



THE 444 NEWS



Building our Union – Strengthening Our Communities

EDITION NO. 424

WINDSOR, ONTARIO

JUNE, 2015

Pattern Bargaining Works!



By
DINO CHIODO
PRESIDENT,
Unifor Local 444

Our history has always been rich with successes, battles, and challenges against corporations and government. We have stood strong against companies who have tried to beat us down in the name of increased profits; but our strength has been in our solidarity. We've stood together, side by side, in times of adversity, especially when fighting for a principled position.

Although we are a long way from where we were a decade ago, it seems that the new focus for the OEM (Original Equipment Manufacturer) is "capacity". However, the interests of the Independent Parts Manufacturers encompass an entire array of industry concerns that pose a challenge to our members, such as: quality, productivity, lower costs, and delivery.

This has been a significant problem because Independent Parts Manufacturers are doing much more, with less, while taking on the many responsibilities of the entire industry which has been scrambling

to avoid impacting the customer.

It's unfair when Canadian Independent Parts workers have to live in fear or uncertainty. Workers should not have to be worrying about their jobs leaving Canada and moving to low paid U.S. southern states, or non-unionized shops that have a total blatant disregard for health and safety. Not to mention the ever-looming threat of hyper-aggressive bidding aimed at supplying the customer with "just in time" service.

Bargaining is always a new experience, especially when one recognizes that the Company also has demands. We obviously don't win every demand we ask for, but we make formidable arguments as to

the necessity and importance of what our members would like to see in an agreement. There is a reason pattern bargaining is used in Big Three negotiations - it works well. We can all learn from this established process as it puts all competitors on a level playing field when bidding on jobs and maintaining competitiveness. We will never agree with the sentiment that the problem is the workers.

That is why we used the pattern bargaining model to proceed through our recent negotiations with our Local 444 represented parts facilities supplying the Windsor Assembly plant. A great deal of work was done by the bargaining

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Early in the morning on June 18th, Local 444 President Dino Chiodo is seen giving information to striking HBPO members on the picket line.

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Website: www.uni44.ca



After a 5½ hour strike at HBPO, members are seen at the ratification vote for the new 3-year collective agreement which was passed by 95%.



On Sunday, June 14th, key note speaker Unifor Local 444 President Dino Chiodo addresses the riders at the 5th Annual Bob Probert Ride and its importance benefiting the Cardiac Wellness and Pulmonary Rehab Program at Hotel-Dieu Grace Healthcare. He also touched on how our public fund universal health care system is under attack by the Federal Conservatives.



On May 13th, at the Waterfront Hotel, In Windsor, citizens protest the arrival of Prime Minister Stephen Harper, denouncing his practices and policies and the Conservative attacks on the hard working average Canadian.

President's Report

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committees during this very contentious round of negotiations. The appreciation the membership feels towards these committees and the resolves they have reached with the various parts facilities is evidenced by the high number of members from each facility that attended their respective ratification meetings as well as the high percentage of acceptance of those agreements. Congratulations to the committees and the members of the facilities.

Windsor Assembly Plant

As we continue to travel through the different stages of WCM at the Windsor Assembly plant, the continued cooperation of the membership is much appreciated. Although there are many challenges with this system, the least of which is ensuring that the members concerns and suggestions are followed by plant management. We know, going into 2016 bargaining, your fortitude in making WCM a success will play a pivotal role in our future.

We will be watching the upcoming UAW negotiations with interest to see what tactic the leadership will take when at the bargaining table as it relates to pressure felt due to increased pension liabilities and two tier wages. Preliminary reports have suggested that the Detroit 3 is interested in developing a third tier of worker, which could be detrimental to the automotive industry as a whole in North America, applying extreme pressure on the members and their ability to provide for their families.

As Canadians, as Unifor and as Local 444 members, we are unilaterally opposed to this and will fight on your behalf to ensure we don't see

language that is detrimental to our very way of life.

Hospitality and Gaming Industry

Local 444 has the privilege to represent members from Caesars Windsor and to be bargaining a first contract at Point Edward Casino. The immense pressure being put on the bargaining team as well as the membership at Point Edward cannot go unmentioned. Dealing with corporations on a daily basis is common for our local and officers, dealing with government; local, provincial and national at times is also commonplace.

However, when you combine all those levels to try and achieve what is in the best interest of the members, it becomes somewhat difficult to break apart the layers. We began to really see this in our last set of negotiations with Caesars Windsor, when in principle we would have an agreement only to have it knocked down and rejected by the government, citing legacy costs and various pieces of legislation meant to suppress workers' rights. Then we would come to some form of agreement with the government officials we were dealing with, only to have

Caesars reject it due to their operating and/or security reasons.

It is a difficult and winding path for sure, however we want the members of Point Edward to know we are there for them and this bargaining team, led by Doug Boughner, Vice President of Local 444 is steadfast in making gains and providing a sense of security for our new members at that workplace.

The hospitality and gaming industry is in a state of constant flux but members of both Casinos should recognize that they also have each other to fall back on and strategize with. Members of both facilities leadership have met and continue to meet regularly to discuss how to effectively help our members; here is where we have strength in numbers.

Vacation Period

The Windsor Assembly plant and supplier facilities that are tied to it will be enjoying a two week summer shutdown period that commences July 6th. I would like to extend my best wishes to those members for a safe and happy summer vacation period. To our members from all facilities that may be travelling this summer, please be safe.



On June 1st at the Fogolar Furlan Club, President Dino Chiodo is seen addressing the audience at a recent Seniors Strategy On Health Care and retirement security. Key note speakers included Hassan Yussuff – Pres., Canadian Labour Congress, Dr. Chris Simpson, Pres., Canadian Medical Association and Ken Lewenza, former Pres., Canadian Auto Workers.



Charlie Brooks

1915 - 2015



On June 19th, Charlie Brooks, the founding President of Local 444, if alive, would be celebrating his 100th birthday. One hundred years! Seems like an eternity, yet in reflection, his presence, his vision, his culture of principled representation and his desire to win justice for all continues to stand tall in our hearts as well as our thought process. Charlie was an inspirational leader. He became a member of the UAW in 1936 when he was first employed by Packard Motor Company. He then was employed by Motor Products and so his knowledge of run-away plants goes back to his early days in the auto industry. Sound familiar?

Charlie started his career at Chrysler in 1940 and became chairman of the Bargaining Committee in 1952. That leadership experience gave him the confidence to establish Local 444 in 1956. He was elected President of the new Local Union, a position he held until his tragic and untimely death in 1977. Local 444 was blessed to have him leading our Local Union for twenty-one years and the community of Windsor/Essex was equally blessed because his advocacy work in building stronger and more vibrant neighbourhoods was relentless. His reputation of a visionary thinker was well established and at times even feared.

Joe Comartin, Member of Parliament in his recent address to the retirees and spouses of Local 444 shared his memory of his first experience in the trade union movement. He was a young student at the University of Windsor, studying law. He suggested he had a keen interest in the environment. Where could he go for guidance? What could he do if anything? He turned to Local 444 President Charlie Brooks who even at that time had an interest in environmental sustainability and it was that initial experience where ideas were discussed, debated and shared with the community through their combined interest and activism. That was Charlie Brooks, and experiences such as that were widespread in Windsor/Essex.

Under Brooks' leadership, the Local Union pioneered medical, hospital, drug, and dental programs, paid for by the Corporation. He believed workers were entitled to retire in dignity and as a result of his

leadership, decent and livable pension plans became a reality. Yes, it took time to succeed and, yes, generation after generation made gradual steps in achieving decent pension plans that in today's economic and political environment must be seen as the best job security initiative ever established. Livable pension plans certainly provide and enhance the job security of one generation after another. His vision extended beyond the workplace and beyond collective bargaining.

He understood that government was an important democratic institution in Canada. He understood a social contract providing multiple benefits to Canadians was just as important as the achievements won at the bargaining table. He emphasized that the 'ballot box' and the 'bread box' were one and the same, and both required the full attention of the labour movement. He joined with other progressives in society and through a combination of activism, won universal, publically funded health care, co-operative housing, universal pension plans covering Canada Pension and old age security. Unemployment Insurance provided income security to those vulnerable to job loss, whether short-term or long-term. Imagine just for a moment what our country would look like without the presence of Charlie Brooks; and to be fair, many others who stuck their head out of that protective shell and fought for the benefits we enjoy today.

Charlie Brooks was a legendary leader and his historic spirit of leadership continues to inspire those who believe in the collective good that can be achieved through collective action and activism. Today, we are grateful to recognize Charlie Brooks, the founding President of Local 444 as we celebrate his 100th birthday.

Charlie Brooks, a wonderful and thoughtful man whose legacy of achievements stands tall in 2015.

Happy Birthday, on behalf of the active and retired membership, Local 444 Executive Board and Local 444 Retirees Executive Board

Thank You,

DINO CHIDO, President
Unifor Local 444

25 reasons Stephen Harper is bad for Canada!

The reason you're being called to vote again, is because on March 25th, 2011, the Harper administration was found to be in contempt of Canadian Parliament. This is the first time in the history of any commonwealth government that this has happened. The Speaker of the House of Commons had to rule three times that "the Harper government" appeared to breach parliamentary privilege. (*The Globe & Mail*)

2. Cheated in the 2006 Election

In Spring of 2011, a federal court found that Harper's Conservatives wilfully violated the \$18.3 million election spending limit, during the campaign which originally brought them to power in 2006. Four Conservatives (including two Conservative Senators) currently face charges and possible jail time. (*The Globe & Mail*)

3. Turned Canada's Surplus into Debt

In 1993, the Conservatives chalked up a \$38 Billion deficit. By 2006, under non-conservative leadership, this had been turned around into a \$16 Billion surplus. Four years later, and Harper's Conservatives have returned Canada to a record \$56 Billion deficit. (*Catch 22*)

4. Wants U.S.-Style Bank Deregulation

When Harper was president of the National Citizens' Coalition, founded in 1967 to oppose universal health care, he supported US-Style Bank Deregulation. Nevertheless, since the 2008 Financial Crisis, he has been taking credit for the relative strength of our financial sector, based on a system he inherited, but didn't support. (*The Tyee*)

5. Opposes Universal Health Care

Harper believes that universal health care should be provincial, and wants to break it up. While heading the National Citizens' Coalition, founded to oppose universal health care, he said "the feds" should scrap the Canada Health Act. (*Hill Times*)

6. Harper shut down Parliament. Twice.

One of the Conservative platform promises was more accountability. Since making this promise, Harper has shut down Parliament twice. Once for several months to block an inquiry into Afghan detainees and to stall government bills, and a second time to avoid a vote of non-confidence which he was expected to lose. (*The Globe & Mail*)

7. Wants to replace the stable CPP with the untested PRPP

Although seniors' incomes have dropped for the first time in decades, it is clear that the Harper government was laying the groundwork to replace Canada's well-run, cost-effective, and stable CPP with a private, more expensive pension scheme - the Pooled Registered Pension Plan (PRPP), run by the bank, mutual fund, and insurance industries. This new plan would mean Canadians would have to work longer, or retire on less. (*NUPGE*)

8. Shut down Women's and Minority advocacy groups

Since coming into power, Harper has cut funding for women's

advocacy by 43 per cent, shut down 12 out of 16 Status of Women offices in Canada and eliminated funding of legal voices for women and minority groups, including the National Association of Women and the Law and the Courts Challenges Program. (*Toronto Star*)

9. The Economic Action plan has been to the benefit of the super rich

Harper's economic 'recovery' favoured the extremely wealthy. Over 321,000 Canadians lost their jobs in 2008 and Canadians' average wages fell. Meanwhile Canada's 100 wealthiest persons became richer, reaching an average net worth of \$1.7 billion each, up almost 5 per cent from 2008. The majority of those surveyed by the Parliamentary Budget Office reported that the program has had either a neutral or negative impact on jobs. Even the conservative Fraser Institute has criticized it. (*Canada.com & The Tyee & The Fraser Institute*)

10. Fraud.

One of Harper's top aides, Bruce Carson, had been convicted of five counts of fraud, and is currently under investigation by the RCMP. Most recently he was lobbying the government to buy water filtration systems, from a company where his wife was employed. (*National Post*)

