

Every year the new curriculum is quite diverse and touches all of our members in one way or another. Once people come through the program they are quite amazed and often state they never knew that NTC was so interesting!

Games, Trades, Apprenticeship and Plane Rides

WSIB

As if WSIB itself was not enough of a burden to workers, the new policy changes to WSIB is putting on than even, greater stress to the workers. Ontario has had a no fault workplace insurance program for 100 years administered by the WSIB. Yet now with this huge unfunded liability, the WSIB is making injured workers jump through even more hoops in order to try and be accepted for a compensable claim. One of the issues that we as advocates are really seeing much more of these days is anytime and x-ray or an MRI shows evidence of degenerative issues (which most of us naturally have) the WSIB disqualifies someone from further payments, especially for any pre existing issues. This all started to take shape when the former Provincial Liberal leader Dalton McGuinty appointed David Marshall to the office of WSIB president with the sole purpose to reduce the \$12 billion unfunded liability. Which is the difference between current funding levels and long term payouts to injured workers! This new policy on pre-existing conditions is going to put THOUSANDS of injured workers into poverty! We must continue to press the newly formed Liberal Government to intervene in this onslaught. Workers were led to believe when they gave up their rights to sue a company for injuries, they would in return get FAIR and JUST compensation! Instead, we are seeing government policies that place injured workers into poverty who have to rely on food banks!

Canadian Apprenticeship Forum

This month our skilled trades reps along with myself had an opportunity to attend the Canadian Apprenticeship Forum Summit in Ottawa. CAF is a multi-partite organization working with the apprenticeship community in all regions of Canada. Participants of CAF are interested in collaboratively supporting vibrant and innovative apprenticeship systems and policies with a view to developing a highly skilled, productive, inclusive and mobile skilled trades workforce. Representatives of labour, business, educators, equity seeking groups, and jurisdiction are among CAF's stakeholders. As an effective national voice for the apprenticeship community, CAF influences pan-canadian apprenticeship strategies through research, discussion and collaboration. I sit on the Board of Directors of CAF bringing labour's strong voice to the table as we go through major changes in the apprenticeship structure. Unskilled labour isn't skilled and skilled labour isn't cheap.

By
**DAVE
CASSIDY**
Financial Sec..
Unifor Local 444

E-mail:
dcassidy@uni444.ca



Interesting Plane Ride

On the way to the apprenticeship forum, I was seated next to of all people the Leader of the Federal Liberals Justin Trudeau (see pic on my twitter account @Dcassidy444) I know my wife thinks he is dreamy but I was going to use that plane ride to let him know where we, the workers of 444 stood! I showed him a picture of my kids and I asked him where are they going to work and for how much? I told him our stand on the loop holes in the temporary foreign workers program, and precarious work. I told him about an auto policy and stressed the need for our plant and suppliers to our families! I also pushed the need to pass Bill C-290 for our casino workers. To be honest he let me talk a lot, turns out he is not a big fan of Harper either lol! I do not know if he was afraid I was getting too loud or he really meant it but Trudeau agreed with everything I said. He seemed interested, even told me my kids were beautiful, and agreed that they must get that from their mother. Probably wished he had another seat or a later flight because that 46 minutes was tough on him I'm sure.

Chrysler

"If you want it built right, build it Windsor", the words I told Sergio earlier this year and I will continue until the last breath I take. We have a product that is second to none and for the last 30 plus years it has proven time and time again through J.D. Powers Awards, minivan sales

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Local 444 Financial Secretary Dave Cassidy is seen on the panel at the Canadian Apprenticeship Forum Summit in Ottawa discussing Skilled Trades issues with business, government and jurisdictional representatives.

Financial Secretary ...cont'd

growth month over month, year after year and the quality and reliability of the product. I truly believe it is the Assembling of our product that sets us apart from all the rest! I do not care what size, shape, or kind of vehicle, WE will build it best! . . . it's what we do! Yet the company did not just want a great assembled vehicle, they wanted more profit! So even in that regard we have come to the plate and not only pushed quality vehicles out, we pushed a ton of them per day out! We became fast and efficient! Then they said, not only do we need to build a quality vehicle and be VERY efficient at it, we need you to hit ALL these WCM targets. So, of course we hit them, set bench marks for this company! Yet lately it seems it is all about two major points:

- (1) What is the state/province/city going to do to lure their investment and,
- (2) Who is going to crack open their contract and start skimming it down?

On the first point it is unfortunate that this is the game we are in regards to the government's financial involvement but this is the game we are in and quite frankly we are losing! We all know what Timmy Hudak said about tax breaks/loans/government dollars! He called it a RANSOM.

At the same time we see the exact opposite happening just across the Detroit River, cities like Warren Michigan stood up for their stamping plant. The city/state did what they could in tax breaks and Chrysler responded with a 63 million dollar investment that will produce security and NEW JOBS. This is the game we are in and we need our government to start playing. There is HOPE! Timmy Hudak got his butt handed to him in this last election. The people of Essex County sent a clear message . . . you mess with our plant . . . you mess with US! and we helped to send him pack-

ing. The newly elected Liberals have all come out and said they are very optimistic in bringing Serg back to the table to commit to along term investment in our plant. Liberals, you're on clock, we will be watching.

The second point. Let me be clear that we have done our part . . . this well is dry! I cannot tell you how difficult the UAW has made our negotiations for us. Time after time they give in and we are expected to do the same! There is HOPE! The newly elected president of the UAW, Dennis Williams, made his acceptance speech at the UAW convention this month and said that this two and three tier wages are going to stop from here on in and NO MORE CONCESSIONS! Well, Mr. Williams it will be your turn up to bat real soon and I along with thousands of others who heard you are EXPECTING you to stand by your word!

Apprenticeship Program

The apprenticeship applications should all be completed by the time this article is printed and I wish everyone who applied all the best in your testing that will be taking place in the near future. Please make sure if you

have any questions to come to the Town Hall style meeting at the local on July 17th.

Dues

I just want to make people aware that we are going to be coming out with some articles about the new union dues structure because not all our facilities have moved to the new structure. We are getting closer with some of our remaining employers.

Too Soon

Folks, we had to say goodbye to one of our brothers from the line this month, John Denapoli who died suddenly at the young age of 38. My thoughts and prayers go out for his family, his wife and his three little girls. John and I were often in touch I will miss him. We all have special people in our lives, be it our wives, kids, parents, etc., who need to be told that we love them, but we always put it off until tomorrow, – do not wait until tomorrow.

I wish each and every one of you a wonderful summer and hope you are able to enjoy some downtime with your family and loved ones and remember to be safe and “keep the main thing the main thing.”



Unifor Local 444 Financial Secretary Dave Cassidy, Lori Parnell, Music Therapist, Terry Johnson, Chief Operating Officer along with Vice President Mike Lovric are seen at the Windsor-Essex Children's Aid Society in which 25 thousand dollars was donated out of the social justice fund towards the society's new Unifor Local 444 Music and Arts Room.

Unique Challenges

By
JAMES STEWART
Vice President
Unifor Local 444
Email:
jstewart@uni444.ca



Every time I sit down to write one of these reports I go through a full range of emotions as I relive the past couple of months. The challenges faced, the grievances and arguments that have been won or lost, collective agreements bargained and brought to members for ratification, the loss of friends or family, etc. Life is busy for all of our members, and your local union has had a particularly busy start to 2014.

Collective Agreements have been bargained and ratified at Caesars, ElringKlinger, Rims Transport and the new AWC Rail Yard. Each of these workplaces had unique challenges (these always exist in collective bargaining). We are currently in bargaining with both All-Temp Foods and Peterson Spring. Later this year we will be bargaining with Southgate Residence and TransAlta.

These agreements aren't always perfect but they have certainly moved the needle forward in terms of meeting the needs of our members. Each time we bargain an agreement with the employer we constantly reflect on the demands made by the membership and try and make the assessment as to whether or not we were able to capture your needs. Have we pushed enough to extract gains from the employer? Can we get the unresolved issues on the table resolved by striking the employer? Are our members prepared to strike for the issues not yet resolved at the bargaining table? How does the loss of wages that come with a strike affect the families of our members? This process happens at every set of bargaining I have been involved with as we want to make sure we've left no stone unturned before bringing an agreement to our members to ratify.

At the **Peterson Spring** facility in Kingsville we have been meeting with the employer in an attempt to attract new work. We met with our members and received an endorsement to open exploratory talks with the employer to see what can be done. As of now the current program would end within three or four years and our members recognize the need to get a new product in that plant to maintain these highly skilled jobs in the small town of Kingsville. There is a certain amount of pressure as new product would need to be won today in order to fill the gap down the road.

All-Temp Foods is currently on an extension to their collective agreement that would have otherwise ended in April of this year. Unfortunately, the owner Vito Peralta has had some serious health issues that postponed the bargaining process. We are sorry to report that Vito ultimately passed away recently and our condolences are sent out to his family and the members at that small fishery. We have had some dialogue with the lawyer for All Temp and the bargaining process will resume after the family has had time to grieve their loss.

We've also had a shelf agreement

implemented at the **AWC Drive-Away** yard that ultimately gives those members some job security moving into the future. Also, as I eluded to earlier in this report, we were able to bargain a "foot-in-the-door" agreement with AWC that has enabled them to win a bid with CN Rail and Chrysler to start a new operation of rail loading at the former yard that at one time processed GM product. Last year we lost that rail yard as GM stopped moving product from it and we were forced to negotiate a closure agreement that would allow our members at that time to leave with some dignity. Recently, CN was able to get a contract with Chrysler and after some negotiation with all parties we were able to win work back at that yard. The difference now is that the agreement is with CN and Chrysler rather than GM. Currently that yard is employing five new members that we welcome to Local 444. This yard may have an opportunity to grow in the future as the logistical plan for Chrysler continues to change.

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Members from the Windsor area are seen attending the Annual Spring Unifor Chrysler Council and also discussing issues that are affecting their workplaces they represent throughout the country.

James Stewart Report ... cont'd

At **Chrysler Group Auto Transport (CGAT)** it seems like we have had more downs than ups since we started the operation. Over two years ago these members all worked for Allied at a time that Allied had a fundamental breakdown in their relationship with Chrysler. In the end we were able to bargain an agreement with Chrysler to start a new car hauling operation that would lead to employment opportunities for our former Allied members. These opportunities may not have existed had Chrysler not made a significant investment in the car hauling industry. The new agreement with CGAT at the time was not the same agreement that existed with Allied and our members understood this. Many of our drivers had the opportunity to stay with Allied but it would mean uprooting and moving to the Toronto area. Our members are thankful for this opportunity but there are some significant issues that exist and Dave Skidmore, Dino Chiodo and I have been working diligently to get the company to recognize that some things in the contract need to change in order to truly maximize the operation. We have met with our members at CGAT to keep them up to date on our progress and we hope we have some resolve soon.

At the **Windsor Assembly Plant** we have had some significant success in terms of reputation within the Fiat Chrysler Organization as well as in the public eye. The plant is the first North American Chrysler assembly plant to reach the status of Silver in the company's WCM model. Our members are the key to that success and if you have a chance to talk with our members at WAP they will tell you that the change that has occurred and continues to

occur in that plant is tremendous and has not been an easy task to attain by any means. Our members work harder than ever before and still have the best productivity and quality in the corporation; we are the benchmark. Once again we have won the J.D. Powers award for initial quality in 2014 and are the envy of every other minivan producer. The company can thank WCM for this but **I thank the workers in the Windsor Assembly Plant and our feeder plants.** Our members continue to prove that if the company wants to invest in new product, then Windsor should always be their first choice. The apprenticeship program continues to move in a positive direction with all the applications in and filed. We have round table meetings scheduled in July for those who are looking for more information. The process will be a long one and all applicants will be contacted as to the next steps in the process.

Presteve Foods and Jose Pratus are two separate entities and Presteve Foods and our members shouldn't have to wear the bad publicity tied to Jose. That has to be made clear. The allegations and the court case against Jose are coming to a conclusion and closing arguments are set to be heard in October. Unfortunately, the bad press surrounding these allegations quite often reflects Presteve Foods as Jose was the owner at the time these allegations were made. In addition to that, Presteve Foods may hold some responsibility, legally, for the same reason. The closing arguments were supposed to happen this past week but one of the lawyers representing Jose and Presteve Foods had to cancel and now the drama will continue for a while longer. The workers who are involved in this case have every right to have their day in court and a decision must be made. The longer this case drags out the more the Presteve Foods name gets dragged through the mud. Let's hope it's resolved in October and we can all move on.

With all that being said it leads me to these last points...