11. Loosened regulations to allow more chemical residues on your food

Since taking office, Stephen Harper has weakened regulations so that more pesticide residues can be left on your fruits and vegetables. The plan is to bring Canadian regulations in line with U.S. Levels, which can be up to 100 times higher. Under additional new regulations, corporate food producers will be allowed to conduct their own safety inspections. In 2008, when Luc Pomerleau, a biologist at the Canadian Food Inspection Agency with a flawless 20 year record with the agency, leaked these plans, he was immediately fired. Since then, the listeriosis meat outbreak killed 17 Canadians. (*Canwest News [1] & Canwest News [2] & The Ottawa Citizen*)

12. Wasteful G20 spending, and a record number of arrests

At the 2010 G20 summit in Toronto, Harper spent \$1.9 million building an artificial lake and nearly \$1 Billion on security for the three-day event. 1,105 arrests were made - the largest mass arrest in Canadian history. Of those 1,105 arrests, only 99 criminal charges were laid. (*The Toronto Star*)

13. Report an unsafe nuclear reactor; get fired.

In 2008, Linda Keen, President of the Canadian Nuclear Safety Commission, reported that the aging Chalk River nuclear facility was at a risk 1000 times greater than the international average. Harper quickly fired her. *Toronto Star*

14. Stephen Harper has shut down Canadian aid to the world's most impoverished countries

Despite consistently pointing out that Canada's economy is a

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25 Reasons... cont'd

global leader - Harper used the excuse of poor economic times to freeze aid to some of the world's most impoverished countries. An example of this is the African nation of Malawi, one of the 10 poorest nations in the world. Before Harper, Canada was the 6th largest aid donor to Malawi, and the largest supplier of school books. After coming into power, he closed the Canadian embassy in Malawi and took the country (alongside 6 other African nations) off of Canada's aid priority list. Harper cut aid to Africa in half, before finally freezing all foreign aid in 2010. (*680 News*)

15. The Harper Conservatives want to buy 65 stealth fighter jets using \$29 billion of tax payers' money

That works out to around \$1000 per person in Canada. The Conservatives initially reported the cost would be \$9 billion, plus \$7 billion in maintenance costs. In March, Parliamentary Budget Officer Kevin Page warned Canadians that the Harper Government was low-balling the cost by more than \$12 billion. (*The Globe & Mail*)

16. Refusal to sign UN declaration designating clean water as a human right.

In the 2011 budget, the Harper government failed to allocate any new funding for drinking water on First Nations reserves. 100 First Nations communities currently have water advisories, including 49 communities which are high risk. He also refuses to sign the UN declaration designating clean water as a human right. (*Rabble*)

17. Harper tried to quietly eliminate the Canadian long form census

The long form census is how our government determines the state and needs of the country, and is used extensively in various fields of research. In eliminating the census, many projects would be affected negatively, and it will become much more difficult to understand the needs of the country. (*Hill Times*)

18. Never kept promises of cutting \$1.4 Billion in federal subsidies given to oil companies

In 2007, Harper cut \$1.2 Billion from the establishment of national childcare, but failed to keep his promise of cutting the \$1.4 billion in tax breaks he gives to oil companies, which continue to see record profits. (*CUPE*)

19. Sabotaging efforts to deal with climate change

Protecting the interests of large oil companies, Harper has fought global efforts to deal with climate change. In 2009, he cut science research funding by \$138 Million, and imposed limitations on scientists at Environment Canada, requiring that they obtain permission to do interviews, and often screened their responses. The result is that Canadian media coverage of climate change science

has been reduced by 80%. His efforts here have been so destructive, that in 2009 prominent politicians and scientists called for Canada to be removed from the Commonwealth. The last time this mark of shame was used, it was against South Africa while it was still under racist apartheid rule. (*Guardian UK*)

20. Cancelled the Kelowna accord

The Kelowna accord was a \$5 billion breakthrough agreement to improve the quality of health and education for Canada's First Nation's Peoples. Harper cancelled it in 2006, immediately after taking office. (*CBC*)

21. Tarnishing our international reputation as Peacekeepers.

'We detained, and handed over for severe torture, a lot of innocent people.' in 2009 Canadian Diplomat Richard Colvin shocked the nation with these words. In Afghanistan, Canada captured 6x more prisoners than the British and 20x as many as the Dutch. Colvin explained that 'Many were just local people: farmers; truck drivers; tailors, peasants...the likelihood is that all the Afghans we handed over were tortured.' (*The Globe & Mail*)

22. Wants more power, less oversight

The Conservatives have vowed to implement unprecedented levels of monitoring on Canadians' internet activities. Harper has tried and failed (4 times) to create a law that would implement mass scale internet surveillance, and that would allow the government access to private information without any warrants, and without any court oversight. (*CBC & Michael Geist*)

23. Wasteful prison spending increases, and shutting down rehabilitation centres

Even though crime rates have been falling for a decade, the Harper administration plans to implement tougher laws, and to incarcerate more Canadians than ever before. Plans are to double annual prison spending by 2015 (an increase of \$5 billion annually). Meanwhile, six prison farms, considered by some to be Canada's most effective rehabilitation programs, where inmates produced food for themselves and other prisons - have been closed. This is in spite of having support from the majority of Canadians. Observers say that this will result in inmates being hardened, instead of healed. (*Times Colonist & CBC*)

24. Breaking traditions

Traditionally, the lobby in parliament has been decorated with photos of former Prime Ministers. Since taking office, Stephen Harper has broken this tradition, decorating the lobby with just photos of himself. (*Ottawa Citizen*)

25. Renamed 'The Government of Canada' to 'The Harper Government'

In late 2010, public servants from various departments confirmed that Stephen Harper has indeed renamed 'The Government of Canada' to 'The Harper Government'. (*CBC*)

"Moving in the right direction"

This is Our Van

I cannot tell you how good it is to have our plant back on line. Many enjoyed the shut down. Home Depot and Lowes definitely enjoyed our shut down but it is time for us to do what we do best! Welcome back. A shutdown of this magnitude does not come by often in scale, size and money. It's a very tall task that is NOT given to every assembly plant and some assembly plants that were asked in the past . . . failed. What this new minivan means to the life of this company with all its platforms could not have been risked at a plant that was not up to this task! We have been the caretakers of this minivan since its conception; this task is rightfully OURS! The membership continues to embrace this challenge as we prove we are the leader in manufacturing!

This is our van and there is plenty of change going on inside the plant but we are not going to kill ourselves to build it . We have a

process, stewards, Heath and safety, ergo, committeeman plant chair, etc., etc. We are all at your service . Let's build this van right, let's build this van smart and let's build this van safe.

Part Facilities

Congrats to all four of our feeder plants bargaining committees and membership on ratifying your new collective agreements. Your determination and dedication to each of your facilities showed that fighting back can make a difference. Pattern bargaining proved again to be the key difference in getting these corporations all on board.

Skilled Trades

Hell of a job for the work they did during the shutdown still tweaking here and there, trying to get the cankerous machinery right, debugged and running at full capacity. Well done to all, with the tools and material that you had to work with.

By
**DAVE
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Apprentice Update

Our first group of twenty are adapting well. Millwright apprentices are in school already and we are working on scheduling the pipefitters and electricians as soon as possible. I had an opportunity to meet with all of them and all things are going good, few hiccups but we will sort those out. I am continually reminded why we pushed so hard for this program, the ticket off the line is changing people's lives. Many have asked if we will run the program again? The answer is, let's see where bargaining brings us.

New Kids on the Block

Our new executive is about four months elected now and things seem to be settling down and people starting to get comfortable with the roles they play. We are looking at new and innovated (21st century) ways to conduct business. We have utilized a new "drop call" system

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On June 15 to 19, the 2nd Annual Skilled Trades Technology Training Workshop was held. This program was specifically designed to assist low income women with little or no skills who are interested in entering into the skilled trades. A big thank you goes to Local 444 members Terry Weymouth, Jen Jewell, Bernice Renaud, Dionne Sheple and Majana Ferderbar for helping out.

Fin. Sec. Treasurer

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where we can take your phone either cell or home (whatever we have on file) and do a mass message to each and everyone of you keeping you up on current things or getting an important message out to you either by facility or the masses. There is NO reason you should find out your info about your work places through the news! Please, if you have a change in phone, or address, let our staff know at the local and they can make the appropriate changes.

I Believe it's Time!

We are also looking into voting electronically and we will be sitting down with the rest of the Executive Board and the Election Committee to discuss this method. I personally feel it is time to embrace a more efficient, easier way of voting that leaves less questions of the voting process. More people will participate in an election process and it is credible, easier and less costly than the old paper ballot system with boxes that have been around since WW2. Our last executive board election was in excess of 100K and I truly think we can reduce that considerably. It is a process we are exploring that I believe makes sense.

Shutdown!

She is fast approaching, let's not take this time for granted. Keep in mind our brothers sisters in the gaming industry which does not lend itself to summer shutdowns.

On behalf of myself and my family, I wish everyone a safe and enjoyable shutdown period and remember to "keep the main thing the main thing"



Your Unifor Legal Services

For Chrysler members:

Did you know that your legal service plan covers a variety of services such as Power Of Attorney, Wills, Purchase and the Sale of a Home/Property and Mortgages Etc. Please don't hesitate to contact the office at . . .

519-944-5222

Change of Address & Phone Number

Recently we have been getting mail returned to the union hall and are having a hard time reaching some of our members. If you have changed your address or phone number please contact your employer and the union hall immediately with your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out to you on behalf of your employer and your Union.

**Union Hall: 519-258-6400 Ext.# 0
or**

Email: info@uni444.ca



Unifor Local 444 Fin.-Secretary Dave Cassidy, V.P. James Stewart and Rec. Chairperson Scott Richardson are seen with Connor McManus (son of Robert McManus) and Nathan Salaris (son of Denise & John Salaris) have been selected to play for the Juiced Cherries, an elite Lacrosse team, out of Michigan. They will be attending the Adrenaline Invitational, a National Lacrosse Tournament in Philadelphia on July 1 & 2, 2015.

It's not too late . . . **We can change Our Future**

I just recently had the opportunity to represent Unifor in an IndustriALL Global FCA meeting.

IndustriALL is an organization that unites all the unions from the different countries that have an FCA presence. Union leadership was in attendance from Italy, Poland, the Czech Republic, Argentina, Germany, the U.S.A., Belgium, France, Spain and of course Canada. Noticeably missing was any type of leadership from either Mexico or Brazil where FCA and other OEM's have been investing in heavily.

The idea behind these meetings is to discuss all the issues unions are facing around the globe from not only the company but also by governments and trade agreements. Over the course of a couple of days our different unions exchanged information, in addition to the challenges we collectively face, and ideas on what has and hasn't worked in different countries in order to maintain and garner investment opportunities from FCA and other auto manufacturers worldwide.

One of the key ingredients with countries that have had success with investment from FCA is government policy and government decisions that attracted that investment. Combinations of tax breaks, infrastructure investment, training investment and anything else that lessen the financial burden of the company when they make investment decisions are the flavour of the day.

We find ourselves in a unique situation here in Windsor. We are literally one of the few cities in Canada to receive any type of major manufacturing investment, especially in regards to Auto Assembly. The over two billion

dollar investment in WAP by Fiat Chrysler Automobiles brings with it job security for a period of time, of which we are all thankful. The problem is that if the situation doesn't change, and change soon, this may be the last of this type of investment Canada sees.

Our union has been calling for a National Auto Policy that truly reflects the essentials to attract investment in this industry. The recent appointment of Ray Tanguay (former head of Toyota Canada) to the position of Auto Czar for the Canadian and Ontario governments isn't nearly enough to turn the tide. Some of the auto pundits decree that Canada's costs are too high and go on to blame our wages and benefits as the main deterrent. The facts show a very different picture...

Government investment in the industry is the single biggest factor when companies are making board room decisions on where to invest. Places like Brazil, the southern U.S. states and Mexico are seeing the bulk

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of investment even though their labour costs are seen as rising significantly. The real difference is in the fact that all of these locations invest heavily in financial aid to attract investment. Other governments recognize that good paying manufacturing jobs provide a remarkable return of investment in terms of income tax collected.

Another major deterrent to manufacturing in Canada is the expansion of free trade agreements our country is negotiating with other countries. NAFTA was the first and is a major reason today that Mexico is getting so much investment. CETA, Canada-Korea Free Trade Agreement and future agreements like the one being negotiated called the Trans-Pacific Partnership all increase the ability of offshore manufacturers to dump automobiles into Canada's market with significant tax breaks without the same

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Off to a mad dash in January at the 15th Annual Polar Bear Dip, Representatives from Local 444 brave the frigid temperatures supporting ChildCan.

James Stewart Report . . . cont'd

opportunities to sell our products in their countries.

Our federal government has chosen a different path over the last decade. They seem to have left our manufacturing base to fend for itself while they changed our Canadian economy to focus on the exporting of our raw natural resources. So while Western Canada has seen a boom with the extracting of oil, here in Ontario we have lost thousands of jobs as our manufacturing base continues to tank. Only recently has there been any time of notice given to manufacturing as the Canadian dollar (which is tied to oil based on our current economy) has lost value and now sits around 81 cents as compared to the U.S. Greenback. This is a direct result of OPEC's decision to keep the spigot open on mid-east oil output in a strategy to increase market share and make expensive oil production (like in Canada) a less attractive option for buyers.

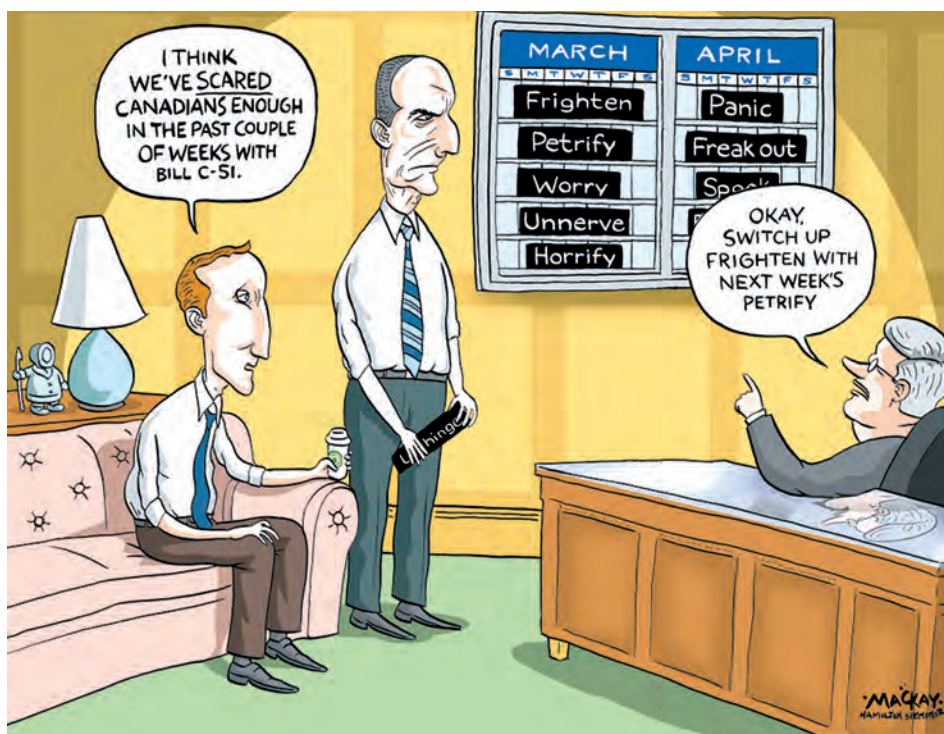
If Canada is to save and maintain an auto footprint in Canada and to change the tide of manufacturing generally they need to take a whole new direction. First they need to implement a real Auto Manufacturing Policy with a strategy that puts Canada on par with countries that invest heavily in Auto like Brazil, Mexico and some of the southern U.S. states. And then they need to start negotiating FAIR RECIPROCAL TRADE AGREEMENTS that promote manufacturing in Canada by leveling the playing field with other countries. Hopefully this new Auto Czar sees this and has the ear of our governing parties.



Area Unifor Youth Committee chaired by Local 444 V.P. James Stewart takes a moment for a photo-op



Deep into negotiations is the Bargaining Committee of Automobile Transport Services (formerly CGAT), led by Dino Chiodo and James Stewart.



IPS - TRW, Dakkota, HBPO, Oakley Northstar, Sterling Fuels

Into The Fire

This is the first 444 News since being elected as 2nd Vice President of the Local. In November, I will have been under the 444 umbrella for twenty years. I look forward to representing all the workers and retirees in this great Local. The transition in this new role has been quite smooth with the support of all our elected officers and I look forward to being a part of a team that always puts the membership first.

Independent Parts Suppliers

May and June have been a couple of trying months for our parts plants with bargaining in four of our units. As of June 20th all four units were successful in ratifying good collective agreements and now we look forward to implementing the changes we were able to achieve. This whole process was based on pattern bargaining, but I can tell you not one of these companies wanted

By
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Unifor Local 444

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any part of pattern bargaining. We were able to answer concerns through all of our facilities, not always monetary but gains that were unique to individual workplaces were achievable. Some of the monetary gains we were able to achieve were wages, pensions, and four weeks' vacation after ten years and P.A.A days starting in 2016. I would like to acknowledge Frank Harshaw for his technical support and behind the scenes work through all the bargaining. Dino Chiodo played a key role in helping us get these deals done to best serve this membership. I would also like to thank all the leadership from Dave Cassidy, James Stewart, Doug Boughner to all the Chairpersons for their unwav-

ering support. I would be remiss if I didn't mention all the reps and workers who came out at 1:30 a.m. to support our HBPO workers. All of you embodied what solidarity is all about and you all made us proud Local 444 members.

TRW

At the beginning of this process we needed to strategize who was going to lead the way in Pattern Bargaining. When we recognized it was going to be TRW, I can tell you your bargaining team in Gerry Logan, Scott Senay and John Logan didn't blink an eye at the responsibility that was put upon them. Not only were they bargaining for TRW, they knew they had a responsibility to the other three facilities as well. This unified committee stood steadfast on the issues that were important to our workplace.

With a new building coming in the months to come, your committee was able to make changes such as cell ownership that will be posted yearly, overtime which will now be paid if you're passed over more than once in a year, new language for our TPTs which should create more vacation opportunities through the summer months. I can tell you this Committee touched on every issue the workers had brought forward on their priority sheets, not all was achievable but no stone was left unturned.

I would also like to take this opportunity to thank your Bargaining Committee for their work ethic and their unwavering attitude when it came to putting the needs of the TRW workers first.

Dakkota

Dakkota was the next facility after TRW had set the pattern and I can tell all of you, we knew this was not going to come easy. Right from the get go your Bargaining Committee made it loud and clear that we needed to match pattern and

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Unifor Local 444 Vice President Mike D'Agnoles addresses the membership from Oakley Sub-Assembly on the details of their new collective agreement which was ratified by 82.1%.

Mike D'Agnolo Report . . . cont'd

also resolve a couple issues that were unique to the Dakkota workers. Armand Gervais, Kim Bartlett and Jacquelyn Iorio were diligent in bringing forward all of your demands and trying to address everything presented to them prior to bargaining. Some of the changes that were unique to you was the short shifting, your committee was able to put guidelines in place to minimize the opportunities for the company to send you home in the last hour; we were also successful making changes to your weekly indemnity plan. Now if you're sick five or six days you will be eligible for pay on the fifth day where previously you were eligible on the seventh day. These are just a couple things that were attainable on top of all the monetary issues we were able to achieve.

I would like to thank your Bargaining Committee for making sure your facility came first; not once was there a discussion on the issues that they didn't bring up the membership and how it would affect them. The Bargaining Committee is very proud of the workers at Dakkota and it was reflected at the bargaining table.

HBPO

I would like to start out thanking all the workers of HBPO for showing the strength you all portrayed when it was time to stand up for your rights through a strike action. It is never easy and in most cases you never get back what you lose when you have to take that position, but there was no alternative, HBPO made it clear they were not interested in meeting pattern and your bargaining committee in Jen Allard and Karen Fields knew there was only one option and the workers would support that decision.

In the end we were able to get back to the table and resolve our issues to bring back a patterned collective agreement. You were able to attain break language, attendance hours went from 24 to 32 hours and new TPT language to create more time off the job in the summer months; these are just some of the opportunities that were created along with the patterned gains you received. I would like to recognize Jen and Karen for their hard work through this whole process, always putting their membership first and speaking on every issue that was presented to them.

Oakley

I would like to start out acknowledging the Bargaining Committee at Oakley with everything that has gone on this past year, there is no doubt it has been trying for everyone in this facility. Saying that, your Committee in Bill Ross, Holly Sauve and Rosario Lopetrone never lost sight of pattern and what was most important to this membership. They knew that this was just a step towards what we needed to achieve. They also knew after the seven months that we would need to address whoever was taking on the wheel assembly and the Oakley workforce.

Your Committee continuously held Oakley to language that would reflect if they are able to retain the work past February 2016 that pattern would be met. As we all know there is a commitment amongst the sisters and brothers of this Local that only our workers will be producing the parts from your facility no matter what company obtains the contract.

I would like to thank Bill, Holly and Rosario for all the work they put in to meet the needs of your facility and for continuously negotiating for not only today but tomorrow as well.

Northstar

Since taking on this assignment around four months ago I have been

fortunate to be able to walk your facility floor a few times and get to see hands on what all of you do on a day to day basis. Kevin and I talk regularly on all the issues that go on in your facility. There have been discussions on the possibility of a contract from Rolls Royce that could increase your membership and even the opportunity of a third shift. We have met a couple times to discuss grievances with the company and to date there is a willingness from both sides to find resolves for the betterment of this workforce. Saying that we are only as strong as the workers that are in the facility, and solidarity amongst you is what will make the difference when we address issues. I have had an opportunity to work with all your reps and I can tell you first hand that Kevin, Dave and Mike are always addressing issues and are very vocal when it comes to this workforce, from new machinery coming in to overtime issues to all grievances. This speaks volumes to the kind of representation you have in your facility.

Sterling Marine

When I took on this assignment I knew we were going to have some challenges with Health and Safety concerns to staffing levels. I have asked your chairperson Mike to keep me abreast on all the issues so we can identify and address the concerns before they get out of hand. Our most recent meetings have been to make sure your facility is taking a proactive approach to all H & S concerns and that they are addressing them expediently. Mike continues to address these issues as they arise and doesn't hesitate to reach out when road blocks are put in place. As of May 1st we firmed up the 4th Class Operating/Maintenance Engineer into our Collective Agreement.

I wish each and every one of you a wonderful, safe and enjoyable summer.

Caesars Windsor, Ingram, Windsor Machine & Stamping, Point Edward Casino, DHL/Fernades, Choice Nutritional Foods

I would like to start off by introducing myself to members that may not know who I am. My name is Doug Boughner, and I worked in the Windsor Assembly Plant before being elected as Vice President. I have been a member of Local 444 for 23 years (20 years as a full time worker and 3 as a TPT) and have held the positions of alternate representative, full time representative, committee person, and executive board member and now, most recently, as 3rd Vice President, over a span of 17 years.

Caesars Windsor

It has been a very eye opening experience learning how the hospitality industry operates and learning the different issues that are faced by the members who work in it. The recent reductions at Caesars have hit the membership hard. The job loss affected many high seniority members, which in turn affects everyone as the bumping process begins. I would like to commend all the representatives and workplace committee as they have worked hard to minimize the number of reductions and assisted the bumping that was ultimately required. Everyone should know that there is a team of management specifically looking for so-called efficiencies throughout the Casino; we would ask that everyone work at safe and reasonable pace. I would ask that members please let their representative know if they see extra call-ins or overtime in the departments that were affected by the layoff as a result of being understaffed.

The Casino needs more traffic going through the doors to protect or even add jobs and this can be accomplished with the passing of Bill C-290; the single game sports betting bill currently before the Senate. This bill has been on the Senate floor for years with little to no action being taken on its behalf. Make no mistake; the passing of this bill will bring patrons into the Casino. We all need to push and try to get the Senate to vote on this bill as soon as possible before it dies there. All levels of Government, Labour and Business are in favour of this bill and know how important it is to our region and economy.

Ingram

I would like to welcome back the members who were laid off for the re-tooling for the launch. A lot of investment has gone into the

By
DOUG BOUGHNER
3rd Vice President
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Ingram facility with the additions of the AGV lines in assembly. This investment bodes well for the future of our members and brings an increased level of security for everyone. With a new launch there will always be some growing pains; new job layouts, ergonomics, and timing to name a few. The in plant committee is working to capture and resolve any and all workplace issues.