As you can see, the pressures and challenges have been and continue to be intense. This isn't just in relation to my job or those of any of the other officers, but to all of the challenges we all face in our work and personal lives. Sometimes we all need to be picked up (figuratively speaking). For me, it's something simple like running into old friends at the Chassis posting boards like I did recently and having an opportunity to catch up with them. Or, going home after a challenging day and seeing the happy little faces of my daughters and getting that first after work hug and kiss; spending time with my wife, Rhonda, who supports me in all I do. Little things like that pick me back up and help me face the 'tomorrow' and all the challenges that it will present. There is nothing worse than seeing our friends and family suffer from some sort of mental health issue when they can't find the things that pick them back up or they think they have nowhere to turn to resolve their problems. Whether it is a marital problem, financial woes, a work difficulty or any other issue or combination of issues, we all need help from time to time in coping with our problems. There is always light at the end of the tunnel but sometimes we need help seeing the light. Rest assured that you are not the only person having problems and you don't have to be alone in dealing with them. We have the resources to help you and your loved ones. Please reach out before you feel these pressures are getting to be overbearing or if you see others that may be suffering through their own issues.

*Last, I want
to wish you
all a healthy,
happy and long
summer... we
can all use one!*



Casino, Heligear, Sterling Fuels, Choice Nutritional Foods,

Sterling Fuels

All workers are called back from layoff. The business has increased with the seaway open. There is still construction going on at this facility. The Company has put new cranes on the dock. They have received the right to bring in the railway which is under construction as of this writing. The railway will help increase the land business in the future with the transporting of the asphalt across North America. This work will belong to our members. We need to focus on safety on the property as we know the work being performed here is very dangerous for our members. Please ask for help if you don't know how to do the work properly and safely as lives are at stake.

Choice Nutritional Foods

The business is starting to grow in the vending area. We are seeing the routes for the drivers become larger with more vending machines being added. In one of the businesses we service, the Company has now taken to filling vending machines with safety gloves, safety glasses, high lighters, etc. We feel optimistic that the business will continue to grow.

Heligear

Currently we are seeing the business expanding which is creating a lot of overtime for the workers. Our members are starting to get burnt out from working six and seven days a week. We have had a meeting with management with the suggestion that they hire for a midnight shift only. The plant has changed dramatically over the last six-eight months with moving the machines

By
**FRAN
LASORDA**
*Vice President
Unifor Local 444*
flasorda@uni444.ca



around to create the new cell format. We expect the cross training to begin now that the cells are formed. The Company has outsourced some of the work in regard to the rough cut. The business is becoming more profitable on the next steps from rough to finishing. We are seeing more work going on with lathes. I was notified by Kevin that during the summer months, the Company will only require the members to work five hours on Saturdays if the area is needed. We will continue to push the Company to hire a midnight shift.

As of this writing, I was notified that management is planning to have all employees remove their personal tool boxes from the shop. This is just another way for the Company to not pay for repairs on your personal tools. I have witnessed management becoming more arrogant than ever before. I ask all our members to stand together to fight the Company on the important issues that affect you day in and day out. We continue to push the Company on work life and life balance. We know that fatigue is a big issue in the plant.

I would like to find a way to have you, our members, feel more confident in your union, i.e. possibly with the implementation of a suggestion box in the plant. I know your in-plant committee is constantly in touch with me. In saying that, I will come into the plant

more frequently to see you the members.

If you know anyone who has CNC, OD, ID grinding with experience, have them bring me their resume and I will get it to the Company.

Caesars Windsor

Since signing the collective agreement, there have been some issues with short term disability. The carrier was not paying anyone at the age of 65. We sat with upper management to get this resolved. I am pleased to say this has been completed. Our committees have recently started back up and are meeting with the Company. These committees have been defunct over the last couple of years. The EDR committee meeting has met twice and the Company has given the union the costing to run the EDR. We as a union have to jointly find ways to save costs in order to maintain the EDR. I would ask anyone with suggestions to please go to the union office.

We were forced to restructure our representatives during the final offer. We have made the decision to eliminate one health and safety trainer on June 1, 2014 knowing we still need to eliminate one more representative by January 1, 2015. This is a very difficult decision for us to make to say the least, as we feel every representative is very important in order to continue to help our members.

I just want to touch on the prime time and how it has been affecting our members. We have seen the Company eliminate 25% of prime time across the board. Your elected reps. with the lead of Dana, will be monitoring this very closely, as we raised this issue on a daily basis throughout bargaining and not once did the Company mention they were reducing prime time off. This is not only frustrating to the members but to the union as a whole.

In closing, I would like to wish everyone a safe and enjoyable summer.

Participate in your Union Activities

By
**MIKE
LOVRIC**

Vice President
Unifor Local 444

E-mail:
mlouvic@uni444.ca



In 1977, Charlie Brooks projected that the year ahead would be a challenge, particularly for young members, as it was becoming more and more difficult to raise a family under fast-changing times.

Even today, Charlie Brooks' projection still resonates with many of us. While unionizing is not the complete answer to the complex problems of today, we recognize the value of solidarity and believe that providing workers with the best support, education, and representation will engage people to actively participate moving this union, province and country toward progress instead of austerity measures.

It has been a very long time since our local union has had to walk the picket line in order to drive home the union philosophy of solidarity. Many of our members who have experienced strike action have either retired or will soon be transitioning into retirement. It is because of their participation and their solidarity that we are blessed with the many benefits we enjoy today. We recognize that we owe many thanks to the retirees and the senior active members who have shaped Local 444 into such a great Local. Having said this, it is paramount that our younger members participate and learn from their predecessors in order to close the generation gap we seem to be experiencing, or the lessons of the past will be wasted. In order to move forward we must know our history and learn from it.

As a Local union, we encourage our members to attend Membership meetings, Standing Committee meetings, Labour Day festivities, the Family Picnic, or participate in any other organized activity because it is at these events that the seeds of solidarity are planted, learned and nurtured.

Parts Plants Tied to Windsor Assembly

It is no secret that production at Windsor Assembly Plant directly affects the production at all the parts plants and vice-versa. Recently, there have been parts shortages stemming from our southern suppliers that have affected production for a couple of days. With the majority of our parts facil-

ity members not receiving any type of wage loss benefit, their pocket books and livelihoods are directly affected.

Overtime has been the norm recently, which is reminiscent of the 1980s and 90s when Chrysler scheduled Saturday overtime regularly and it was the odd occasion when we didn't work 48 hours a week. While mandatory overtime makes it difficult to spend time with our families and provides us less rest time, we should be grateful for the opportunity to provide ourselves with some extra income while we can before we potentially have three months of downtime to

...cont'd on next page



President Dino Chiodo along with V.P. Mike Lovric is seen with proud parents and member from the WAP Dept. 9371- Final Car, Mr. & Mrs. Sam Soufan. Their son Kassem was also a recipient of a Chrysler Scholarship at the Auburn Hill, Technology Center.

Mike Lovric Report ... cont'd

retool at the Windsor Assembly Plant sometime in 2015.

Officially, as of this writing, all of our supplier plants, except for Oakley, have been awarded the next model's work, otherwise known as the RU model. Although it is good that we have heard that most facilities are secure through the next model cycle, we are cautiously optimistic and hopeful that the

announcement concerning the work at Oakley will come soon.

Last year, one of our facilities, Dakkota, received an award under the 'WCM Lite' banner and at this year's ceremony; Magna's Ingram facility was a finalist in the category. This shows that our members are committed at working to improve the overall success of their respective employers by co-operating under the manufacturing process that Chrysler has set out as their standard and in doing so are positioning themselves for a bright future.



Local 444 Vice President Mike Lovric along with Parts Chairpersons and Representatives are seen discussing issues affecting their perspective workplaces at a special steward council meeting held recently held at the union hall.



We recently started an "IPS Talks" newsletter for our feeder plants in an attempt to keep these members informed about things that affect them. We intend to utilize this newsletter on an ongoing, regular basis. This will allow us to be better prepared to deliver timely information to the membership as bargaining begins at our facilities next year. If you have any specific topic suggestions, please don't hesitate to contact myself or your unit chairperson.

Beneficiaries

I would like to remind all of our Chrysler members and retirees to keep your beneficiary information updated with Benefits Link (1-877-854-5465). If a beneficiary is not named in your policy with the company, your estate would be paid out the money that you may have had earmarked for your family. This can cause serious delays and possible court action to be rectified. None of us like to think about the final times we will have, however a little planning can make sure we do not leave a mess that our loved ones would have to clean up.

Additionally it is important to provide the Local office with your correct mailing address. If you have moved recently, please call 519-258-6400 and update our support staff.

Summer Season

With the schools out for the summer, shutdowns occurring at a lot of facilities, many members will be taking much needed vacations and travelling with their loved ones. I would like to wish everyone a safe and happy summer as my sincere wish is that you get a much needed and deserved rest.

Windsor Assembly Plant

ONCE again the membership of Windsor Assembly have proven that they are without a doubt the best workforce in the Chrysler Family by helping WAP become the first Silver ranked plant in North America. This accomplishment should not be taken lightly as it is a clear message to the company that the members at Windsor Assembly have adopted the WCM process of building a vehicle and excelled in its implementation. The Silver ranking also indicates to the company that Windsor Assembly is the plant deserving of investment and a commitment to future product because our membership has earned it.

The Committee and WCM co-pillar leads were invited to attend a one day overview of WPI training at the WCM academy. WPI stands for Work Place Integration and basically is a room in the plant which houses every man assignment in each division, by center, to be looked at to ensure the jobs and facilities are set up properly before they are actually brought to the floor.

We have an opportunity with this room to actually be involved in the layout of jobs and workstations which we can customize to eliminate potential problems such as ergonomic issues before our members actually do the work and risk being injured. We have sent the co-pillar leads back to the academy in early

**By
TONY
GRECO**
*Chairperson,
Windsor
Assembly Plant*

*E-mail:
abg5@chrysler.com*



April for the 5 day WPI course and the feedback has been positive. We now have a better understanding of what will be expected and how we can use this room to our member's advantage. Currently there are 17 full time WPI positions filled by our members at CTC working through the process of setting up jobs for the RT/RU launch. This is important as we will be re-launching the RT which will run concurrently with the RU pilots.

Build team is now working at CTC on the prototypes for the RU model. Seventeen of our members have posted on the build team jobs and will be actively involved with building prototypes at CTC which are used for crash tests, overnight drives, providing safety data, data for engineering changes, etc. The build team will be working on these prototypes until approx. October at CTC at which time their focus will become pilots back in the plant.

On April 11th, the committee along with James Stewart had the opportunity to visit Chrysler Technical Center to a tour of the WPI room, launch facilities as well as the styling dome to see

the actual designer's presentation of the RU minivan. The actual van is nothing short of stunning. The product designers did an amazing job taking this project from paper concept to reality and I believe this vehicle will secure our future moving forward.

Sandra Dominato and I had the opportunity to attend the annual Equity Conference this month to discuss issues related to equity and human rights with other plant leadership, as well as HR representatives from Chrysler. One of the main topics discussed, which is becoming more concerning to us as leadership is the topic of Mental Health. It seems today more of our members are struggling day to day with stress whether that be workplace stress, home life, finances etc.

Mental Health is a serious issue. Please remember that if you or someone you work with is experiencing a tough time, there are resources such as Bruce Malcom (EAP) or Sandra Dominato (Advocate) to speak with who can help direct our members to the proper help they may need.

I would like to take this opportunity to wish everyone on behalf of the entire Steward Body a safe and enjoyable summer vacation.



Chrysler Town and Country tops among minivans in J. D. Power survey

June 18, 2014 - 8:56 PM

Reproduced – The Windsor Star.

The Windsor-made Chrysler Town & Country has ranked highest in the minivan category for initial quality in the J.D. Power 2014 U.S. Initial Quality Study for the third time in four years. And the Brampton-built Dodge Challenger leads in the midsize sporty car segment for the second time in four years.

Also, the Cambridge South Toyota/Lexus plant received a Platinum Plant Quality Award for producing models that yield the fewest defaults or malfunctions. "This is the third time in four years that Chrysler Town & Country leads the minivan segment in this quality survey," said Doug Betts, senior vice-president of quality for Chrysler Group LLC.

"It reflects the commitment of employees who develop, build and test these vehicles and their recognition that every employee has a role in continually improving the quality of our products." The Town & Country underwent a significant overhaul for the 2011 model year and previously achieved the highest minivan ranking in 2011 and 2013. The Challenger also underwent a major overhaul in 2011 and led in overall quality for that year.

"While the Dodge Challenger's legendary performance and style initially attracts shoppers to the car, its quality has a direct impact on loyalty and owners' willingness to recommend Dodge to their friends and family," Betts said. "Challenger buyers happen to be some of our most passionate and enthusiastic owners so this is a significant benefit to the brand."

At Toyota Canada, president Brian Krinock said the platinum award is a testament to the company's employ-

ees dedication. "It's always great to get that third-party recognition of things that we do and how customers interpret the vehicles," said Krinock. "So we're excited about it."

He said the fact that so many Canadian-made vehicles and plants garnered recognition is a shot in the arm for the industry here. "It's just great to show that Canada, and one of our competitors also won an award, it's great to see that Canadians are recognized for building quality products and the customers across North America appreciate it," Krinock said.

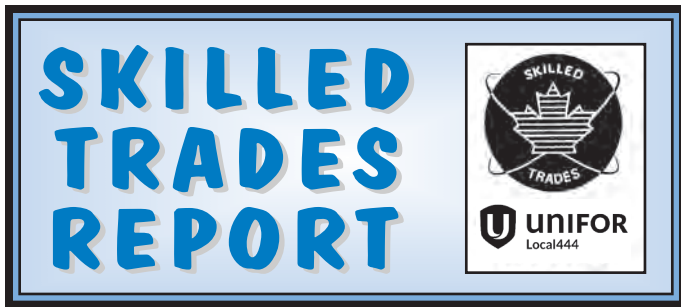
The J.D. Power and Associates study is in its 28th year and examines problems experienced by vehicle owners during their first 90 days of ownership. Responses from more than 86,000 vehicle purchasers and leasers of new-model 2014 vehicles were surveyed within the first 90 days of ownership.

The survey includes 233 questions designed to help manufacturers identify problems and correct them. The survey was conducted between February and May 2014.



Seen are Unifor Local 444 proud members from the Final Car and Inspection Departments on the assembly line along with four children holding a sign proudly with a strong message at the front gate at Mini Van Plant.





E-mail: prr4@chrysler.com



By PAUL RENAUD
Skilled Trades Chair

Manpower is one of the biggest issues we are facing as vacation weeks are just starting to fill up and yet we cannot get people freed up to move to other positions. With Trades retiring at a rate of four or five per month, it is going to become a much bigger issue moving forward. The company needs to look at their future plans and hiring of Skilled Trades needs to be a part of these plans. Hiring of Trades prior to the downtime and letting them work on and learn the equipment as we move into launch will provide invaluable experience to a new Tradesperson.

We have requested that a number of Tool and Die makers, currently working in production, be released to the Skilled Trades. Based on current and future manpower requirements, with upcoming retirements and the Metrology Lab construction, the Company needs to look at the staffing levels of the CMM and Jigbuilder departments. We recently brought in two Tool and Die makers from production.

Discussions with BIW are ongoing for Trades to be involved with the launch. They will need approximately 6-8 Trades to begin visits to the build shops as the tooling is designed and fabricated. The intent is to also rotate many Trades through visits to the build shops to give input into the process while the tooling is built. The build shops are currently in the design phase with fabrication expected to start very soon. TCF is a little further behind but discussions are ongoing in regards to a launch team in TCF. The paint shop does not have

as many future changes but we are talking to them also to ensure that we are ready for launch with Trades' input.

The posting for the apprenticeships went up in the plant on May 30/14 with Apprentice packages available at Hourly Employment for any active member wishing to apply. Well over 400 packages were handed out before the deadline of June 21/14. There are round table meetings scheduled at the Local on July 17/14 at 8:00 am and 4:00 pm to help address any questions that applicants may have. Applicants that satisfied the minimum requirements and submitted the required documentation by the deadline will be scheduled for the Pre-test written exam beginning the week of September 8/14. This pre-test assess relevant to job related skills and abilities. Test scores will determine which applicants will proceed to the next stage which is The

Apprentice Skills Test Battery. Those selected to move on will be offered an eight hour course to help prepare for the Apprentice Skills Test Battery.

This battery of tests is a comprehensive skills assessment, testing skills in mathematics, trade science, reading and comprehension, mechanical problems and principles, visualization of objects and practical exercises. This round of testing is to be scheduled beginning the week of November 3/14. The successful candidates will then go through the interview process beginning in December 2014 or early January 2015.

Applicants with the highest scores will be eligible to be enrolled into the Apprenticeship program based upon their seniority and preference of available apprentice trade openings. It is anticipated that 20 opportunities will be scheduled for WAP starting March 2015.

The Skilled Trades Committee attended Skilled Trades Council in Sudbury from May 30th - June 1st with a lot of great discussion on Trades issues from across the country. Kim and I, along with Dave Cassidy, attended the Canadian Apprenticeship Forum from June 1st to June 3rd which provided great insight and generated a lot of debate on the state of apprenticeships in Canada.



Seen is a full delegation of representatives from Local 444 at the most recent Unifor Regional Council Convention held at education centre at Port Elgin.

BENEFITS REPORT

Windsor Assembly Plant

By
**JOE
DOMARCHUK**

E-mail:
jpd15@chrysler.com



If you have any major changes in your life such as a birth in the family, a death, divorce, or retirement, it is important for active and retired members to verify you have the correct beneficiaries on file for life insurance and pension benefits. It is a simple procedure by calling Benefits Link at 1-877-854-5464 to verify or change your current beneficiaries so that funds will be transferred quickly and easily to the individuals of your choice.

Vacation Travel:

Green Shield Canada (GSC)

For assistance before or while traveling outside of Ontario, contact 'Green Shield Emergency Assistance' at **1-800-936-6226** or **collect at 0-519-742-3556** (these numbers are located on the back of your Green Shield Card).

The company Green Shield uses for out of Province Emergency Assistance is Allianz Global Assistance.

It is also advised that all eligible dependents have their own Green Shield card especially if they are traveling abroad without you. If you require additional cards please contact Green Shield customer service at 1-888-711-1119.

Physiotherapy:

If you are on S&A, WSIB or just trying to heal an injury, physiotherapy treatment is offered free to WAP employees at the plant. To receive physio, an employee must:

1. Get a script from a doctor requesting physio.
2. Call the physio office at 519-

561-9434 and make an appointment.

Currently, physiotherapy treatment at the plant is not offered to family members or retirees.

S&A/WSIB and Employment Insurance

- If you are denied S&A from Chrysler, or if you have to serve a 5 day waiting period on an illness claim, you can apply and

may be eligible for E.I. benefits.

- If you want to use S&A or WSIB to start a new E.I. claim, it is suggested you apply immediately to E.I. when you return to work.

Have a Safe and Enjoyable Vacation. If you have any questions regarding this report, please contact the Benefits office at: (519) 973-2845 or (519) 973-2664



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**For more information, please contact:
Nour Hachem, Program Coordinator
519-256-6621 ext. 249
Email: nour@westofwindsor.com
www.westofwindsor.com**

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Come out to one of these sessions for more information:

Tuesday, July 8th
WEST, 1:00 pm
201-647 Ouellette Avenue, Windsor, Ontario

Wednesday, July 9th
St. Clair College, 2:00 pm
2000 Talbot Rd. West Rm 2017,
Windsor, Ontario

Wednesday, July 16th
Local 200/444 Unifor Hall, 10:00 am
1855 Turner Rd. Windsor Ontario

July 28, 2014
Meet Women in the Trades
-Hosted by:





CAESARS REPORT

By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



Pronto and Johnny Rockets. Do you think this will help us save the employee dining room? We don't think so! We are asking that our members utilize our EDR. We do not want to see it close. We have to do everything we can to save our unionized jobs. If we stick together we can save the EDR.

Out of Province/Out of Country Coverage

OP/OC coverage for retirees is ready to roll out. Any member that has retired since April 4, 2014 will be receiving a package in the mail explaining how you enroll, how the payments are made, etc. Any current members who are going to retire will receive the enrollment papers when you notify the company that you are retiring. Please remember you only have 30 days after your last shift worked to enroll for this benefit.

Local 444 family picnic is a great day for families to enjoy. Please try and come to the family picnic at the Vollmer Center in LaSalle on July 27. It is an awesome day for children. There is lots to do for children of all ages. Ticket sales will be in the cafeteria on July 9 on all shifts.

Our thoughts and prayers go out to the family and friends who are coping with the loss of Bruce Lucier and Larry Crombie.

At the time of this writing the Casino population is 2322 with 26 members on layoff. As time has passed since ratification there are many things I would like to touch on.

Recently our members have completed shift picks and vacation picks. How the company rolled them out is not what we anticipated coming out of bargaining. Actually it was the total opposite. The company decimated our prime time allotments right across the board in every classification. We don't think the company realizes that work life balance is of the utmost importance to our members.

The company also put us on notice that they were reducing prime time allotments in our lieu, commitment and pph books by 25% in all classifications. Again the company is showing no regard for our members and their family life. The committee is currently going over all our language in the collective agreement to see what language can be utilized for a grievance commissioner or mediator.

Since the reduction in prime time we have had some classifications come forward showing interest in changing how their lieu, comm and pph books are rolled out . . . for example putting a cap on how many days one can book on the initial release. If any classifications are interested come to the union office and speak to your committee person and they can explain how to go about it. Maybe with a bit of a change in how the books are done more mem-

bers can get some prime time off to spend time with their families instead of only a few. But any changes made would be a decision made by YOU.

As you are all aware we were given notice in bargaining that the company was closing the employee dining room. We were able to negotiate a one year extension. We have since set up a EDR committee to try and come up with ways to reduce costs in the EDR because it must run on a break even basis under the collective agreement and currently it is not. So far our committee consists of Laurie Green, Vinny DiStefano, Len Armstrong and myself. The committee has met twice so far and will meet again on July 2. This committee will be meeting very frequently. We are asking if you have any suggestions or ideas that could possibly help, please come to the union office.

The company notified us that they are now going to allow our members to do **"take outs"** at the Artist Cafe,



Representatives from the Caesars Windsor Casino are seen have a dialogue with each other on some of the concerns affecting members in the workplace.

Recreation Report

By
**SCOTT
RICHARDSON**
Recreation
Chairperson
E-mail:
sr503@chrysler.com



To all of our members of Local 444, our Recreation Committee works hard to organize events for you and your family's pleasure. There is no better way to meet your other family, sisters and brothers of Local 444. So come on out and have some fun.

ANNUAL FAMILY PICNIC

Sunday July 27th, is our Annual Family Picnic day at the Vollmer Complex in LaSalle where you can spend some time with your family; on rides, in the pool, ice skating or just enjoying the day at the complex.

The cost to our members is only \$5.00 per family. Family means members living in the same household, usually an average of 2 to 4 children plus parents. Proof of additional family members may be required. Members requesting additional wristbands can purchase them for \$3.00. You must purchase wristbands in advance. No wristbands will be available at the event.

Please take note: when purchasing children's wristbands, there are 3 different age groups (0-3, 4-7, 8-12) and these age groups will be specified on the wristbands.

Wristbands go on sale Wednesday, July 9th at the Windsor Assembly Plant and at the Casino. **Final sales will be at the Local (1855 Turner Rd) on Thursday, July 24th and Friday, July 25th from 8 am to 4 pm.**

We need volunteers – it takes over 100 volunteers to make this event a success. For anyone who is interested or you know someone that is, contact your Union Representative.

CEDAR POINT & MARINELAND

The Recreation Committee is offering discounted tickets for Cedar Point and Marineland. Tickets can be purchased at our Local 444 Hall on 1855 Turner Rd. from 8am to 4 pm, Monday to Friday. **Take note that the Hall is closed for the weeks of July 28th and August 4th.** Tickets are good for any day until October. Marineland tickets can only be purchased on-line. Visit www.marineland.ca – click on **"Click here to buy tickets"** on right side. Scroll to the bottom and under **"Corporate Code"**, type in **43d3352a** and then hit **GO**. You are now on the special page of discounted prices, select the number of tickets and then click on **"Add to cart"**. When you checkout, the **"Access Code"** is UNIFOR444. Then print your tickets or save a PDF copy.

BROOKS GOLF TOURNAMENT

Our 37th anniversary of this event in honouring our founding president of Local 444, Charles Brooks, was a great success. There were 280 golfers who hacked and swung their way around Roseland's challenging course layout in fashionable time. Many volunteers are needed to make this happen and they all should be appreciated. Some even volunteered their whole weekend, which is a testament to our organization.

Here are the Winners: **Men – Todd Quinn & Ian Jappy, Co-ed/Women – Ray Rodgers & Laurie Grondin, Seniors – Tom Renaud & Mike Mazzali.**

We ask our members to remember those who help us by promoting and patronizing our sponsors' products and/or services whenever possible. It's these sponsors who create enough revenue to help Sports Club



Seen left to right is VP Mike Lovric with winners from the Charlie Brooks Tournament, Todd Quinn, Ian Jappy, Tom Renaud, Mike Mazzali, Ray Rodgers, Laurie Grondin and Recreation Chairperson Scott Richardson.

...cont'd on next page

Recreation Report... cont'd

444 to continue to assist our youth programs in our community.

BROOKS TOURNAMENT **MAJOR SPONSORS**

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A Special ...

Thank You
to all the Volunteers who
gave their time to make
this year's tournament
such a success!