In May, I had the opportunity, along with Chairperson Dave Simone, to attend Magna Council. This was the first time our local has joined with Local 2009AP, which represents the workers at the other Magna facilities in Ontario. It was a good experience to hear some of their problems and inter-

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Unifor Local 444 Vice-President Doug Boughner is seen giving details to the members at Windsor Machine & Stamping of their first new collective agreement as Unifor 444 members. The collective agreement was ratified by 72.5%.

Doug Boughner **Report ... cont'd**

act with other Magna Leadership to build solidarity and speak on common issues. We intend on building this relationship moving forward and will be welcoming them for a tour of our Integram facility on June 24th.

Windsor Machine & Stamping

Windsor Machine is one of our newer units represented by Local 444. I would like to congratulate the steward body, plant committee and members on their first collective agreement with Local 444. The agreement shows gains in every section of the contract including Wages, Benefits, Life Insurance, Paid Holidays, and improved workplace language.

The workers at Windsor Machine will see a \$2.05 wage increase which equates to almost 15% over the 4 years and was ratified by 72.5% of the workers.

The Company is in the process of printing the agreement and it should be ready and given out to the members very soon. We are working closely with the Company to try and build a relationship where worker issues are dealt with in a timely manner.

DHL/Fernandes Freight Services

I would like to welcome the newest members to local 444 from DHL/Fernandes Freight Services. DHL/Fernandes is a delivery service company that is contracted by DHL to deliver packages throughout Essex County. We were able to negotiate a first agreement with this workplace and I look forward to working with these new members.

Choice Nutritional

Everything at this unit seems to be running well. I have had a few conversations with Chairperson Ron Pigeon and appreciate his help in keeping me up to speed with any issues at the facility.

In closing, I would like to wish everyone safe travels during the summer vacation season.

Point Edward Casino

I would like to welcome the Point Edward members, as a newly organized workplace, to Local 444. Over the past six months we have been working closely with the elected bargaining committee to go through the demand surveys and write proposal language to prepare for a first contract. This is a huge undertaking as we need to capture all of the wages, health care, WSIB, and pension language in our proposals.

This set of bargaining will be extremely difficult as the OLG has made their position quite clear from the onset that they do not want all of these benefits, especially pensions in the agreement. The OLG's "Modernization Plan" is in full swing and it is their intention to make the contracts look inexpensive to potential buyers, which

would mean adding as few demands as possible to the agreement.

It is a sad day to see the OLG, which is essentially our Government, make every attempt to leave the workers at OLG sites across Ontario without contract language that retains the pension and benefits that they currently have. With the downward pressure from the OLG (Government) it is very important to have a voice to negotiate on your behalf. Your decision to join Unifor gives you that voice, with the experience and knowledge of casino operations, your issues will be addressed.

I would like to thank Charie Virga and Laurie Green who have put in countless hours with your committee to lend them their Casino experience and knowledge.

As of this writing we have officially opened bargaining on June 5th, and have presented the OLG with our non-monetary demands. We will be meeting with the Company again August 24 and 25 to continue our non-monetary discussions.

I would like to thank the members at Point Edward for their continued support and patience through this process.



Local 444 V.P. Doug Boughner is seen at a press conference representing Local 444 with the opening remarks of the importance of the 5th Annual Bob Probert Ride and what it brings to the community towards Cardiac Care Unit at Hôtel Dieu Grace Hospital.

Windsor Assembly Plant

Ford to invest \$2.5 billion in Mexico to build new engines and transmissions. GM Oshawa to shed 1,000 jobs as company invests \$5.4 billion in U.S. right to work state. Toyota to spend \$1 billion on an assembly plant in Mexico to build the Toyota Corolla currently built in Canada.

These are just a few of the headlines over the past six months related to major auto manufacturers making decisions to move capital

from Canada to either the U.S. or Mexico. It is extremely frustrating when we have award winning plants being down sized or closed all together for no other reason than

By
**TONY
GRECO**

Chairperson,
Windsor
Assembly Plant

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the bottom line. And what is more frustrating is realizing our elected government is sitting back and watching this exodus. While it would be easy to write this report and continue to focus on the negativity all around us, it is of greater importance to capitalize on the positive.

Windsor Assembly is a success story in a manufacturing industry that has been decimated by cuts and closures. With the announcement of the \$2.2 billion investment to facilitate the launch of the next generation minivan, we as a membership need to reflect and realize a few key events which made this decision, in my opinion, an easy one for the corporation to make.

After coming out of the 2009 bankruptcy, there was a tremendous amount of uncertainty about the plant and our future. With the entire auto industry in jeopardy we were mandated by the Government to take cuts to our collective agreement. As well, we were forced to embrace changes to our traditional work culture, which were controversial to say the least. With Fiat taking over, our largest hurdle in the plant has been the implementation of WCM. This transition did not happen without 'bumps in the road'; we as a membership did what needed to be done to raise ourselves to the top of the ranking of North American plants and have attained Silver. This identified our membership as a workforce willing to do what it takes and proving our commitment to building the best vehicles in the business; thus proving to the corporation that we have the ability to think outside the box and do what needs to be done in order to survive and thrive.

I bring up our past as I think it is important for all of us to realize that while it has not come without

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A Big Thank You goes out to the many volunteers who assisted in the "Cupcakes for Cupsakes" Dragon Boat Day. To the members who purchased cupcakes at the Windsor Assembly Plant, we thank you also, in which \$6,689.00 was raised for breast cancer.



Windsor Assembly Report . . . cont'd

challenges, the investment at Windsor Assembly was not some random decision made in a boardroom of a global company. A main factor contributing to the investment decision was the membership of Windsor Assembly and our combined willingness to EARN the investment. Make no mistake, had we sat back and just let things happen with no input on the outcome, we may have been in a much more dire situation and the result could have been drastically different.

Fast-forwarding to today we find ourselves in the 'launch curve' for the process change to the current minivan platform with pilots for the next generation filtering through the system. Given the sheer magnitude of changes incurred during this investment it would be unrealistic for us to not expect issues to occur before reaching a full production status. The reality is we were still addressing issues from the last launch when we went down for the current retooling. The important part to take from this is that all of these issues are fixable. Yes it will take some time, and yes there will be some frustration at the implementation of how the Company repairs the issues, but they will be fixed. In a perfect world we would have all returned, flipped a switch and everything would work as designed. But design on paper and the transition to reality sometimes does not go as anticipated.

Now it is our opportunity to hold the company accountable to provide the resources needed to implement the process they have dictated to us. Will it come without

challenges, no it will not but if we continue to adapt and embrace the changes that come with this process there is no doubt the company will have no alternative but to recognize our plant with whatever may be next for product that has yet to be allocated.

Please stay positive. It is easy to look at the fixable issues and get negative, but rather than that, take on the challenge of identifying these issues and hold the company accountable to address them. This attitude will make us better not only as a plant but as a membership.

With all this being said, it is important to point out and understand the many opportunities we have in front of us today. The Company has essentially trained our Team Leaders to do what we have been asking for years, to run the shop floor. Utilizing the tools taught at the workshops before the launch, our members now have the autonomy to hold in station and fix issues in order to help create a better work environment for our members from day to day. The item that

WCM is based upon is accountability. We as a membership were held accountable to embrace the WCM principles, which in turn helped us EARN investment.

It is now our turn to hold the Company accountable to the pillars of WCM as dictated to us by them. It will not come without its challenges, but if we continue to embrace the changes that come with this process there should be no doubt that the Company will have no alternative but to, once again, recognize our workforce as the best, and make future product allocations accordingly. I ask you, please stay positive, it is easy to look at situations and become negative. If we, as a collective, challenge the Company using their own principles, ensuring that the best product leaves our facility for our customers, it will not only be better for the plant but also for us as a membership.

On behalf of the entire Steward Body I would like to wish all of our members a safe and enjoyable vacation.



On May 30th, Unifor Local 444 members, family and friends rally at the Toyota Cambridge Plant denouncing the automaker for moving production of the Corolla to Mexico.

SKILLED TRADES REPORT



E-mail: paul.renaud@fcagroup.com

By PAUL RENAUD
Skilled Trades Chair

The Skilled Trades population is currently 606 including the apprentices plus we have two temporary licensed mechanics at VCC and one temporary licensed carpenter at R&D. At the beginning of January the company hired six new Toolmakers from production for the expansion and completion of the Metrology Lab. Anyone that has a Certificate of Qualification in a trade should go to Hourly Employment, on Grand Marais Rd., and submit their qualifications along with filling out an application for the Skilled Trades (if you have already done so, there is no need to re-apply). Once you have done that please contact me by phone or email to let me know that your name is now on file.

After many months of hard work by the committee, the company finally hired 31 electricians. There were three transfers from Brampton, one transfer from Etobicoke and 27 hired from the street. I would like to welcome all the newly hired electricians and wish them all the best at WAP.

We have been continuously discussing the need to hire pipefitters and IM's with the company and are pleased to report that the company is in the process of hiring pipefitters with IM's coming soon. The pipefitter posting is on the site www.chryslercareers.com and will be active until the company has enough resumes submitted. The interviews will be conducted and hiring to be done ASAP. The company is looking to bring some licensed toolmakers that are currently in production, into the Trades for the busy summer

period and to help get through the launch. The Metrology Lab is extremely busy and will need some extra help for a while.

The 14 week shutdown was a very busy time for the Trades and all Trades were fully utilized throughout the entire downtime. This was a huge undertaking for the plant and the Skilled Trades proved once again that we were up for the challenge. We took on many jobs to help get us ready to launch and are continuing to get the plant back to normal.

One of the biggest challenges is the same as it has always been – parts and material to be able to do our jobs. It is very frustrating not to be able to finish a job due to the lack of material. With the constant talk of budget, budget, budget... this is unlikely to stop anytime soon. As the launch continues through the first few weeks, there are many unresolved issues on the floor, like locker rooms, shops, break areas, etc., which will take time to resolve due to the huge scope of work that is part of a major launch like this. We continue to address all issues and will not rest until everything has been resolved to the members' satisfaction. With all the different vendors in the plant, trying to get the equipment running properly and ownership of the lines have been difficult issues. We need our Trades on the equipment learning, responding to breakdowns, doing PMs and running the equipment if we ever want to run at full speed.

The vendors are getting close to completion and our Trades have been very involved, but we need more peo-

ple on each line to keep the response time down and to be able to experience all types of scenarios as we get familiar with each tool. Pilots of the RU are beginning which will add more complexity to the system. Things will continue to be in transition up to summer shutdown and throughout. There is a lot of work scheduled for summer shutdown as everything could not be completed throughout the 14 week downtime.

The apprenticeship is moving along well with many of the apprentices achieving or closing in on their first 1,000 hours which will get them their first 5% pay raise.

The millwright apprentices just completed their first year basic training at St. Clair College but the plumbers and electricians will not be attending school until 2016. We are working with St. Clair College and the Ministry to nail down the dates. The tools for the apprentices finally arrived after a couple of months of delays, which was a learning experience for all. We will make sure the tools are ordered well in advance for the next groups.

Training has been ongoing throughout the shutdown and into the launch period with courses being delivered in-house and outside the plant. The training plan is to continue through into next year as we prepare for the launch of the RU as well as continue training for the new equipment building the current model. The training room in BIW had recent updates and plans are to update the current training facility on the second floor.

At the ARDC facility, plans are continuing for the addition to the building slated to begin in late summer/early fall. This is good news for all as it will help to secure the workforce currently at the facility and may lead to future expansion.

The Skilled Trades Committee would like to wish everyone a safe and enjoyable summer.



CAESARS REPORT

By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



At the time of this writing casino population is 2236 with 16 members on layoff.

LAYOFFS

We all know on May 19, 2015 the casino posted notice of layoff for 62 of our members causing a lot of anxiety and uncertainty. With the changing of the EDR we the union office did not anticipate any other areas being affected other than those directly affected by the closing of the EDR. We did not expect the company to completely eliminate the resort cashiers or the EDR attendants. We only expected them to distribute the work to other classifications. This in turn has affected the entire casino membership. Either by bumping, shift picks, etc. The company also posted 47 jobs just prior to the layoff they said in hopes to reduce the number of members affected in the end.

The tech change buyout was offered to the resort cashiers and the EDR attendants. Unfortunately, we still had six members laid off to the street. We are working very hard to try and get these members back to work.