Watch your Union bulletin boards
for more details on these events and
others or visit our website:
www.UNI444.ca

WINDSOR SPITFIRES

SILVER TEE

BROOKS **VOLUNTEERS**

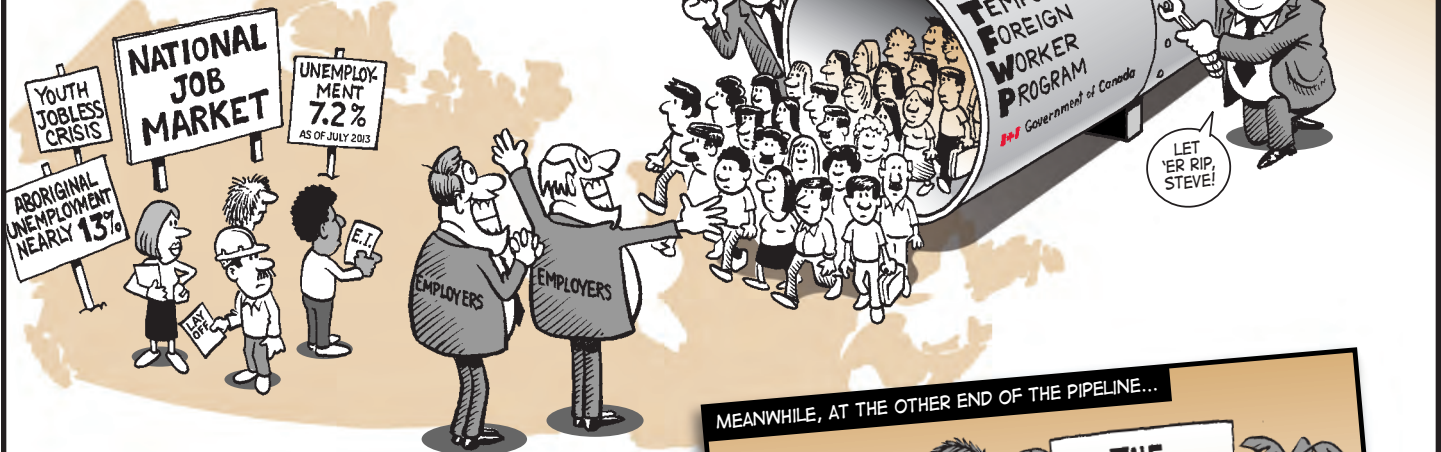
Ace Tasevski	Laurie Green
Amanda Dufour	Leo Labbee
Anissa Gray	Lisa Dufour
Ashley Dufour	Madison Blais
Beckie Harding	Marcel Blais
Bill Quinn	Mark Bourdeau
Bobbie Goyeau	Mark Lecot
Cathy Prestyko	Mary Lou Gray
Charie Virga	Melody Meharry
Chris McLellan	Mike Lovric
Darryl Desjarlais	Mike Mallot
Dave Baker	Mike Sankoff
David Blais	Peter Pellerito
David Hojelvac	Rachelle Cohoe
Dawn Clarkson	Rae Power
Dennis Siemon	Rebecca Lovric
Duke Sawchuk	Rene Gorissen
Felice Chiodo	Rhonda Bergeron
Frank Harshaw	Rick Gallion
George Shyduke	Robin Ducharme
Jada Mallot	Ron Moisenko
Jamie Daehn	Scott Richardson
Jen Jewel	Scott Walker
Joe Domarchuk	Shirley Eagen
John Enright	Shirley McLean
John Kerr	Stacey Baker
Kaytlyn McLean	Sue Gibbons
Ken Kwiatkowski	Sue McKinnon
Ken Rose	Sue Najem
	Terry McLellan
	Tom (Scoop)



Local 444 Slo Pitch lost a great member of our league June 23rd. John Denapoli was a long time player and brought some great talent and more importantly a lot of laughs for those who played with him. On behalf of the family of Local 444 Slo Pitch, we offer our condolences to John's wife Sonia and their daughters Amanda, Ali and Alexia. Taken much too early... GO BLUE !

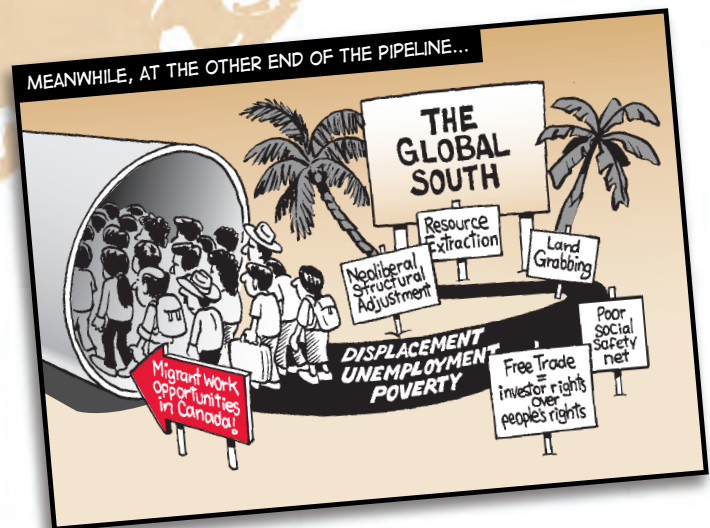
How the Conservatives expanded the temporary worker pipeline

Who benefits and who gets hurt?



For decades, Canada has relied on migrant workers to help develop the economy. Many come through the government's **Temporary Foreign Worker Program (TFWP)**. This program was intended to fill very specific jobs on a short term basis—jobs that required workers and skills that did not exist in the country.

But since 2006, the Harper government has made it **much** easier for employers of **all kinds** to use migrant workers. It's like they've built a pipeline that can be easily tapped into. Employers were invited to recruit migrant workers to almost every sector of the economy, from agriculture, to construction, to health care, to retail, even media and government. Employers are now able to hire temporary migrant workers to harvest crops, fly planes, drive trucks, care for children and elders, respond to trouble tickets on IT help desks, and—incredibly—serve coffee at Tim Hortons and flip burgers at Wendy's!



➡ **The Harper government effectively changed the purpose of the Temporary Foreign Worker Program...**

FROM: helping employers fill specific labour or skills shortages on a short-term basis



TO: helping employers profit from a global supply of cheap, vulnerable and disposable labour for just about any job you can imagine

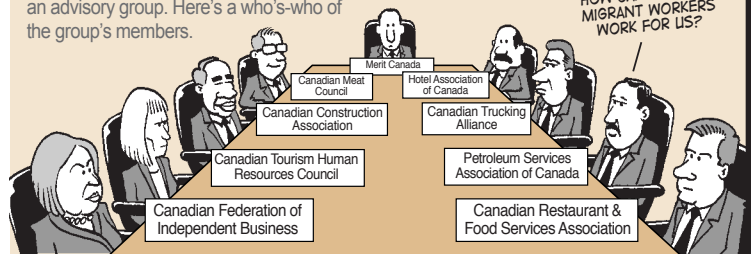


The Conservatives created loopholes allowing employers to get more temporary work permits

Since 2006, the Harper government has quietly made critical changes to the **Temporary Foreign Worker Program**. “Quietly” means they did it largely away from parliamentary oversight—like so many of the other things they do! Here’s some of what they did:

A little help from their friends

To get some advice on how to “improve” the Temporary Foreign Worker Program, the Conservatives put together an advisory group. Here’s a who’s-who of the group’s members.



1 They set the stage by adding one line to the 2007 budget, inviting employers to recruit temporary migrant workers...

“...for any legally recognized occupation from any country.”



2 They have played fast and loose with the amount of time employers are required to advertise job openings. It used to be six weeks. They reduced it to as little as six **days** at one point. Then they increased it to 14 days. Now there is a “guideline” for employers to advertise jobs nationally for only four weeks.



3 They opened special offices in Alberta and British Columbia to fast-track the approval for some employers seeking migrant workers. It was a sort of fast lane for employers who were looking to hire workers in occupations that they called “under pressure,” in other words, facing a shortage of workers. How a shortage was determined was never explained, other than employers claims of shortages.

4 They later introduced an across-the-board fast lane for all employers. Their goal? To process employers’ applications in as little as ten days!

5 For one year they allowed employers to pay 15% less to **ALL** workers doing the “high-skilled” job for which temporary work permits were sought. The discount was 5% for “low-skill” jobs.

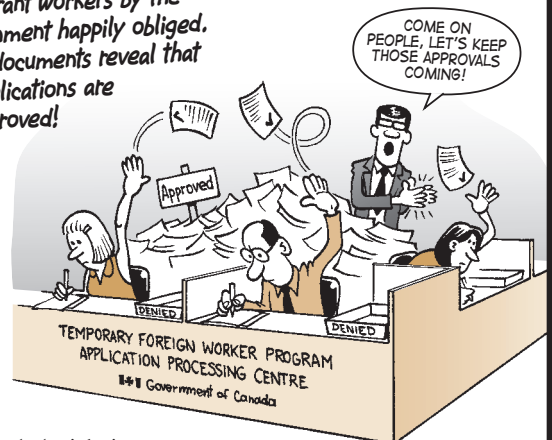


NOTE: This fast track/pay less window for employers was recently closed due to public pressure. But this government is on public record saying the fast track window is only “temporarily suspended.”

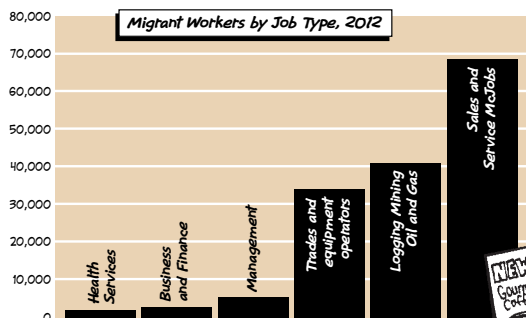
And there was a bonus! Until 2013, the application process was **FREE**, which amounted to a \$35 million-per-year subsidy to employers!



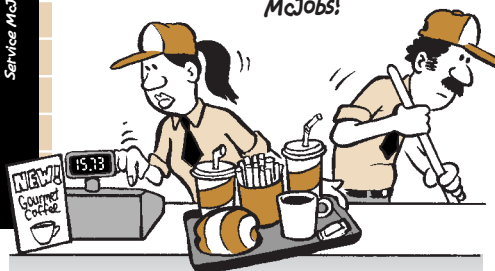
Employers applied for migrant workers by the thousands, and the government happily obliged. Access to Information documents reveal that over 70% of applications are approved!



With these changes, the use of migrant workers has skyrocketed. Employers have been given about **half a million** temporary work permits, including 340,000 migrant workers in the Temporary Foreign Worker Program at the end of 2012. And there’s an alarming trend: employers have been able to fill more and more **low-skilled** jobs with migrant workers. This includes jobs in **retail and fast food!** In early 2013, a list of employers that were granted work visas for “high-skilled” temporary workers was made public. The list is 90 pages long and contains thousands of workplaces—and among them are fast food outlets like Tim Hortons, Dairy Queen, Quiznos and A&W.



Harper’s changes allowed for a dramatic increase in the use of migrant workers for **McJobs!**

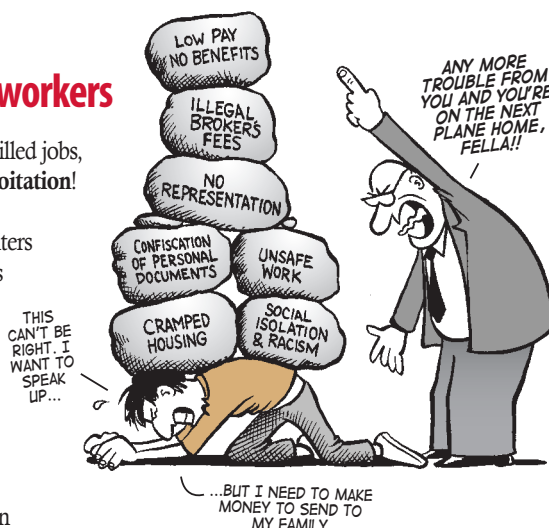


Rampant abuse of migrant workers

Migrant workers, particularly those in low-skilled jobs, often face multiple forms of abuse and exploitation!

It can start with the labour brokers and recruiters who bring the migrant workers from overseas on behalf of employers. They often lure migrants to Canada with misleading information about the job they'll be doing or false promises of gaining citizenship for themselves and family members. Brokers then often charge migrants illegal job placement fees, which robs workers of their wages and increases debt. Migrants often have to cope with bosses who don't honour employment contracts—which can sometimes mean failure to pay the workers properly. Employers often force migrants to work in unsafe conditions, or to live in cramped and costly housing.

Why don't migrant workers just change jobs if they're being abused? According to the rules, they can't (at least not very easily). This puts them in a vulnerable position—employers can threaten them with deportation if they “misbehave”. So the workers tend to remain silent.



➡ The result is a vulnerable, compliant workforce!

Problems for the national labour force

In Canada today, more than a million workers are unemployed and millions more are under-employed. Youth unemployment is off the charts and so is unemployment among aboriginal communities. Yet, employers by the thousands claim they face labour shortages. Clearly, some employers prefer to use easy access to migrant labour rather than investing in job training or paying decent wages and benefits—and the current federal government promotes this behaviour.



➡ When employers are given the upper hand over workers, they can manipulate wages and working conditions downward.

A sweet deal and a kick in the teeth

In the end, the Conservative government's expansion of the Temporary Foreign Worker Program is a sweet deal for employers, and a kick in the teeth to all workers. Employers get off scot-free by avoiding spending on job training or apprenticeships, and by getting a free pass to profit off an easy-to-exploit migrant workforce. Meanwhile, next to nothing is spent on protecting migrant workers rights!



Tim Hortons—as Canadian as it gets?

In 2013, four migrant workers from two Dawson Creek Tim Hortons outlets filed a complaint with the BC Human Rights Tribunal. They alleged that the owner was overcharging them for rent in a crowded house, that he had confiscated their passports, and that he had uttered repeated racist comments like “lazy” and “idiot” Mexicans. Meanwhile, in White City, Saskatchewan, six Tim Hortons migrant workers complained of being forced to share three bedrooms and a kitchen without a stove or full-sized refrigerator. They were paying \$500-\$600 each per month in rent.

Tim Hortons claimed these were regrettable but isolated incidents in a company with thousands of franchises. But this is exactly the type of behavior employers feel they can get away with in a program that gives employers all the power. One of the owners in Dawson Creek is alleged to have told his workers he was “the owner of their lives”—and that about sums it up! There are literally thousands of cases of abuse of migrant workers in Canada, and the government is doing little to stop it.

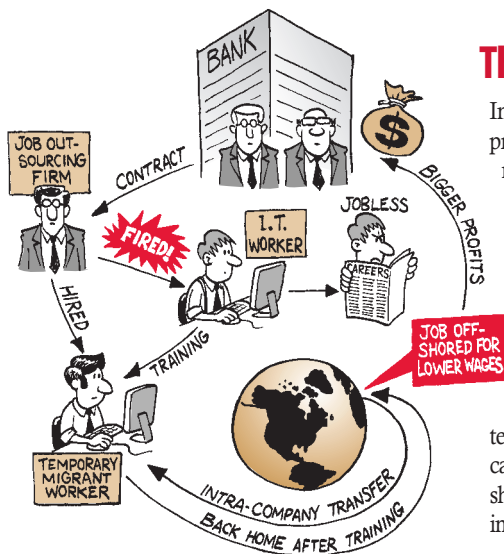
Canadian employer guilty of human trafficking!

There are thousands of Live-in Caregivers working in homes across Canada. These mostly women workers make the challenging decision to leave their own families behind in search of better economic opportunities abroad. They care for our elders and children for years on their hopeful road to Canadian citizenship—and ideally, family re-unification.

However, Canada's Live-in Care Program enables some employers to easily abuse these workers. In July 2013, a BC court found an employer guilty of employing a migrant worker illegally and misrepresenting the situation to immigration officials. This was the first conviction for human trafficking under the Immigration Act.

In international law and Canadian law, human trafficking means the act of recruiting, transporting, holding or receiving people by the use of force, lies, fraud, abuse of power, or payment for the purpose of exploitation. This historic court ruling exposes how flawed the TFWP is and the case represents an important win to protect workers' human rights.





Their agenda exposed!

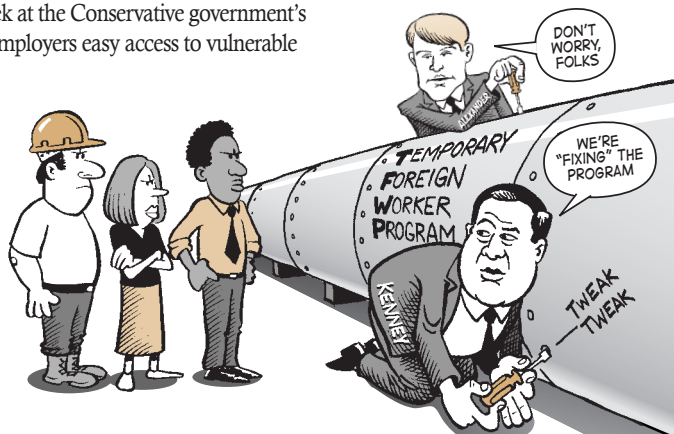
In the spring of 2013, news reports exposed that IT professionals at the Royal Bank of Canada were training migrant workers to do their jobs, only to be later replaced by them. It was a complex arrangement involving a job outsourcing firm and a program for hiring migrant workers called the Intra-company Transfer. The bottom line was simple: workers were losing decent jobs due to an employer profiting from lower wages and job off-shoring. Other workers soon pointed out similar things were happening in their workplaces. From miners, to pilots to healthcare workers, employers were taking advantage of temporary work permits when and where they could. These cases gave the public a peek at the Conservative government's shady scheme to give all employers easy access to vulnerable international labour.

Mighty bank bows to public pressure and worker solidarity!

When news broke about IT workers at the Royal Bank of Canada losing their jobs to off-shoring, there was immediate outrage across the country. Union members organized "greeters clubs" to talk with RBC customers outside bank branches, urging them to re-think where they bank. Unions also threatened to pull out their pension funds. RBC's CEO quickly realized that it was time to change their way of doing business. The bank has since made a public commitment to curtail its practices of off-shoring and worker displacement.

The government was embarrassed by the public outcry and quickly announced changes to the Temporary Foreign Worker Program. But the changes are little more than cosmetic tweaks, aimed at diverting people's attention.

Neither migrant workers nor the national labour force are adequately protected.



Workers demand fundamental change!

For a strong, equitable and just economy, the Canadian government must:

- 1 End the abuse of migrant workers!**
Ridiculous workload on employees
AHM!! NOT ALLOWED!
- 2 Increase permanent immigration to build a strong citizenry!**
- 3 Invest seriously in job training and apprenticeships!**
- 4 Scale back the TFWP by closing the low-wage pipeline. Establish caps and verify that shortages are genuine.**

ACTION ALERT!

Support the campaign for migrant worker justice!

Contact your MP and insist that the government:

- dramatically scale back the Temporary Foreign Worker Program. This includes: closing the pipeline that allows employers access for low-wage, vulnerable work permits; requiring that applicants provide objective proof of shortages, alongside measurable plans to train and hire from within the country.
- invest seriously in job training and apprenticeships and develop a labour market strategy that puts unemployed and under-employed people back to work with decent wages and working conditions—with special priority on helping racialized workers, newcomers, youth and aboriginal communities.
- return to a policy of permanent immigration, not abusive temporary migration schemes.

Lobby provincial, municipal and First Nation governments

and ask them to put in place measures that both protect migrant workers and require employers to demonstrate they are hiring locally.

Join with the CLC, your union, labour federations and allies

and support their work organizing migrant workers.

Organize rallies, flash mobs and direct actions

targeting industry associations, labour brokers and employers abusing migrant workers.



Canadian Labour Congress • www.canadianlabour.ca

Special thanks to: United Food and Commercial Workers Canada, United Steelworkers, Unifor, Public Service Alliance of Canada
Designed & illustrated by Tony Biddle, www.perfectworlddesign.ca

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Canadian Labour Congress
Congrès du Travail du Canada





September 19th, 2014

Caboto Club | 2175 Parent Ave, Windsor, ON | 6:00 pm

Tickets are available at the Union Hall

Begin the evening with a cocktail reception with live, interactive cooking demonstrations by local high school students. Followed by a decadent dinner, musical entertainment, a live auction, raffles, and dancing!

\$100/person: Please contact the Unemployed Help Centre to purchase your tickets. 519. 944.4900

Proceeds from this event will benefit the UHC Plentiful Harvest Food Rescue Program and will help us continue to fight hunger in our community



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Seen with long time CAW / Unifor Local 444 Activist and Retiree Earl Dugal, are President Dino Chiodo and VP Mike Lovric in this photo giving Earl a plaque for reaching a milestone in his labour history for his dedication and commitment over the last 50 years.

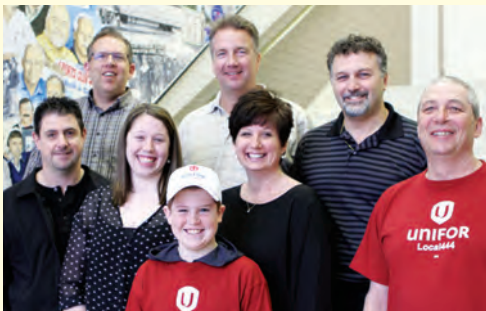


On behalf of Unifor Local 444 and its members we would like to acknowledge and to thank Windsor-Tecumseh MP Joe Comartin, on his recent announcement of retiring. Joe has always been a friend of labour and of Local 444. Joe has always diligently advocated and has devoted his time to his constituents. We wish all the best for him, his lovely wife Maureen, his children and grandchildren in his upcoming golden years. Thank You Joe!

The Letter Box



NICHOLAS LAVIN is a Cancer Survivor. Back in 2006 he was diagnosed with Wilms Tumor (Kidney Cancer). On January 25th Nic turned 10 yrs old and is now 7 years Cancer Free. When Nic finished his treatments in London, "Make A Wish Foundation" granted him a wish to Disney World.



Fifty-seven days later, Nicholas presented a cheque to Make A Wish Co-ordinator Katherine Melanson for \$9,658.00. With this amount raised, Nic was able to make a little girl's wish come true here in Essex County.

Nicholas was now old enough to understand what it meant **TO PAY IT FORWARD!** and decided to participate in this year's **"GO BLUE! GO BALD!" Campaign for Make A Wish.**

On Jan 5th, 2014 Nicholas along with his sister Jylliane and the support of John Logan (TRW Co-Chair) all dyed their hair blue with the hope to raise \$1000.00 for Make A Wish.

Nicholas' parents, Dave & Jennifer Lavin, would like to thank the following for their generous support towards Nicholas' Campaign. TRW Windsor Modules, Unifor 444, Chrysler Transport, TRW Canada Ltd, John Logan, St. Anne's High School and many Family & Friends

Thank you,

The Lavins

Dave, Jennifer, Jylliane and Nichol

Acknowledgement

We, the family of the late Dan Minotti who worked in the Trim Department 9350 wish to express our heartfelt appreciation to Chrysler and the members of Local 444 Unifor. You have provided us with tremendous support during the sudden passing of our son, whose death was due to heart complications, which has left our family with a tremendous void. From one union member to another, your kindness will never be forgotten.

Pat Minotti, Local 444 Retiree

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County Units Reports

by John Biekx,
County Units Representative
E-mail: jbiekx@uni444.ca



ElringKlinger

Our facility has been extremely busy in the first half of 2014. We have recently ratified a new collective agreement by 79.3%. This is a good agreement and we are already seeing work returned to the facility as a result of the new grow in language put in place that gives the company some relief in the first few years and also gets our members back to work. There are still some issues with the rotation schedule as we look for the commitment from management to get the necessary training done in order to make this rotation work.

In-plant elections were also held and I want to thank all who participated and put their names forward, as well as congratulate all who were elected. Michele Grubb was elected Chairperson. Duane Berry, Chris Myers and Jeff Simpson were acclaimed as committeepersons. Duane Berry has resigned, and as a result of the cancelation of the midnight shift no election will be needed at this point to replace Duane. Steve Camara was acclaimed as the Health & Safety Chairperson.

The plant will be doing a partial shutdown for the first two weeks of July, with only a few working on each shift to fulfill the orders needed.

Rims Transport

This is another unit that has been extremely busy and also just ratified their agreement by 96%. I want to thank both Ron Galos and Chris Parent for their hard work during the bargaining process. Since ratification we have had some issues surrounding WSIB and we are working towards a resolve and we should have this cleaned up in the near future. I am also pleased to report that the ongoing issue in regards to the lease to own program, and the liens tied to the trucks has been cleaned up and all trucks have been released. This was an issue for some time and it is nice to have it resolved. Moving forward, the company continues to grow and look for additional owner operators.

All Temp Foods

I am saddened to report the loss of Vito Peralta, the President of this company. Vito was dedicated to this industry and was a rea-

sonable and fair man when working with our union. Vito will be missed by all. This unexpected tragedy has put a hold on the bargaining process as we give the family their time needed to go through the grieving process. We have opened bargaining and will continue when the time is appropriate. The company remains committed to reaching an agreement and all gains will be retroactive to April 01, 2014. The unit continues to work through the busy season and also looks for additional help in both hourly and piece work classifications.

Presteve Foods

This fishery is also working through a busier than normal peak season. The company continues to look for experienced cutters and hourly help to assist in this busy season. There was an application put forward to bring in 15 Temporary Foreign Workers but there has been a delay and it doesn't look like they will be in for the peak season, or maybe at all, due to the recent changes put forward in the guidelines that allow companies to hire foreign workers. There is a definite shortage in qualified or experienced cutters, it is tough to keep these positions filled and this is the reasoning behind the Temporary Foreign Workers program. All workers brought in under this program will fall into our collective agreement when they complete the probationary period.