During the bumping process the transportation department introduced six hour shifts for part timers in valet. They didnt even preshift that it was coming. They just posted a schedule with the new reduced shifts on it. We are monitoring these weekly schedules, overtime and how often our members are called in early or asked to stay late.

TEMPORARY POSTINGS

The temporary postings that were

posted added frustration and created lots of questions for our members. When shift picks take effect all temporary job postings get cancelled and reposted if the need is still there. In this case, all temp postings that were cancelled would have been re-posted as of June 28, 2015. However, because of the layoff all those temps were cancelled early. That is why right after the bumping process was completed, the temp jobs were all re-posted. Those temp jobs are jobs to backfill for our members on maternity leave, paternity leave, medical leave, etc.

GRAB AND GO

Our new grab and go was targeted to open July 1st, 2015. The hours of operation will be as follows: Sunday through Thursday 7 am to 4 am, Friday and Saturday it will be open 24 hours. With this new grab and go the company created a new classification called quick serve attendant. They posted for six full-time, two full time utility and two part time.

SMOKE FREE ONTARIO ACT

You may or may not know that the smoking bylaw enforcers have been in the casino to do an inspection of the smoking shelters. This inspection was not great. The casino received a fine because there were beverages in the shelters. The casino has to be in compliance with the Smoke Free Ontario Act in order to maintain the outdoor smoke shelters. This legislation requires our smoke shelters to be free from food and beverages. New signage is coming. We all know the

importance of having the shelters for our patrons that smoke. At anytime the smoking bylaw enforcers could order that the shelters be closed if the casino is not compliant with the law. I feel we all have a duty to make sure that the bylaw is followed.

FEDERAL ELECTIONS

The federal election is coming up fast. October will be here before we know it. I think this election, we as casino workers, should really be pushing single game betting. As we all know it has been stalled in the house for a few years. It will soon be scrapped. This means it will have to be re-introduced from the beginning. We should be writing our MPs letters or sending emails pushing to get support for single game betting. Single game betting is crucial for our sustainability for the future. We need a federal government that is worker friendly.

CASINO RAMA

In the last 444 News, I wrote about attending Orillia to participate in the organizing drive at Casino Rama. I am very pleased to let you know that the Casino Rama workers voted to join our Union. We now have 1700 new casino union members.

Change of Address & Phone Number

Recently we have been getting mail returned to the union hall and are having a hard time reaching some of our members. If you have changed your address or phone number please contact your employer and the union hall immediately with your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out to you on behalf of your employer and your Union.

Union Hall: 519-258-6400 Ext.# 0

or

Email: info@uni444.ca

BENEFITS REPORT

Windsor Assembly Plant



By **KEN KWIATKOWSKI**

E-mail: ken.kwiatkowski@fcagroup.com

Over the Counter Drugs (OTC)

Recently the company was made aware that our drug benefit plan still covered over the counter drugs (OTC) which was eliminated during the 2012 bargaining effective January 01, 2013.

This change came about when the federal government introduced a rule that medical plans covering OTC Drugs, even with a prescription, will lose their tax-exempt status resulting in all health care benefits becoming taxable to the employee. To avoid this problem OTC Drugs will no longer be covered under our health care plan. Unfortunately this includes most allergy medications and aspirins.

New Hires

We would like to welcome the recent hires to the Windsor Assembly plant. Below is a benefit schedule for new hires hired after September 24, 2012.

First day of the month after your active employment begins

- Group Life Insurance – prorated life insurance proportional to wage grow in (years 1 – 10). Contact Benefits Link to elect beneficiaries (1-877-854-5465).

After 90 days

- Safety Shoes
- Holiday Pay
- Bereavement
- Jury Duty
- New Vehicle Purchase Program – available to family members, neighbors & friends.

First Day of the 4th Month following the Date of Hire

- Prescription Drugs
- Hospital, Surgical and Medical
- S&A (Reduced by 25% prior to 1 year seniority)
- Optional Group Life Insurance (open enrollment for 30 days after eligibility with no evidence of insurability form)
- A monthly mandatory health care contribution is required starting the 4th month (pre age 65 - \$30/month + tax, post age 65 - \$15/month + tax)

After 1 Year Seniority

- Dental, Vision & Hearing – commences on the 1st day of the 13th Month
- Child Care

After 3 Years Seniority

- S.W.W. – short work week benefit (80% of base hourly rate)

After 5 years Seniority

- S.U.B. – Supplementary

Unemployment Benefit (65% of gross pay combined with Employment Insurance)

After 10 Years Seniority

- Dependent Children Scholar-ship Program, starting in 11th year.

Payment Schedules

- COLA – paid after wage reaches the full prevailing rate (10 yrs.).
- Shift Premium - \$0.50 for afternoons, \$1.00 for midnights. After 10 yrs. existing premiums apply.
- Wages start at 60% base rate and reach 100% after 10 years seniority. Wages then catch up to any intervening base rate increases in subsequent years.

Vacation Travel

For assistance before or while traveling outside 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).

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

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**.

NEW HIRES AFTER SEPTEMBER 2012

Seniority on June 30 of Vacation Eligibility Year	Payment In Lieu of Vacation	Wage (% of base rate, \$34.03)	Paid Absence Allowance
0 but less than 1 year	4%	60%	0 hours
1 but less than 2 years	80 hours	60%	0 hours
2 but less than 3 years	80 hours	60%	8 hours
3 but less than 4 years	80 hours	65%	16 hours
4 but less than 5 years	80 hours	70%	24 hours
5 but less than 6 years	80 hours	70%	32 hours
6 but less than 7 years	80 hours	75%	40 hours
7 but less than 8 years	80 hours	80%	40 hours
8 but less than 9 years	80 hours	85%	40 hours
9 but less than 10 years	80 hours	90%	40 hours
10 but less than 11 yrs	100 hours	100%	80 hours
15 but less than 20 yrs	120 hours		80 hours
20 years or more	160 hours		80 hours



DAKOTA INTEGRATED SYSTEMS

By **ARMAND GERVAIS**
Chairperson,

E-mail: armand.gervais@yahoo.ca



Welcome back, everyone,
from our 14 week lay-off.

As you all know by now, the major changes for the RU will come in Zone 1 and Zone 2. With Chrysler running slow at start up, it gives us a chance to train on the new IP. I recommend that everybody take full advantage of this opportunity.

I would like to welcome all our new members to Dakota. If any of you have any questions or concerns, please feel free to reach out to me, or our Committee. Once again welcome!

Our Annual Family Picnic at Local 444 is slated for July 26th. Please check the boards for the posting. This is a great event for families. Where else can you swim and ice skate in the same day!

I'm hoping to get our new contract books into your hands shortly after shutdown. Also, I want to thank everybody again for their patience during the whole bargaining process.

With summer shutdown just around the corner, Kim, Jackie and I would like to wish everyone a safe and enjoyable vacation. "Cheers".



With a collective effort at Dakota from both union and company who collected and donated \$5,000.00 to the Downtown Mission. A job well done!

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INTEGRAM

By **DAVE SIMONE**

Chairperson, Ingram Seating

E-mail: ingram444@magna.com



At the time of this writing, the plant population is 714 members with 10 on lay-off in our foam dept. This is due to the Chrysler ramp-up. Ingram shut down began Feb 16, 2015 until our members returned May 25, 2015. This was in accordance with the Chrysler retooling. There were a total of 121 members (including all trades) which worked throughout the lay-off. Most of our members worked in the foam dept. supporting our GM line. This was the biggest lay-off our plant has ever seen, and all who worked went by plant wide seniority. Beginning the week of April 13, 30 more members returned to help debug our new AGV lines which were installed in our Assembly dept. During the week of May 4, our assembly dept returned for 4 hour shifts to train on the new lines, and on May 25 all our members returned to work. Our committee worked incredibly hard to organize our members bumping options and ensured that all our members who worked during the lay-off had the option to pick by seniority the jobs available. I would like to personally thank our committee as this was a big, tedious job that went incredibly smooth with no issues.

Since returning to work, our work days have been scheduled for eight hours as to ensure that we have product to supply our customer when needed. Any lost production time due to the Chrysler ramp up has been compensated with our special circumstances language.

In our assembly department, the new lines have had some challenges with AGV programming and job lay out. The company continues to trouble shoot these issues and our members are giving suggestions to help make their work areas better as there have been some big changes on the new lines, some of which have created some frustration. As always, day in and day out, our members come to the pump to build a quality product. The AGV lines have been a big investment at Ingram which is a good sign for our members.

In our Foam dept. Carousel #5 was taken out during the shut down period, to make room for the new race track line which will be installed approximately in Nov. of this year. This new line will produce all the foam buns for the next generation mini van. All the product on Carousel #5 (high density foam) was incorporated into our other three existing carousels. This has created some challenges for our inspectors and assemblers both ergonomically and in cycle time. We are looking at these issues as to find some resolutions.

County Units Reports



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

Connecting in the County

I would like to begin by thanking everyone who has been making donations and participating in our fund raising efforts over the past several weeks. We have held several 50-50 draws and sold tickets for a BBQ raffle worth \$750.00. The winner of this raffle will be announced at the bicycle draw at the Leamington fair grounds on Father's Day. We have set up donation boxes at each workplace and I am pleased with the generosity shown by all who have contributed.

This food drive was partnered between our Local Union, the Leamington Farmers Market as well as the Leamington Agriculture Society. All proceeds will be donated to the Salvation Army's Leamington branch Food Bank. By partnering with these local organizations, we are able to raise not only funding for our county, but

also a greater awareness of the needs in our own community. This is a great show of solidarity providing some relief to the less fortunate. I have always believed in the theory of giving back, making a donation of any size or gesture is always appreciated by those in need. I am proud to be part of a social union where you see these acts of kindness making a difference. Thank you again to everyone who supported not only our fund raising events but to anyone who gives back to their community.

I would like to remind everyone of the meeting schedule that was put together for all County Unit workplaces. Living in the county sometimes poses a problem for some members who have to commute to the Local for our current monthly membership meeting. These meetings will be held bi-

monthly at the Portuguese Club in Leamington. The purpose of implementing this procedure was to ensure equal opportunity to all members that cannot travel to Windsor. It's important that everyone is aware of topics discussed during these meetings and also to have the opportunity to voice any questions or concerns. I encourage you all to attend and stay actively involved with the Local and all events that are taking place in the community. We have many standing committees where there is always a demand for volunteers to assist at events. If you have the desire and are looking for ways to become more involved, please reach out.

Our next big occasion is the Annual Family picnic. It will take place on July 26th from 10 am to 4 pm and will be held at the Volmer Complex in LaSalle. This is a great opportunity for everyone to gather with their families and co-workers together to enjoy the entertainment, food and lots of comradery! I look forward to seeing everyone out there! Wishing you all a safe, fun-filled and healthy summer season!



A big thanks goes to Unifor Local 444 Representative John Biekx in a community effort to help the Salvation Army's Leamington Branch Food Bank. (From left to right) Nicholas Klassen, Mitchell Heidt, Matthew Klassen, Annie Neufeld, along with John Biekx and Joe Farias from Peterson Spring. The winner of the barbecue and package was Donna Maldeis from Etna Foods.

Recreation Report

By
**SCOTT
RICHARDSON**
Recreation
Chairperson

E-mail:
scott.richardson@fcagroup.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 26th, is our Annual Family Picnic day at the Volmer 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 three 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 1st at the Windsor Assembly Plant, Caesars Windsor and the Local Union Hall. Final sales will be at the Local (1855 Turner Rd) on Thursday July 23rd and Friday July 24th 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 who is, contact your Union Representative.

CEDAR POINT & MARINELAND

The Recreation Committee is offering discounted tickets for Cedar Point and Marineland. Cedar Point Tickets can be purchased at

our Local 444 Hall on 1855 Turner rd. from 8 am to 4 pm, Monday to Friday. Take note that the Hall is closed for the weeks of July 6th and July 13th. Tickets are good for any day until September 7th.

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 30ede339 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.

TEXAS HOLD 'EM

The annual Local 444 Texas Hold 'Em tournament was held on Sunday April 19th. 47 members competed to get to the final table. Thank you, to all those who volunteered their time to help make this a fun and successful event.



Thank you to the members who played in the tournament and congratulations goes out to the following: 1st Place—Klaus Alexander, 2nd Place – Eng Eak, 3rd Place – Rolly Beaulieu and 4th Place – Wayne Durocher.



Congratulation goes to the Unifor Local 444 Women's Bowling Team Champs Jen Allard, Patti Mailloux, Carole Perniciaro, Lori Mailloux, and Theresa Laliberty who won the women's division at the Unifor National 10-Pin Bowling Tournament held in St. Catharines, Ont.

Recreation Report . . . cont'd



BROOKS GOLF TOURNAMENT

Our 38th anniversary of this event in honouring our founding president of Local 444, Charles Brooks, was a great success. There were 240 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 – James Dimitroff & Todd Laliberte

Co-ed/Women – Ray Rodgers & Laurie Grondin

Seniors – Ted Paquette & Jeff Newman



BROOKS GOLF DAY



A very special THANK YOU to all the volunteers who give their time to making this year's tournament a success!

Watch your Union bulletin boards for more details on these events and others or visit our website: www.uni444.ca

Brooks Volunteers

Ace Tasevski	Colin McLean	Jamie Daehn	Madison Blais	Rene Gorissen
Anissa Gray	Darryl Desjarlais	Jen Jewel	Mark Bourdeau	Rhonda Bergeron
Beckie Harding	Dave Baker	Joanie Baltzer	Mark Champagne	Rick Gallion
Beth Adams	David Blais	John Bacon	Mary Lou Gray	Scott Richardson
Bill Quinn	Dawn Clarkson	John Bins	Melody Meharry	Sharron Henderson
Bobbie Goyeau	Deb Morrison	John Kerr	Mike Sankoff	Shirley McLean
Brad Coleman	Dennis Siemon	Julie Lafreniere	Onorio Farina	Stacey Baker
Brandon Alliet	Don Bondy	Kara Browning	Peter Pellerito	Sue Gibbons
Cathy Prestyko	Dragon Sinadinovski	Ken Kwiatkowski	Phil Sauve	Sue McKinnon
Charlie Virga	Duke Sawchuk	Leo Labbee	Rae Power	Terry McLellan
Chris McLellan	Felice Chiodo	Lisa Dufour	Rebecca Lovric	Tom (Scoop) Gaudette
Christine Shaw	Frank Harshaw	Lori Breutigam	Rene Drouillard	Wayne McLean
				Wendy Novelletto

Brooks Sponsors

Brooks Tournament Major Sponsors

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UNIFOR LOCAL 1941
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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 that create enough revenue to help Sports Club 444 to continue to assist our youth programs in our community.

ANNUAL FAMILY PICNIC



All members from Fiat Chrysler Automobiles, Caesars Windsor, Ingram Seating, TRW, HBPO, Dakota, Oakley, TransAlta Energy, Chrysler Group Auto Transport, Auto Warehousing Company, Northstar Aerospace, Windsor Machine and Stamping, Point Edward Casino (Sarnia), Sterling Marine Fuels, Presteve Foods, All Temp Foods, Peterson Spring, Rims Transport, ElringKlinger, Southgate Retirement Homes, Choice Nutritional, Retirees and their Families

- The cost is **\$5.00 per family** (family means members 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.

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2121 Laurier Parkway, LaSalle

**Pool • Rides • Prizes • Pop
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Sunday, July 26 – 10 am to 4 pm

ADVANCED WRIST BAND SALES

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

Location:

WINDSOR ASSEMBLY – Wednesday, July 1st, 2015
Middle Cafeteria 12:01 am - 11 pm

CAESARS WINDSOR – Wednesday, July 1st, 2015
Staff Cafeteria 12:01 am - 8 am, 8 am - 4 pm, 4 pm - 12 pm

LOCAL 444 HALL - Wed., July 1st, 2015 8 am - 4 pm

For All Other Workplaces
**Contact your Unit Chairperson
for Advanced Sales
from June 22 to July 1, 2015**

FINAL SALES — Thursday & Friday, July 23-24, 2015

Local 444 Hall, 1855 Turner Rd. - from 8:00 am to 4:00 pm

NO WRIST BANDS SOLD THE DAY OF THE PICNIC

Windsor Machine & Stamping

By **MARY ORIET**
Chairperson

maryoriet444@gmail.com



In opening, I would like to give you a little bit of information about us.

Our collective agreement with Windsor Machine and Stamping was up January 31, 2015. The Company wanted us to open up early negotiations back in May 2014. At that time we were members of UAW Local 251. We had started the process and had petitioned to change unions at that time. We voted against early negotiations so that we could change unions. We needed a strong union to lead us in the right direction and move forward with our negotiations.

In November of 2014 we at Windsor Machine & Stamping became members of Unifor Local 444. At that time we had 220 members with no one on layoff. On December of 2014, 38 members were laid off. The Company was removing cells and therefore, we were experiencing work shortages and the membership was asked to go home early. In January of 2015, another 10 members were laid off bringing the total to 48 laid off. The members were feeling insecure about their future because our contract was up and no bargaining had started yet. The Company was laying off members indefinitely.

Our first day of bargaining was January 29, 2015. On Sunday, February 1st we had our strike authorization and information meeting where the bargaining process was explained to the members.

We met with the Company many times in February and the non-monetary issues were negotiated fairly quickly. There was a stand-still with the Company about monetary issues.

A news bulletin went out to the members letting them know of the bargaining update.

On March 30, Dino, Doug and Mike met with the Company.

April 16 and 17, we started our bargaining at the Holiday Inn. This was a difficult round of bargaining. As a group, we worked very hard on this contract. It contains more gains than we had previously seen in any other Windsor Machine and Stamping contract. We were able to address issues such as eight hour shifts, steady midnights, an increase in coverage of boots, prescription eye glasses, \$50 for an eye exam, an increase in prescriptions with a 90 day supply and a \$2.05 raise over four years, just to name a few.

We had a ratification vote on Sunday, April 19 where we ratified the Collective Agreement 72.5%.

On behalf of the Bargaining Committee and myself, we would like to thank each and every member for your words of encouragement and understanding.

At the time of this writing, membership is 194 with 15 still on layoff. Since we ratified our contract, there has been a lot of overtime in plant 4.

On Wednesday, May 13 and Thursday, May 21, Doug and I walked through the plant on my four hour union time to talk to members about any concerns that they had. The concerns were retro and vacations. Once retro was explained to the members, most understood and were content with retro. As of July 1st, vacations will be paid when you take it.

We've asked the Company if there is going to be a slow down or a shut down in July. They still haven't made a decision yet.

In closing, I would like to thank the Bargaining Committee, Mike Lovric, Doug Boughner, Frank Harshaw and Dino Chiodo for their guidance and experience through this whole process.



New Unifor 444 members from Windsor Machine & Stamping are seen going over the highlights of their first new Collective Agreement with Unifor.

BACK TO REALITY

Well, our 14 week shutdown has come to an end, and our plants are bustling once again, I want to welcome everyone back, it is great to have the full membership working. With the hot weather here I want to remind you all of the importance of staying hydrated and wearing light loose clothing and to look out for one another. Here are the top 10 signs of heat stroke;

- Extremely hot skin, dizziness/fainting, extreme fatigue, nausea/vomiting,
- Rapid heartbeat, mental confusion, seizures, lack of sweating, and severe headaches.

If you or anyone around you begins to experience any of these symptoms TELL SOMEONE; – a leader, supervisor or a JHSC member. Let's not take any chances, SAFETY FIRST!!!

A NEW C.B.A.

First and foremost I want to thank each and every member for the incredible solidarity shown through the entire bargaining process. We started off with a high strike authorization which gave the bargaining team a clear path to negotiate a respectful agreement with gains in almost every aspect of your new agreement. Then came the ratification meeting which was well attended with 151 votes being cast. The new CBA was approved by you the membership by an amazing 88.1% WOW! It sure made the bargaining committee very proud of our work especially all the handshakes, hugs and high fives and the many thanks we were given. Bargaining is an entire team effort

and we were only successful because of the support and solidarity from YOU the members on the shop floor so we thank you ALL!

MANY THANKS

I think it is important to thank a couple key players now that we have a new CBA, first and foremost I want to thank Scott Senay and John Logan. We have been a team for over 5 years now and brothers and sisters, it is not always easy but I can say without a doubt these two gentlemen are top notch, not once did either of them waiver or falter and they always put the membership first. Without their support, dedication and influence I would be writing a very different article from my family, our members, and their families THANK YOU.

Our stewards Jay, Kyle and Craig also did a great job within the facility in our absence. Again, negotiations are a whole team effort and our stewards were great.

Our local president Dino Chiodo also deserves a huge thank you for all the long hours and the tremendous experience he brought to the table and most importantly the 100% support you gave our team.

Mike D'Agnolo spent many many hours before, after, and during the bargaining process. He was available 24/7 throughout the entire time. Although Mike was recently assigned as our liaison, you would never know it, he understood our facility and our members needs fully and completely and made sure each and every concern was addressed and/or discussed. He spent many hours away from home to make sure TRW members' con-

By
**GERRY
LOGAN**
Chairperson

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gerrylogan@trw.com



cerns and needs were the #1 priority I think it is appropriate to also thank his family and his lovely wife Linda. I would also like to thank Frank Harshaw who did a great job at the table on our behalf.

In closing The TRW team would like to wish all our 444 brothers and sisters a happy and safe summer.

UNIFOR LOCAL 444 EXECUTIVE BOARD

DINO CHIODO	President
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ALBERT NARI	Chair, Human Rights
GORD GRAY	Editor / Public Relations

HBPO

By **JENNIFER ALLARD**

Chairperson, HBPO Canada

Email: jen.abee@hotmail.com



As of this writing the plant membership is 86 members with zero on layoff.

I would like to start off by welcoming everyone back from the long layoff. Hope all the ladies are happy with the bathroom. On the line, there are many concerns we still have to work out of the system from line operators to forklift drivers. The committee is working hard on all these concerns to solve them one by one.

BARGAINING

First I want to start out by congratulating TRW 88.3%, Dakota 88.4%, and Oakley 82.1% on their ratification, – great job well done.

Spend some time on HBPO, we knew entering this round of bargaining that it was going to be very difficult.

In the last hours before our deadline we had some very tough decisions to make. The Company was very upfront in telling us they would not match pattern. At that point we felt we had no alternative but consider all our options including potentially going on strike. Having been

back to work for only a short time since re-tooling, the possibility of a strike would place maximum financial pressure on each of us and our families. We bargained a pattern that was competitive for the company and fair for the workers and being the last independent parts supplier to negotiate, we truly believe that following the pattern should have been easy. With this being said, I am proud of the gains the Committee and I have achieved through the long process.

I would like to thank everyone who stood on the picket line and offered their support during the short strike actions. And also, a special thank you to the three strike captains. They did an awesome job, – Sandra Dominato and Vice President Doug Boughner.

We showed the company our solidarity as a team, and was able to meet pattern, not to mention we ratified at 95 percent **THANK YOU!**

In closing, the in plant committee would like to wish everyone a safe and well deserved vacation shutdown.

Oakley

By **BILL ROSS**

Chairperson, Oakley Sub-Assembly

Email: billross@cogeco.ca



As of this writing Oakley has 47 members with no one on lay-off. We know entering into this round of bargaining that it was going to be very difficult due to the unfortunate loss of the Chrysler contract. This was extremely frustrating but we still pushed the company for improvements. We were able to touch on most of the concerns that were brought to us by the membership. On June 13th the negotiating committee presented the tentative

one year agreement to the Oakley members and we ratified with 82%. When one looks at the overall package and the predicament we are in we did pretty good. I would like to thank our President Dino Chiodo, Vice President Mike D'Agnolo, National Staff Representative Mike Renaud and the bargaining committee for a great job.

In closing, the representatives along with myself wish everyone a safe and enjoyable summer vacation.

Northstar

KEVIN LANDER
Chairperson



Email: wunion@nsaero



As of this writing, plant population is 60 employees with one off on a leave. Overtime is steady in most areas. The company has made many improvements including new tools and benches for most of the shop. New machines have been purchased and when we finally get a contract signed with Rolls Royce, we will increase our membership and possibly add a mid-night shift.

The committee has come up with some great ideas for improvements due to the fact that we have several committees in place now that get our members more involved and expands our way of growing as a union. My thanks to all our members for being vocal and dealing with issues with the committee. A very special thanks also to Mike, Dave, Karen, Constantin and Aferdita. All your efforts have helped pave the runway for a bright future at Northstar Aerospace.