Peterson Spring

This is a big year for the Peterson Corporation as we head into the 100th year anniversary. The company wants to recognize the membership for their continued support on making such a milestone possible and will do so with a barbeque luncheon at all of its facilities to recognize this achievement. The Kingsville plant is a highly skilled and dedicated workforce that contributes to the company's success. We have always pulled through the tough economic times and did whatever it took to keep Kingsville a successful part of the corporation. This year we are once again headed to the Bargaining table and are faced with some challenges. The company and the Union are working together and are committed to put an agreement in place that works for both sides providing longevity and security for all.

Southgate Residence

The current Collective Agreement will expire on October 15th of this year. We will be holding a Unit meeting at the end of summer to discuss our position as we head to the table to secure another agreement. There will be some definite challenges as the committee works on an agreement that provides gains and also protects the needs of our members moving forward.

In closing I want to wish everyone a safe and happy summer. This is the time of year where we are able to step away from the stresses of our day to day jobs and take the vacation that we all deserve.



Kelly Tofflemire is seen with new CLC President Hassan Yussuff, at the CLC convention.



DAKKOTA INTEGRATED SYSTEMS

By **ARMAND GERVAIS**

Chairperson,

E-mail: armand.gervais@yahoo.ca



Plant population is at 175 with no one on layoff and 11 on various leaves. Just a quick reminder, please get your vacation/EA requests in as early as possible. TPTs are being utilized to cover these requests but there are only so many to cover all three shifts.

Kim Bartlett and Jackie Iorio, our in-plant committee, took part in the Collective Bargaining course last month in Port Elgin. This experience will help them at the table next year.

Sometime after summer shutdown, group talks with the plant manager will resume. "Chats with Linda" were successful, so they are being done again. If by chance you didn't make it the last time, do so to express your comments or concerns.

I would like to take a minute to thank our Health & Safety Team (Josh, Don and Mario). We have a safe working environment here at Dakota and we should never take it for granted! On behalf of the membership I want to say "thanks".

The Local 444 Picnic is dated for July 27th. Tickets are \$5 per family and you can see me for tickets. This event has been a success year after year. There are a lot of family activities like ice skating, swimming, bounce castles to name a few. Mark this date on your calendar. It's the best picnic in town.

On September 7th, Dakota is hosting an open house for all members and their families. More details will be posted at a later date.

With summer shutdown fast approaching, I want to wish everyone a safe and relaxing vacation. "Cheers"!

Raising the Community Standard of Living

We would like to take this opportunity to thank the membership and their families for patronizing the facilities we serve and buying the products we build. Buying Unifor unionized products re-inforces our commitment to our community.

INTEGRAM

By **DAVE SIMONE**

Chairperson, Ingram Seating

E-mail: intgram444@magna.com



As of this writing the plant population is 706 members with no one on lay-off. We have 48 TPTs and 45 students and 27 members on modified duties. We were given some great news as it was announced on June 18th that Ingram was awarded the contract for the upcoming RU program. This contract is for both foam and assembly. This is an announcement that we have been waiting to hear for a long time. The program is good until February 2022. Currently we have the prior contract until 2016 and then the new RU which is for 6 years (2022). This gives our members some security going into the future. I would like to acknowledge the hard work of this membership day in and day out and the continuous focus on quality our members have, as this surely contributed in getting the RU program.

We have been working to get our recent contract printed and we are currently going over the contract to ensure that everything is as it should be. Depending on the printer, we are hoping to have this done in time for shut down or shortly after.

The committee and I have been addressing the outstanding grievances we have in the system. At the time of this writing we have 8 outstanding grievances left to look at. We will be meeting in the near future to address these. They consist of Health and Safety, disciplines and policy grievances.

I would like to congratulate all of our recent retirees, and to acknowledge their contributions in receiving the RU program. I am pleased to say that they were able to take advantage of the retirement incentives that were bargained in our latest collective agreement.

I would like to encourage our members to continue to bring up concerns that they may have to the reps in their affected areas. Only through working together with open communication can we continue to strengthen our membership.

Lastly, I would like to wish everyone a safe, enjoyable and well deserved shut down (GM - weeks of June 30 and July 7) and (Chrysler - weeks of July 28 and Aug. 3).

So much has happened since the last issue I hardly know where to begin. I will start with the best news of all. TRW-Windsor was awarded the next generation of work the RU Model back in April. The facility was up against some fierce competition, – in my opinion our quality and delivery which is a direct result of your hard work is what set the facility apart and why we were successful in our bid. The entire plant worked extremely hard during the audits and Chrysler tours and we did **AWESOME. WAY TO GO EVERYBODY!**

As of writing this, there are so many unknowns I cannot tell you what the new plant or plants will look like or the location, I can tell you the committee will push and do everything possible to take an active role in what the new facility looks like.

The committee is suggesting a building committee be formed consisting of experienced rank and file workers, JHSC members, and representatives of different classifications and shifts to give input and suggestions regarding plant layout, job design, and ergonomics. I have had discussions with the company on this and everybody knows the assemblers, drivers, and other workers on the floor have valuable ideas and knowledge to share that will help TRW and all of us be more successful and more importantly, safer. As more information comes forward your union will post a sign up and/or information sheet. Watch the union boards or speak to a rep!

Ontario went to the polls on June 12,. This was the most exciting election in memory and possibly the most important as well. Tiny Tim Hudak's platform was to cut

100,000 good paying jobs, lower corporate taxes, roll back workers' rights, destroy unions. Well, I am happy to announce that Tiny Tim has resigned! With communities, labour, and social organizations all working together we sent a clear message that this type of crazy right wing politics is not wanted here in Ontario and people come before the corporate austerity agenda.

Voter turnout is always pretty disappointing. If you voted, I want to thank you; if not, please consider with better voter turnout we would no doubt have a better government. Ontario now has a Liberal majority government with no elected MPP this side of London I am a little nervous and curious to see how the Liberals will treat Windsor and the rest of Ontario. If you would like to

By
**JERRY
LOGAN,**
Chairperson

E-mail:
jerrylogan@trw.com



learn more about politics or get active in politics, please come and see me or watch the union boards for the next UPC (Union in Politics) Committee meeting. With the federal election in 2015, we need to be ready to heave Steve.

The 444 family picnic will be on Sunday, July 27, 10 am to 4 pm. Ticket prices for the whole family are only \$5. A posting will be up soon if you wish to order tickets, stop in and see me and I will take your information and get the wristbands for you. If you are interested in volunteering for this amazing event, a sign up will be posted. Have a safe and fun summer with loved ones.



Chairperson at TRW Jerry Logan is seen addressing the Unifor Ontario Regional Council about issues affecting his workplace.



CGAT of Windsor

By DAVE SKIDMORE
Chairperson, CGAT of Windsor
E-mail: dskidmore@uni444.ca



Currently 48 drivers running 33 trucks at CGAT. With all the Saturdays being worked at WAP, we continue to be very busy. Keeping up with production while also moving offsite yard traffic to the USA is an ongoing struggle. Waiting to get into New Boston rail yard for up to two hours is not uncommon as the continent wide rail car shortage is definitely continuing to impact the entire finished vehicle logistic chain. To be sure, our productivity is negatively impacted by these delays.

As of the day this report is being submitted, we are still awaiting a response from the company on incentive times and overtime on incentive hours issues as a follow up to a meeting a few weeks ago in Auburn Hills. Not sure what the response will be, but clearly the status quo isn't working for either side. A realistic incentive program would certainly fix a great many problems. It's hard to believe we are nearly 2 years into this venture and we still have these growing pains.

At Jack Cooper, all the former Allied drivers remaining on the seniority list have now been recalled and nobody from AWC or CGAT opted to return due to uncertainties with the long term operation of that company. Severance is now being paid out in lump sum amounts for those entitled. Hopefully CGAT and AWC are good long term options for all those concerned.

AWC CHRYSLER

By MARK BOUDREAU
AWC Chrysler Operations
Email: mbourdeau5@cogeco.ca



Iwould like to start my report with a few comments from the Ontario Regional Council. They covered several subjects (Labour, Health Care, Politics) just to name a few, but the one that grabbed my attention the most was the attack from Dr. Brian Day. He is the owner of a Vancouver for-profit clinic who is unlawfully billing taxpayers for medical services. His objective is to try to replace Canada's Medicare with a US-style system. The case is going to trial in BC Supreme Court this year.

We heard from Dr. Danielle Martin who is the founding chair of Canadian Doctors for Medicare. She said that we need to stop this Doctor and maintain our current Medicare system. If this doctor succeeds, all of us will all be paying extra for our medical services.

At Auto Warehousing Company (Chrysler Chute Operations) there remain 30 full time employees, one off on S&A. One worker retired on May 1st from the chute operations. This will give one of the Drive Away employees by seniority an opportunity to join the Chute operation. The trickledown effect should create an opening into the Drive Away agreement.

Since the AWC Drive Away Shelf Agreement was implemented the company has hired an additional five employees bringing the total to 32 drivers. Additionally there are Temporary workers who are brought in on a one for one basis when someone is absent.



Workplace Chairpersons Dave Skidmore, Mark Boudreau and Representatives are seen at a special Steward Council meeting.



Seen outside at the Casino are Unifor Local 444/Caesars Wellness Committee pictured from left to right: Serge Garand, Beth Adams, Denise Viau, Sue Vidinovski, Diego Mazzone and Sarah Fox.

TRANSALTA REPORT

By **RICK LALONDE**,
Chairperson, TransAlta
E-mail: rick_lalonde@TransAlta.com



Plant membership is now 20 with no one on layoff and junior employee having probationary status. The summer college student hire has only to clear HR checks and will start soon after. Supporting the college program is an important initiative with the looming shortages of Operating Engineers. It is hoped that we can find a way to allow more students acquire valuable qualifying time.

Generation

Springtime curtailments are now behind us so 24/7 generation should become the norm with added opportunities for additional revenue when cooling loads peak. Our annual major maintenance shutdown has been put off until fall.

Provincial political climate leading up to the recent elections not only affected auto, it too had cooled any talks with regard to any contract renewals with Ontario Power Authority. Proclamations made about the power industry created uncertainty and this had stalled talks between TransAlta and the OPA. With four years of political stability ahead, expect talks to begin in earnest toward securing a renewed power agreement beyond 2016.

Maintenance

The maintenance department has been quite busy with mechanical room work and helping our sister plants. The mechanical rooms are showing their age, calling for a fair amount of work to keep them operating. The Mississauga plant has undergone a major outage and the Ottawa plant has had considerable rework so it can operate under new contract requirements. For each facility our maintenance group assisted with some much needed tech support.

Bargaining

Reps have begun to focus on fall bargaining and are meeting with members to discuss demands and setting priorities. Economic conditions are far better than they've been in the last two rounds of bargaining so expectations are to address the widening gaps.

Have a safe and happy summer.



Unifor Chrysler Council 2014 Members

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For Chrysler members:

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Investment shouldn't stop at Equipment

Investments in employees are just as important as investments in equipment. Currently at the Sterling facility, major investments have been made to aid in increasing the revenues through indirect services. These services include moving supplies, garbage and other goods across our dock in a timely fashion while fueling vessels. This has become a very large part of our customer service and has steadily increased our clientele.

The major investment of new cranes, infrastructure, and a dock extension has aided in making this possible. The other main factor is our employees' ability to multi-task and problem-solve in order to increase production.

This is where the investment of time and training should be included in not only Sterling but all companies' costs and overhead when installing new equipment. Training is essential in producing better employees, which will give them the ability to use all the new tools they have been provided at a maximum efficiency. This should give a better return on overall productivity.

Reality however is another thing and lets all face it, companies don't want to invest large sums of time (money) into employees as it is usually seen as an added cost. That could translate into fewer bonuses for management, and better trained employees are looking to increase their income through movement as well. However, well trained employees have been shown quan-

titatively to reduce turnover and be in more demand up into retirement. (Montizaan, 2013). This has restricted the age of retirement in industrialized countries as well.

If companies would make solid efforts to increase worker productivity through not only commercial assets and but also in human capital there would be reduced down time due to human error. Mechanical failures are easier to be recognized before and after incident by educated employees. Unionized workers have always struggled in bargaining for wages. A by-product of that is companies' not wanting to invest in human capital as it increases an employee's ability to earn at the bargaining table. It's a situation where unions need contract structure to increase worker competency, safety and eventually wages.



Labour leaders, community activists and family members take a moment for a photo op at the May Day celebrations.

Oakley

By **BILL ROSS**

Chairperson, Oakley Sub-Assembly



As of this writing our plant population is at 47 members with no one on layoff. Two TPT's were hired on full-time basis to fill vacancies. Also, we hired another full-time employee in the maintenance department.

Last week we had our quarterly audit and it went well. We had a few minor non-conformance issues that were resolved quickly and we are looking forward for the

approval of the RU Chrysler Mini-Van contract but I'm sure that Oakley will get the contract after they work out more of the details.

In closing, I would like to welcome the new hires to Oakley and we look forward to being the parts supplier to Chrysler Canada.

On behalf of the entire Unifor Local 444 Steward Body at Oakley, we wish everyone a safe and happy vacation which is so well deserved.