On one final note. Thank you to Mike D'Agnolo and everyone at the Local for always helping with union issues and taking the time to help the members.





Automobile Transport Services

By DAVE SKIDMORE

*Chairperson, Automobile Transport Services
E-mail: dskidmore@uni444.ca*



Currently 27 drivers working at ATS, with 21 still on layoff due to the low volumes coming out of WAP during the ramp up period. As of this writing, it doesn't look as though everyone would be recalled until sometime after the July shutdown at Windsor Assembly. The company is in the midst of changing its name from Chrysler Group Auto Transport to Automobile Transport Services. Their explanation for the change is that one day they may want to haul vehicles for another OEM and become a 'for hire' carrier. I don't see that happening any time soon. I'm not sure they realize what is involved in doing so, as they found out it's not as simple as just changing the name on the door, even while remaining a 'not for hire' carrier. Quite frankly they need to get their many in house issues resolved first and start hauling more FCA product to be viable.

The company is again, as they did last summer, asking for volunteers to take a load to Quebec and remain in Montreal to work out of the rail yard there for week long periods. This may require recalling some people back from layoff to get the required number of volunteers.

Exploratory bargaining is scheduled for late June, as the company suggested we try to reach an agreement before the November contract expiration date. We had a meeting with all the drivers in mid-May to bring everyone up to date on the situation and hand out priority sheets to prepare for bargaining. Our Unifor brothers at Jack Cooper and the Canadian Teamsters at Cassens both recently settled contracts with substantial pay increases and our drivers' expectations are that we attain industry standard wages. There is much work to be done as we currently have no long term highway rates and have been operating under temporary agreements for everything.

Since we all lost our jobs back in 2011 due to Allied's failed attempt at corporate blackmail, we, as a group have faced much uncertainty. One thing is certain, had we remained Teamsters, we wouldn't have had a job through all this. It seems all corporations want to keep their employees feeling uncertain about their jobs so they will expect and accept less. Hopefully we can negotiate an agreement that will restore some stability with long job term prospects.

AWC CHRYSLER

By MARK BOUDREAU

AWC Chrysler Operations

Email: mbourdeau5@cogeco.ca



After a lengthy layoff for retooling at the plant, AWC has called back the remaining laid off employees this week. It's nice to see everyone looking recharged and ready to work. James and I continue to meet with the company to iron out some outstanding issues at AWC's Windsor facilities.

At Auto Warehousing chute operations there are currently 30 employees, including two new hires who are replacing the ones that retired or resigned.

In the drive away operations there are currently 32 drivers with four new hires who were selected from our part time list. These workers are replacing the two that accepted the chute positions by seniority and the other two who resigned. AWC is potentially looking to hire an additional one or two in the drive away operation. They are also, in the near future, looking to add to their part-time list of available workers.

At AWC's rail operations there are currently six rail loaders and one dispatcher. The company informed me last week that they will be looking to hire two additional rail loaders due to CN adding extra rail cars to load each day.

On Saturday, June 6th, we had a live webcast with our Pension Administrators and the pensions lawyer. It was broadcasted live from here in Windsor, at our local, and also in London and Oshawa. On Sunday, they had the webcast in Montreal and Quebec City. There was a lot of information delivered to the members and great questions asked, but the common message from the members to OFSI was that they want the asset transfer to go over to the CACL Plan.

Change of Address & Phone Number

Recently we have been getting mail returned to the union hall and are having a hard time reaching some of our members. If you have changed your address or phone number please contact your employer and the union hall immediately with your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out to you on behalf of your employer and your Union.

Union Hall: 519-258-6400 Ext.# 0

or

Email: info@uni444.ca

TRANSALTA REPORT

By **LUC CHARTIER**,
Chairperson, TransAlta

E-mail: Luc_Chartier@transalta.com



I would like to express my thanks to Murray Bourque for his many years of dedicated service as our Union Steward and previous to that our Safety Representative.

My Hat goes off to Rick Lalonde's decades of serving us as the Union Chairperson. His commitment and dedication could not be surpassed. By retiring, he leaves huge shoes to fill.

Welcome to Terry Flatt as our new Union Steward. To introduce myself, after being absent from being a 444 representative since 2008, I have returned to chair our group in uncertain and challenging times. Terry and I look forward to keeping communications open with both management and our membership to ensure all positions are valued as TransAlta reshapes itself for the next 15 years.

Windsor Essex Cogeneration Plant membership has finally returned to full complement of 19 with an additional two temporary members.

These two temporary members are a summer relief operator in order to help relieve summer vacation congestion and a co-op student. Co-op students are in need of hours in order to receive their credentials. TransAlta, along with a number of other steam facilities in the area help Saint Clair College to accommodate their students to get this valuable work experience.

Post 2016

On April 28th 2015, as part of TransAlta's first quarterly results, it was announced that TransAlta has entered into a 15-year 72 MW power supply contract for the Windsor facility with Ontario's Independent Electricity System Operator. Whether this is the best deal we could get or not, it is good news as Ontario Ministry of Energy did direct the OPA on December 19th, 2014 to pursue the initiative of assessing the framework for Non-Utility Generators of which our plant is. This means all negotiations have been suspended until at least July 1st 2015. No one really knows what the results will be at that time but it is suspected that all future negotiations with the government

will only get tougher from that point on for at least the next three years as Ontario is forecasting not requiring this generation until at least 2018. Although the Windsor site will not be as profitable as it once was, this announcement should secure a large part of our workforce for the next 15 years.

Chrysler and TransAlta are still in negotiation to renew the contract whereas TransAlta supplies steam and also operates and maintains the powerhouse and chiller plants. Chrysler is well aware that they are facing substantial increases as TransAlta is no longer in a position to subsidise these costs, but we are hearing that Chrysler finds these increases higher than expected. We do feel that the signing of the contract with Chrysler is required to complement the IESO deal. Without a Chrysler deal, our membership could be facing layoffs. That being said, we are optimistic that the talks are moving in the right direction and in good time we will receive a positive announcement.

In the meantime, TransAlta is moving forward on planning for our new operational structure as a peaking power plant. Three members are involved in the implementation of this plan. Many members are concerned however that TransAlta is not necessarily seeking all available options, but are simply implementing a cookie cutter agreement. We are encouraging management to think outside the box and seek out other opportunities which could help with the loss of revenue that is expected. Our group has many unique ideas, some may be far-fetched but one, some or a combination of these ideas could very possibly help TransAlta succeed and protect our jobs at the same time.

Plant Operations

At the powerhouse other than boiler#1 and regular hick-ups that keeps us on our toes, all is operating well. The cogen as usual runs 24/7, but we have been curtailed a number of weekends during these shoulder months. Shutting down for these curtailments have been opportunities to perform some maintenance. It is encouraging to see that the plant is still implementing many new updates and innovations to make us as efficient as possible. It can be a challenge to learn the new processes as they are implemented, but all are adapting well.

Have a safe summer.



unifor
Local444 | Canada

Sterling Marine Fuels

MICHAEL MERRY, Chairperson

Email: mike.a.merry@gmail.com



I am pleased to announce that Sterling has been very busy yet again this year. We have been fortunate enough to never really decrease sales even though the shipping industry has been slow. We continue to move trucks on a steady basis throughout southern Ontario. The company continues to modify and update systems which have become more than frustrating for our staff.

Changes, failures and lack of communication from management create a steady supply of headaches. As a small group I am pleased with the level of output our group contributes in facilitating in the various components needed to keep the business moving. Our newest employee, 4th class stationary engineer, has been very busy replacing and updating systems throughout the facility. It has now been over five (5) years since major updates began and some of our newer systems are in need of updates and maintenance.

As busy as we have been, the company is still trying to reduce overtime along with an overall 10% cost reduction plan. With all the upcoming vacations, I hope management realizes that planning ahead will further reduce costs instead of gambling on the daily staff levels.

We as a group need to stick together and keep in mind what Ken Lewenza said at the CLC Health Care Forum at the beginning of the month, "We are fighting each other for the crumbs". We need to realize that the structure of the systems in place at Sterling are designed to keep us fighting ourselves.

We have some important grievances going on and the best way for things to workout is by sticking together.

Let's try our best to make sure everyone gets time off this summer to be with friends and families.



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LOCAL444UNIFOR



Visit our new Website: www.uni444.ca

Affirmative Action & Human Rights

By ALBERT NARI, Chairperson

Email: humanrights444unifor@gmail.com



Cultural Genocide

Justice Murray Sinclair, the Chair of the Truth and Reconciliation Commission, said it all. The

Brutal residential schools were a "cultural genocide" against aboriginal people. They represented the attitude of cultural superiority of the European immigrants toward the first nations who inhabited this land which we call Canada, without trying to understand their cultural and philosophical values. They forcibly took aboriginal kids from their communities and put them in those residential schools to wipe out their culture, beliefs, history and background. During that process, the children were abused sexually, mentally and physically just to prove the supremacy of the European culture and values.



In all, the commission unveiled 94 recommendations, among them that students in Canada's public schools (that include catholic school boards) be given mandatory sessions on the residential schools and aboriginal history. It also recommended the creation of an "Aboriginal Languages Act" to preserve their languages as well as governmental co-operation to find and identify the remains of children who died at the schools and were buried in unmarked graves.

The commission is calling on the federal government to appoint an inquiry into missing aboriginal women and girls, a demand the Conservative government has blindly rejected.

Our committee would like to wish all those in the auto sector a safe and joyful summer vacation.

Employee Family Assistance Program

By **BRUCE MALCOLM**

*E.F.A.P.
Substance Abuse Representative*
*bmalcolm@uni444.ca
519-258-3481*



Let me begin by welcoming everyone back to work after our retooling. Many of us struggled financially with the drastic change of income and the stresses that come with that. However going through a major retooling often creates opportunities, the time off allowed for our tired bodies both physically and mentally to get back in order.

Often through a retooling we experience change to our jobs and locations. Change is not easy for everyone as there are expectations that are put upon us. Sometimes these processes and change bring on a whole host of things like fear and anxiety of the unknown. As we return to work and gradually go through the changes on our jobs, the relocation and different processes, these fears tend to work themselves out when we include others. By including others whether co-workers, friends or your Union allows us to dispel some of our fears and anxieties as we gradually work together to resolve our issues.

I too am going to experience some change and some differences in my own personal life as my daughter who recently got married is expecting a child. This will be my first grandchild. I am very excited about it, yet I'm very nervous and worried; am I going to be a good grandfather? There is a lot of fear and

anxiety, both positive and negative, that goes along with being a grandfather. In order to dispel those fears and get through this, I too need to take the opportunity to include others. There is nothing wrong to let others know how you feel. To make this a positive learning experience I know to include others into my life. Allowing people to share my excitement, my joy as well as being able to share my fears and anxieties will enable me to be a good grandfather. I can hardly wait to teach my grandchild how to get into mischief LOL

On another note, the EFAP focus group continues to move forward. They met with TRW Chairperson (Jerry Logan) and their human resources prior to our layoff. The EFAP group took direction from them both on what information they wanted introduced into their facility. They asked that the EFAP group focus on some of the stresses that might occur during our layoff.

Members of the group introduced

themselves at the gate at shift change and explained that they will be providing them with information on resources in our community. The Group explained that they are not counsellors but merely members providing resources. With the help of their Women's Advocate (Melissa Haskett) at TRW, they have been able to get the information into their lunch rooms and bathrooms and will rotate pamphlets monthly.

The group provided materials on financial fitness, Windsor and Essex County food banks and Family services in Windsor/Essex. For the month of June they are focusing on addictions.

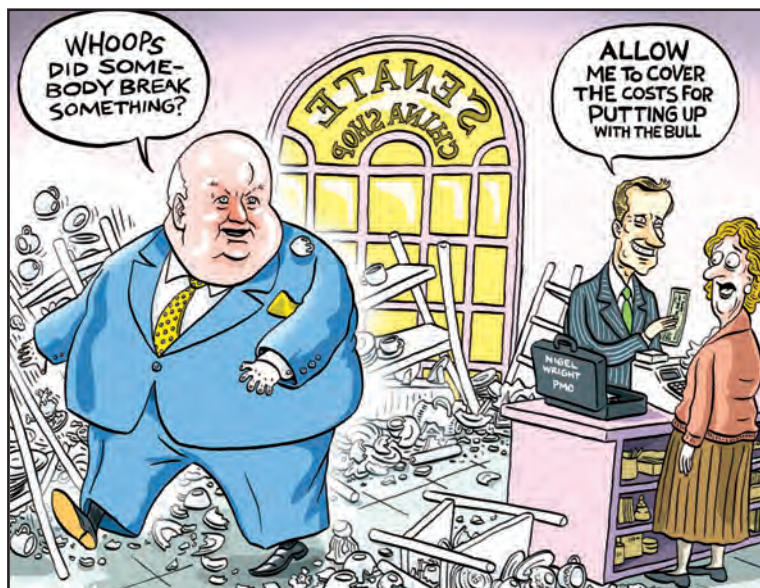
The EFAP group will be reaching out to our other units as soon as possible and look forward to the opportunity.