Heligear Canada

KEVIN LANDER
Chairperson

Email: wunion@nsaero



As of this writing, the plant population is 60 employees with two off on various leaves. Overtime is steady and we continue to strive to better our facility for the employees as well as our customers. We have worked through many issues in the plant and with the help of my committee reps as well as the union members, we will continue to make things even greater.

We have made great improvements throughout the plant including ventilation, tooling, new machines and also soon to be a new parking lot.

Because of the hard work and dedication of our members, the company has decided to lower the overtime from 48 hours on the day shift to 45 hours for the months of July and August. This is a much needed and deserved break for our members.

HBPO

By **JENNIFER ALLARD**

Chairperson, HBPO Canada

Email: jen.abee@hotmail.com



The current plant population is 86 members and I would like to thank everyone who went out to vote for provincial elections. The hot weather is now here so please drink lots of water, and we are looking at all fans to make sure they are functioning properly with all the new adjustments on the line. If you have any concerns please come and see the union. As you all know we made the changes with stations 1, 2, 5 and 8, and now 1 and 2 are every 48 hours and 5 and 8 are 36 hours.

Local 444 Family Day Picnic tickets are for sale for 5 dollars per family. Please come see me if you are interested and I will get your tickets.

Upcoming events for HBPO – they are having an open house again on August 23rd and there will be two mini

vans one will be display for a can drive. The Steward Body would like to wish everyone a safe and happy shutdown, which is so well deserved after working 6 days a week.



Local 444 officers and other workplace Chairpersons are seen attending the most recent Independent Parts Supplier (IPS) meeting held at Port Elgin.

Women's Committee

By **SUSAN MCKINNON**
Chairperson, Women's Committee
E-mail: womanscommittee@yahoo.ca



"Homelessness is a Women's Issue"

"It's an issue for single women, for teenage girls, for women with children, for First Nation women. In large Canadian cities, 25 to 30% of people living on the streets and in shelters are women. It's time to sound the alarm. When women and girls are homeless, they are not safe."

Homelessness is something that is never planned. It can happen to anyone. Homelessness is the direct result of circumstances frequently beyond an individual's control. At least 200,000 Canadians experience homelessness in a year, 30,000 are homeless on a given night.

Poverty is the major contributor of homelessness in Canada. Most people become homeless due to economic circumstances, driven to shelters by unemployment or the inability to afford rising living costs. There are an estimated 3.2 million Canadians living in poverty who may benefit from social assistance, housing improvements, and low-cost housing. They are living on the cusp of homelessness, only one or two paycheques away from living on the streets. Spending on food, shelter, and clothing take over 60% of their after-tax income.

When a person is left to scavenge for survival, basic health care needs are neglected and become a distant priority. Homeless people have high levels of health care use, are admitted to hospitals five times more than the general population, stay longer, and often obtain their health care use from emergency departments. Mental health is the top reason for emergency visits and hospitalization, accounting for 52% of all homeless hospital treatments. Faced with struggling to survive, 50% of homeless people are unable to take the proper medications as prescribed by doctors.

"Budget and service cuts would be a big step in the wrong direction." Write letters to your MP and MPP and demand for shelters, safe and affordable housing and support services.

Take the time to volunteer at any homeless shelter or if you would like to donate at a local shelter:

Welcome Centre Shelter for Women – 263 Bridge Ave., Windsor

Street Help Unit 7 – 964 Wyandotte Street East, Windsor

Downtown Mission – 664 Victoria Ave, Windsor

We hope everyone has a safe and enjoyable summer!

Affirmative Action & Human Rights

By **ALBERT NARI**, Chairperson
Email: humanrights444unifor@gmail.com



Say No to Racism

Under this slogan, FIFA World Soccer Cup 2014 in Brazil was held. Thirty-two teams representing 32 nations from all six continents along with their supporters are present in Brazil. Thirty-two different cultures and racial background, many languages but easily understand each other, socialize, party and interact with each other as if they are one.

Even though Canada didn't qualify to Brazil, being a true multicultural country, we can see that the flags and jerseys of these 32 countries are present on the Canadian soil, as if we are living right now in Brazil. What an amazing festive, especially if you are a soccer fun lover.

You can be Canadian and still be proud of your ancestor country whatever that country is.

Finally I would like to side with FIFA and say "SAY NO TO RACISM" and that is what our UNIFOR is all about.



Area Unifor women from different locals are seen getting together to talk politics during recent provincial election to stop Tim Hudak.

Education Report

By
WAYNE MacLEAN
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



As usual, the education committee has been working hard to come up with new and innovative ideas for the membership. We are currently working on setting up a Movie Night in the winter months that would see a filmmaker, Sasha Reuther, the grandson of Victor Reuther, bring his film to the area for viewing. Being able to watch the film with the person who created it and being able to ask questions of what he learned during the process will surely make for an exciting event that all members of the community as well as 444 members could find interesting.

The film is described here: "An acclaimed documentary feature exploring the extraordinary journey of the Reuther brothers - Walter, Roy, and Victor - prolific labor statesman whose social justice

movement, under the banner of the United Auto Workers union, transformed the landscape of a nation. Directed by Victor's grandson, Sasha, and narrated by Martin Sheen, the film is an in-depth study of one family's rise from auto plant organizers in the 1930s Detroit to leaders in collective bargaining, Civil Rights activism, and international labor solidarity.

Behind the dramatic headlines of picket line conflict, assassination attempts, heated Senate hearings, and inter-union power struggles, lies a stirring personal story of determination, sacrifice, triumph, and tragedy. This influential and often controversial 40-year crusade would contribute to lifting millions of workers to a middle-class living and compel American democracy to live up to its promise of equality."

The exact date for this film has not yet been established but we will have promotional materials being posted in the workplaces once those details are worked out.

The latest education schedule is available for viewing online at the Unifor education website, on our Local 444 website, or by coming to the hall to view the list of available opportunities. As well, the listing should be available in the various facility union offices. Ask your representative for details if you are interested in seeing what is available.

Recently, the WCB Ontario one-day course had to be cancelled due to low registration levels. We will attempt to offer this course again in the fall to see if there is any further interest for members to participate.

The Canadian Labour Congress will be offering three workshops in August that are a part of their '*Municipalities Matter*' campaign. This campaign revolves around getting progressive minded people to run for positions on city, county and town councils throughout Canada as a major stepping stone to getting Labour's voice heard at all levels of Government. The date of the courses are Tuesday, August 12, 2014 from 5:00 p.m. – 9:00 p.m., being offered is '*Candidate Campaign Manager*', '*Candidate Training*' and '*Campaign Volunteer*'. If you are interested in this opportunity, you can register by visiting canadianlabour.ca click the Member Login button and then click the Events tab.

On behalf of the Local 444 Education Committee, I would like to wish everyone a safe summer as the children are out of school and many are planning trips that will take them far away.



On the 30th anniversary of the National Day of Mourning held on April 28 hundreds of people are seen following this bagpiper along the Detroit River as he leads with a march to Coventry Gardens and a ceremony at the Injured Workers Monument at Riverside Drive and Pillette Road.



Union In Politics COMMITTEE

**By
RAY
HACHEY**
Chairperson



Well one down and two to go. Now that the Provincial elections are over we can start to focus on the Municipal Election in October and then the Federal in 2015.

We now have a majority Liberal government again in Ontario, but with a different leader, who has made all kinds of promises to the people of Ontario in the last budget. Many that would help Ontarians now and into the future if they are implemented. Whether or not these promises ever become a reality we will see. For now we will give them the benefit of the doubt.

Congratulations to Percy Hatfield, Taras Natyshak and Lisa Gretskey on their victories in their individual ridings and to the many volunteers who helped them in their efforts to achieve their goal. Your contributions are extremely valuable.

The people of Ontario have spoken and the Hudaks in this province had better listen. We will not be threatened, or intimidated, or be fooled by false slogans and unrealistic numbers about job creations. I believe this is the first step in telling the government that we are truly watching you and that you work for us, the people. And we are not to be taken lightly. We have a right to hold our government to a higher standard, one that serves the people not just the corporations. They must remember there are more people than corporations.

With the provincial election behind us we will see the municipal candidates start to surface. Again please get involved in who will be representing you in your individual

wards. You do have a say in the type of person you want to speak for you and your family and your neighborhood. If you find a candidate that you like, support them in their election efforts. You can make a difference and it's a rewarding experience to be involved in the candidate's campaign.

Also, remember your children

learn from you. Get them involved as well, make them part of the democratic process and they'll see how it works first hand.

It may make a difference in their lives and their attitude toward governments.



President Dino Chiodo addresses the audience at the special OFL- Stop Hudak Campaign along with Jerry Logan and partner Melissa Haskett.



Environment Committee



By **RICHARD LABONTE**
Environment Committee Chairperson

local444environmentcommittee@gmail.com



Children Water's Festival

I would like to thank the following delegates for their outstanding jobs in this year's event.

- John Bacon
- Mark Bartlett
- Brad John
- Allison Kozolanka
- Kevin LaBonte
- Paula Little
- Greg Lecours
- Albert Nari
- Tim Padgen

Over thousands of kids were taught about the water and how sacred it really is. I'd like to thank Mike Lovric and Gord Gray for their visit and words of encouragement. I believe without our Local's support, the event would not have been as successful. Their help was definitely appreciated.

Joint Workplace Environment Committee' Art Show

On June 1, the JWEC at the Windsor Assembly plant hosted their fifth annual kids' artwork celebration. Nearly 100 members and their children attended this event where they learned their best option for energy is conservation. Richard St. Denis has organized this program for the past five years and more than 350 people have participated.

ENWIN was a key sponsor providing an interactive energy demonstration that involved many children in attendance. Every child received a gift bag and a special recognition for their artwork submission. Local 444 provided each child with a free t-shirt. A family

photo station was set up. Each family received a music video with pictures from the celebration. Hats off to Richard St. Denis and Albert Nari for their role in the event, which was very well done. I like to mention that Doug Boughner (was filling for Tony Greco) addressed the audience on behalf of our union leadership and was exceptional. He covered all the bases of our union organization on environmental activism from the local level to the national level. Also, I'd like to acknowledge John Kerr and John Deluca for capturing the event through photography and video.

Caesars Windsor Green Committee

At Caesars Windsor, Mike Denunzio (one of our committee delegates) is an elected union representative volunteer who sit on

Caesars Windsor Green Committee, to ensure conservation and environmental initiatives with a labour perspective. With his determination, the herb garden is up and running. It is located just outside of Nero's near the corner of Riverside Drive and Glengary Avenue. This garden is the source of the spices and herbs used in the restaurant. They are testing out some composting machines. By September, a decision will be made where the machines will be located. Caesars Windsor is reporting that Terra-cycling (cigarette butts recycling containers) are working very well. They collect well over 30 lbs a week and they get a dollar for every pound and then they donate that money to charity.

On August 16th, Caesars Windsor will host its second "Code Green Expo". They have partnered with the Farmer's Market for this year's event. The tentative times are 6:30 a.m. – 2 p.m.

Good and Welfare

On the behalf of the Environment Committee, we'd like to wish everyone a safe and happy summer!!



Seen giving a demonstration to children at the recent Children Water Fest in which thousands attended are VP Mike Lovric, Environment Committee members Rick LaBonte, Greg Lacours and Kevin LaBonte.

Employee Family Assistance Program

By **BRUCE MALCOLM**

E.F.A.P.

Substance Abuse Representative

bmalcolm@uni444.ca

519-258-3481



I hope everyone is gearing up for an incredible summer, taking advantage of the numerous activities that are available to us in Essex County. However, moving forward can sometimes be very difficult for those who may be dealing with issues that may seem to be overwhelming at times. I can assure you that these can be overcome when you take the proper steps. With this in mind, I decided to reprint my article from last month due to the amount of suicides that have happened lately.

A short while ago, I attended an E.F.A.P. Focus group meeting, which had a guest speaker (Carol Mueller) from Alive! Canada. Carol presented a lot of information to the group on Suicide and I would like to share some of the information that was presented.

Suicide is rarely a spur of the moment decision and there are usually clues and warning signs. The strongest and most disturbing are verbal – I can't go on, nothing matters anymore, I'm thinking of ending it all. Such remarks should be taken seriously. Other common warning signs may include: becoming depressed or withdrawn, behaving recklessly, getting affairs in order and giving away valued possessions, abusing drugs or alcohol, and suffering a major loss or life change. These are all examples, all of which can be signs that somebody is contemplating suicide. In most cases these situations do not lead to suicide but generally the more signs a person displays, the higher the risk of suicide.

If someone is feeling depressed or suicidal, our first response is to try

and help. We offer advice, share our own experiences, and try to find solutions. We would be better to be quiet and listen. People who feel suicidal don't want answers/solutions; they want a safe place to express their thoughts and fears, to be themselves.

We must control the urge to give advice or make a comment. We need to listen not just to the facts but to the feelings that lie behind them, try to understand things from their perspective not your own. Talking to someone about their suicidal thoughts and feelings can be difficult for anyone, but if you are unsure whether someone is contemplating suicide or not, the best way is to ask.

If you spot warning signs in someone you care about, you may wonder if it's a good idea to say anything. What if I'm wrong? What if the person gets angry? In these situations it's natural to feel uncomfortable or afraid, but anyone who talks about it or shows signs needs immediate help.

Remember you can't make a person suicidal by talking about it or showing that you care. Just by giving a person the opportunity to express their feelings can provide relief from loneliness and pent up negative feelings, and may prevent a suicide attempt.

Helping a Suicidal Person:

- Get professional help. Do everything in your power to get the person the help he or she may need. Call the Crisis Line 519-973-4435 for advice and referrals. Encourage the person to see a

health professional.

- Those contemplating suicide often don't believe they can be helped, so you may have to be proactive at offering assistance. Saying "Call me if you need anything." It is too vague; don't wait for a call or a return call. Drop by, call again, invite the person out.
- Continue your support over the long haul, even after the immediate suicidal crisis has passed. Your support is vital, stay in touch with the person, periodically check in or drop by this can help to ensure they remain on track.

If a suicide attempt seems imminent call the Community Crisis Centre 519-973-4435, Call 911, or take the person to an emergency room, but do not, under any circumstances, leave a suicidal person alone.

Alive! Canada is a partner in the Community Crisis Centre of Windsor-Essex County. For more information please call Alive! Canada at 519-973-4423 or the web site <http://alivecanada.com> or Email: alivecanada@hdgh.org. The primary prevention of suicide is through education: teaching one another and the public about suicide.

To learn more about the Focus Group contact Sharon Sleiman at 519-984-7532 or email at sasleiman2013@gmail.com

We also have support meetings every Friday at 1:00 pm at the Local Hall, 1855 Turner Road for Unifor members and families. If anyone is interested in attending these meetings or looking for more information about participating please contact or email me.

RETIRING MEMBERS

The following members retired from the workplaces. The Executive & Membership of 444 wish these members the very best in their new life.

This list of Retirees includes inactive members (S&A and EDB)

Feb. 01, 2014

Anselmo, FatimaChrysler
Bussey, DanielChrysler
Chartier, BryanChrysler
Chase, BruceChrysler
Culos, JimChrysler
Doe, GeorgeChrysler
Gibson, RobertChrysler
Goodison, DavidChrysler
Johnson, KennethChrysler
Taylor, GeraldChrysler
Tellier, RichardChrysler
Watson, Larry Chrysler

March 01, 2014

Baldock, FrankChrysler
Belanger, DonaldChrysler
Burkoski, ChrisChrysler
Crispin, LucilleCasino
Di domenico, GuidoChrysler
Ferrigan, JosephChrysler
Hazelton, Jacqueline....Chrysler
Jones, DouglasChrysler
June, JohnChrysler
Keys, WayneChrysler
Lescinsky, RonaldChrysler
Lipari, VitoChrysler
Lucier, TimothyChrysler
Watson, LarryChrysler

April 01, 2014

Artale, FrancescoChrysler
Benn, TerrenceChrysler
Bezaire, JoeChrysler
Burningham, MarkChrysler
Catton, ChristopherChrysler
Charron, DenisChrysler
Diamante, FrancoChrysler
Drouillard, Raymond...Chrysler
Gagnon, KevinChrysler
Horvat, MichaelIntegram
Kojovic, VladoChrysler
Kuron, MonikaIntegram
Leblanc, PeggyChrysler
Mahavongthapanya, K...Integram

Mailloux, LoriChrysler
Meloche, RayChrysler
Mifsud, DennisChrysler
Moes, ValerieChrysler
Moldovan, MihaiChrysler
Mulder, EveretChrysler
Reaume, RichardChrysler
Russelo, DonChrysler
Stein, JamieChrysler
Thompson, RobertChrysler

May 01, 2014

Branton, CliffChrysler
Byrd, MichaelChrysler
Carr, MikeChrysler
Chamney, DanielAWC
Eskritt, JonathanChrysler
Falzon, JohnChrysler
Jahn, DanielChrysler
Kao, WayneIntegram
Macrow, KathrynChrysler
Merritt, TedChrysler
Michailoff, Christopher ..Chrysler
Middleton, William A.AWC
Reeb, CharlesChrysler
Shulman, RomanChrysler
Sirard, Florise GCasino
Wallis, Pierrette A.Casino

June 01, 2014

Bondy, ChristopherChrysler
Branton, CliffChrysler
Burgess, MartinChrysler
Carr, LynnChrysler
Conflitti, TonyChrysler
Falsetta, SergioChrysler
Fejerdi, AntonChrysler
Gebreab, TsigeredaChrysler
Leal, PaulChrysler
Macfarlane, JamesChrysler
Purdy, JoyChrysler
Simpson, StuartChrysler
Stradinger, PeterChrysler

Obituaries

We are sorry to report the passing of the following members since the last issue.

The Executive and Membership of CAW Local 444 extend their heartfelt condolences to the bereaved families.

Filippo Di laudo Retired
Justin Gjinnaj Chrysler
Adrien D. Jos. Theriault . Retired
Giacomo Girardi Retired
Paul C. Joseph Retired
Arthur J. Anger Retired
Glynis Lair Chrysler
Nelson Murdock Retired
Jean Guy Therrien Retired
James Ferris Retired
Milan Pavlica Retired
Steve Bene Retired
Michael Savoie Retired
John N. Jensen Retired
Ivan Domin Retired
Gunter Froese Retired
Norman Hughson Retired
Ngoc Nguyen Integram
Hasan Yeldirim Retired
Edward Debly Retired
Texas Clayton Retired
Agnes Harder Etna Foods
Danny Minotti Chrysler
Marvin Cecile Retired
Steve Mojso Retired
Gordon Guillemain . . . Retired
Rocco Zingaro Retired
Terry Fick Retired
Norman Knight Retired
Panfilo Marchelletta . . . Retired
Randy Doughty Retired
Zeno Soros Retired
Vladislavs Bernans . . . Retired
William Bradt Retired
Raymond Finley Retired
Ross Chadwick Retired
Lloyd G. Gelinas Retired
Denapoli, John Chrysler



Retirees' Chapter

By
GERRY GRAHAM
Chairperson,
Retirees' Chapter



CPP and OAS as we need seven provinces to agree on this. His answer at that time was, this is a federal issue not his but Ontario has no problem with it. Then out of the blue at our last meeting before he sat down at the head of the table he announced if they can't get a Fair Canadian CPP plan Ontario would go it alone.

We now have a United Nations flag for the international day of Seniors October 1st at City Hall. Get ready for that as this involves increasing the moving forward on the OAS.

I would like to welcome back Rick Reaume and Gary Parent and without a doubt you were missed. Thanks to our Executive Board for picking up the slack. You really came through. To all retirees who did just one good deed this year to help a Union member or a senior, on behalf of your Executive Board a big thank you and let's get as many members out as possible for the Labour Day Parade. Till we meet again have safe and enjoyable summer.

Activity Committee: The retirees have been gambling their way around this year. They have gone to Point Edward: OLG Western Fair; Brantford; Soaring Eagle and Fire Keepers. No wonder they want their pensions raised. There are some winners and losers and everyone has fun and an enjoyable day. Regardless they do have 50/50 draws on the bus going and returning and have collected enough money for DVD Machines for local schools to be purchased this fall. Good work guys and thanks.

Upcoming Events:

The retirees' annual Christmas tickets sales will be on sale at the Local Union hall on November 24th and 25th at the Local for \$10 (no refund) and the date for this event will be at the Caboto Club on December 11th at 6:30 pm.

Our spring luncheon was a great day, good food a little drink and meeting up with old friends is always the best part. Great presentations by our Local 444 President Dino Chiodo and our National President Jerry Dias. By the time they were done we knew exactly who not to vote for "Hudak" who was on his power trip and offered tax cuts and attacking the working class in all directions. He wanted deep cuts in essential service and a million jobs. Give me a break. The Conservatives were defeated and Hudak resigns, happy days are here again and I'm sure Harper is taking note; he is the next to go!

Teresa Piruzza is another story. She was doing a fantastic job and a good contact in Windsor to Queens Park and Kathleen Wynne. Losing that connection means, if you want to get a hold of a Liberal, then go to London. Most of you remember when we took over the Liberal office in Windsor and Dwight Duncan came out and said he would champion our cause on increasing CPP and OAS and he did fight for us.

As first Vice President of United

Senior Citizens of Ontario and Chair of UNIFOR Chapter 444, we meet quarterly at Queens Park with the Minister of Seniors and LTC. For the past 4 years we have asked for an Ombudsman for seniors and LTC, the court of last resort and he agreed. We asked for the choice for seniors to age in their own homes with proper level of care and they agreed and laid down the ground work with \$15 million.

We asked for more doctor home care visits and nurses and he agreed. Then out of the blue and I didn't even ask for this Minister Mario Sergio announced we need more training for our PCWs and gradually bring their wages to \$16 an hour as they are finding the turn over too great.

You asked for a simple driving test when you turn 80, he agreed and is now being done. We asked for provincial funding for seniors clubs that are struggling to stay afloat and they agreed with grants from \$500 to \$10,000.

At the meet and greet after the meetings I approached the Minister again and asked his thoughts on the



Seen are some of the volunteers from the recent successful Retirees Wellness Day



All Local 444 Members from
Chrysler Canada, Caesars Windsor,
TransAlta Energy, Ingram, TRW,
HBPO, Oakley, Dakkota,
Heligear Canada, Sterling Fuels,
Presteve and All-Temp Foods,
ElringKlinger Canada,
Peterson Spring, Southgate
Residence, Rims Transport,
Auto Warehousing Co.,
Chrysler Group Auto Transport,
Retirees and their Families

ANNUAL FAMILY PICNIC

at the . . . **VOLLMER
RECREATION COMPLEX**
2121 Laurier Parkway, LaSalle

**Pool • Rides • Prizes • Pop
Hot Dogs • Entertainment • Ice Skating**

Sunday, July 27 – 10 am to 4 pm

ADVANCE WRIST BAND SALES

Time, Dates and Location of Wrist Band Sales are as follows:

Location

WINDSOR ASSEMBLY – Wednesday, July 9th, 2014

Middle Cafeteria

12:01 am - 11:00 pm

CAESARS WINDSOR – Wednesday, July 9th, 2014

Staff Cafeteria 12:01 am - 8:00 am 8:00 am - 4:00 pm 4:00 pm - 12 pm

LOCAL 444 HALL - Wednesday, July 9th, 2014 8 am - 4 pm

For All Other Workplaces

**Contact your Unit Chairperson for
Advanced Sales
from June 23/14 to July 9/14**

- ★ The cost is **\$5.00 PER FAMILY** (Family means members living in the same household).

Proof of additional family members may be required. (Example: members covered under your Green Shield card are no charge.)

- ★ Members requesting additional wrist bands can purchase them for \$3.00 ea.
- ★ You must purchase a wrist band to be eligible to participate in all the activities and free giveaways.
- ★ Each family ticket purchase will entitle you to our membership draw.



FINAL SALES — Thursday & Friday, July 24th-25th, 2014

Local 444 Hall, 1855 Turner rd. – from 8:00 am to 4:00 pm

NO WRIST BANDS SOLD THE DAY OF THE PICNIC

Community Services

Sue Najem
snajem@uni444.ca



On April 12th, the Community Services Committee held our Bikes for Kids collection at Devonshire Mall. Over 100 bikes were collected from this drive. Over the past two months the bikes have been refurbished and on June 20th, I am happy to report 100 bikes were donated to kids at Frank W. Begley Public Grade School. Thank you to all the Committee members and volunteers who helped in this process and a special thank you to Glen and Ruth McFarlane who have been a driving force behind this campaign the last few years or so. Thank you to the community at large for their generous donation of bikes.

Along with the bikes we were also able to drop off 100 new helmets that were generously donated by Riverside, Roseville-FontainBleu and South Windsor Optimist Clubs. Thank you to Marlene Phillips for organizing the helmet donations.

I would like to wish everyone a safe and happy summer season.



Thanks to the hard work of the Community Service Committee and a special thank you to "Bicycle Doctors" Ruth and Glen McFarlane. Children will now have an enjoyable summer cycling. Truly, this is a community partnership making a community difference. A Job Well Done!

PUBLICATION MAIL AGREEMENT NO. 41456533
RETURN UNDELIVERABLE CANADIAN ADDRESSES
TO: CIRCULATION DEPT.
CAW LOCAL 444, 1855 TURNER ROAD
WINDSOR, ON N8W 3K2



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)**

Unifor Local 444 Tuck Shop Apparel

Please be advised that new men's and women's Unifor Local 444 summer apparel is arriving daily at the union hall. We accept cash **ONLY** and hours of operation are **8:30 AM – 4:00 PM on Fridays ONLY**



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Visit our new Website: www.uni444.ca