I am asking for your help with participation with this group, both for ideas about what information you would like to see and anyone wishing

to become involved with the group. To learn more about the Focus Group, contact Sharon Sleiman at 519-984-7532 or email a:t

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.



Community Services

Sue Najem
snajem@uni444.ca



On April 11, 2015 the Community Services Committee was a part of the Devonshire Mall's eWaste Recycling Day. Once again the Windsor and Essex County Community has stepped up and made this day a success by donating 50 bikes to our Bikes 4 Kids Campaign.

The committee along with some volunteers have refurbished these bikes and purchased new helmets to go along with them. The bikes have been donated to kids at St. Christopher's grade school as well as General Brock grade school. Thank you to all who have helped out in this endeavour by donating, collecting, refurbishing and/or delivering the bikes. It takes a committee and lots of other volunteers to be able to do this year after year. A special thank you to Glen and Ruth McFarlane for all your help with this project, without you we would not be able to do this every year.

On behalf of the Committee and myself, I would like to wish you all a safe and happy summer season.



Bikes For Kids



Women's Committee

By **SUSAN MCKINNON**

Chairperson, Women's Committee
E-mail: womanscommittee444@yahoo.ca



Welcome Centre Shelter for Women

Renewing Hope - Transforming Lives

Welcome Centre is the only emergency women's homeless shelter in the Windsor Area. Last year they assisted women ranging in ages, from 18 to 82 year old. Women become homeless due to the lack of affordable housing, eviction, and family or relationship breakdown, poor living conditions, along with a number of other reasons. Homelessness is an issue that affects a women's physical and mental health along with self-esteem. Homeless women have a difficult time dealing with the basic daily needs. These women are exposed to more violence, are 10 times more likely to be sexually assaulted, are known to have more serious physical health problems compared to homeless men. They usually don't have a family doctor or rarely go for a medical check-up, nor can they afford regular medication. As the federal election approaches, we need to keep these issues front and center on behalf of all women, equal pay for women, minimum wage needs to be increased, affordable housing, accessible affordable child care and for services as this one.

The Centre opened in 2000 and the staff at the centre has always been very busy from the start. In this day and age it is unimaginable the number of women who have used this service program; food bank, the shelter operates 24 hours a day. There has been over 1200 food bank assistance requests annually. They are always in need of volunteers – there are many other ways to assist also – Food donations, Women's clothes, Household Items, Bedding and toiletries.

This shelter has been very well used and in need of some loving care and repair. This year, the Windsor Essex County Skilled Trades Council selected the Welcome Centre as a community project along the Women's Committee's assistance. It started off as a short wishlist however over time the list quickly grew. The Trades addressed this list of issues no questions asked, they are an amazing group of people! I would like to mention each volunteer by name but the list would be too long and I wouldn't want to miss one!

Windsor Essex County Skilled Trades just didn't give a hand out, they gave a hand up! They were pre-

sented with the Wishing Well Award and our Women's Committee received the Sister of the Shelter award. Welcome Centre Shelter for Women is located at 263 Bridge Ave., Windsor.

On behalf of the Women's Committee, I wish everyone a safe enjoyable summer.

Welcome Centre Shelter for Women Volunteers



Education Report

By
WAYNE MacLEAN
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



As we enter the summer season, many people will be looking forward to vacations and travel throughout the region. It is a great time to spend with family and friends and get some much-needed rest. The Education Committee will have met for one last meeting in June before breaking for the summer but will continue with important work

throughout this time.

With the upcoming federal election looming for October we all have a lot of work to do. It is not about who you vote for or what political party you believe in. Instead it should be about the needs of Canadians, those of working people, those of the less fortunate and of course, the best for our communities. When looking forward to

the upcoming election we ask that you do one thing in particular. Get to know the issues, ask yourself, what kind of Canada do I wish to live in and does the current Government represent that?

People will criticize all political parties from time to time but it is what that party, or individual, and their actions, that speak most to us.

Currently we have a Government, ruled by a majority Conservative mindset that constantly puts the needs of the one per-centers before everyday Canadians. Riddled with scandal for years, they continually show that they are not fit to continue to govern. From the F-35 fighter jets, the robocalls, the in and out scandal, abuses at the G20 in Toronto, the shuttering of Parliament whenever things were not going in the direction that the Conservatives wanted, cancelling of the long form census and let's not forget the muzzling of scientists or the way that this political party is taking over the CBC to become a state news agency; this government has shown nothing but disdain for democracy. Leading the country with a majority government with less than 40% of the Canadian vote is an utter shame.

Let's be clear, the only way to transform a government into one that works for the people is to mobilize our members, talk with our friends and family and make sure everyone gets out to vote. Returning us to the days of 80% or better voter turnout is one surefire way to ensure that the majority of Canadians are heard and that the government will work on our behalf, not just on behalf of a single oil industry or the banks of Bay street.

On behalf of the Education Committee we would like to wish everyone a safe summer season.

UNEMPLOYED HELP CENTRE

3rd Annual Plentiful HARVEST Ball

September 11, 2015
Caboto Club | 2175 Parent Ave, Windsor, ON | 6:00 pm

\$100 Per 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.

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!

Package, distribute, feed, educate, and make more food resources accessible to individuals and families in need.

UPC **Union In Politics** COMMITTEE

According to the CBC, recent polls have put all three federal parties in a tie for first place for the next federal election to be held on October 19, 2015.

This could be the chance that we've been waiting for. An actual change in the way our country is run. The Conservatives have had a chance for the last 10 years and the Liberals for many years before them. It's time for a real change.

Harper and the Conservatives have continued to pursue trade deals and are trying to establish even more of them.

They have been sitting and watching the auto industry slowly disappear without introducing an auto policy to protect it, yet many other countries have a policy.

They have walked away from the Health Accord with the provinces and therefore put our healthcare system at risk.

They refuse to increase the CPP contributions that would make sure our future seniors do not live in poverty. But have pushed back the age of eligibility for OAS from 65 to 67.

They will not introduce affordable Child care for the parents in need of a safe affordable place to bring their children, so they can go out and earn a living.

They've failed to create good full time job opportunities and sustainable employment. Instead they have laid off public sector worker, stopped mail delivery to thousands of homes. This has created even more unemployment.

There's has been no Senate reform like Harper campaigned on; in fact it's gotten worse with all the scandal and misappropriation of funds.

Corporations are no longer paying their fair share of taxes, and this used to help pay to maintain the

By
**RAY
HACHEY**
Chairperson
Email:
rayj2001@
hotmail.com

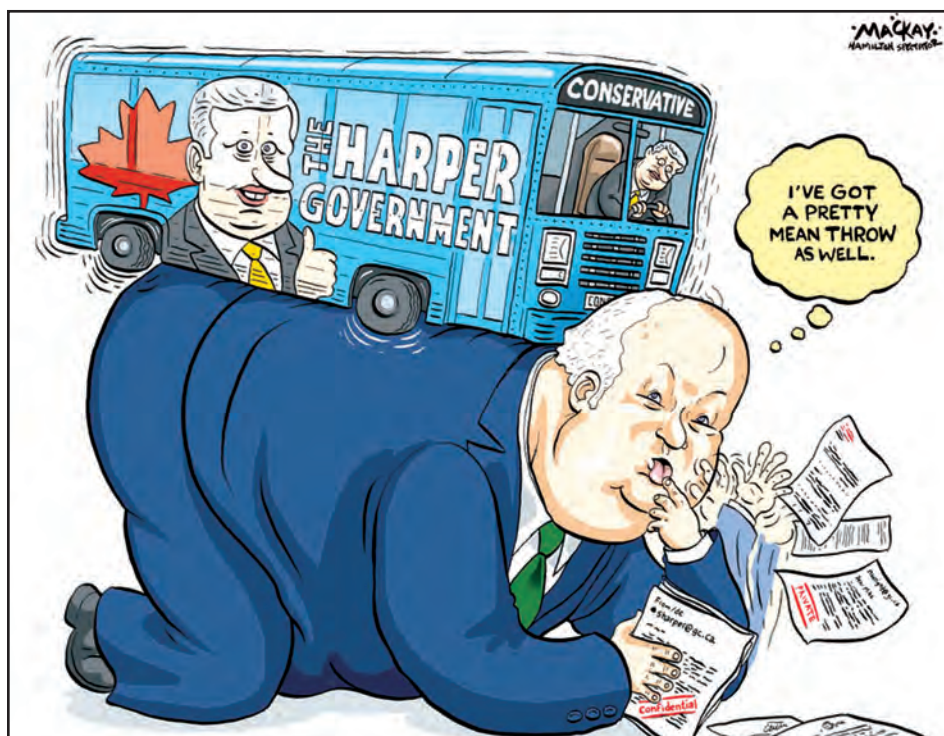


social safety net that past generations have enjoyed.

We deserve better, and it's there, if you look and listen to the alternatives. Corporations can be made to pay their fair share of taxes, they have in the past. We have the opportunity to make this a reality, by voting for change, real change. Know who you are voting for and what they stand for. Ask them questions and demand answers. Will they eventually be working on your behalf?

Please think about this and be part of the change by voting, encouraging others to vote, by getting involved in a campaign to change Canada for the better.

The participation of you and your family during an election is important for all of our future. Make a difference! Taking part in elections can literally change your life.



Change of Address & Phone Number

Recently we have been getting mail returned to the union hall and are having a hard time reaching some of our members. If you have changed your address or phone number please contact your employer and the union hall immediately with your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out to you on behalf of your employer and your Union.

Union Hall: **519-258-6400 Ext.# 0**
or
Email: **info@uni444.ca**

Environment Committee



By **RICHARD LABONTE**
Environment Committee Chairperson

local444environmentcommittee@gmail.com



Environment Committee's New Liaison

I am pleased to announce that Doug Boughner, the newly elected 3rd Vice-President will be our committee liaison. He has already attended our monthly meetings and he is up to speed on all of our endeavours. We believe he will serve our committee well. We would like to thank Mike Lovric for his support and leadership as our former liaison, and we wish him well on his new assignment.

Joint Workplace Environment Committee

Due to the responsibilities as a new chairperson of the Human Rights committee, Albert Nari has decided to step down as Alternate representative on the Joint Workplace Environment Committee for the Windsor Assembly plant. We want to thank Albert for his years of service and dedication, although he still remains an active delegate on our committee. Richard St. Denis and I agreed that Allison Kozolanka (our current recording secretary for Environment Committee) would be a good replacement and we welcome her in her new role on the Joint Workplace Environment Committee as the alternate environment rep.

Earth Day Celebration

We had a very successful day at Malden Park with our "Environment in Jeopardy" game. We were able to engage the public by entertaining as well as educating them on the environmental issues that affects us as Canadians. Thanks to Richard Paquette for being our "Alex" and the rest of committee who helped out that day.

Children's Water Festival

We had another successful year at Canadian Transportation Museum and Heritage Village in

Kingville. This was our eleventh year of being involved in this project. I'd like to thank the following committee members for a job well done: John Bacon, Brad John, Allison Kozolanka, Kevin LaBonte, Paula Little, and Richard Paquette.

Unifor's First Environment Conference

Under the new banner of Unifor, we had our first National Environment Conference in Port Elgin. Our Local sent nine delegates (the most participants from any local) to attend the conference and to network with other members of Unifor with a labour perspective on environmental issues.

We would like to thank the local leadership for their ongoing support for our committee and our efforts.

On behalf of the committee, we would also like to wish everyone a safe and happy summer.



In recognition of Unifor Local 444's ongoing commitment to the community, the Environment Committee members John Bacon and Brad John accept the Environment 2015 Essex Region Water Festival Award.

Retirees' Chapter

By
GERRY GRAHAM
Chairperson,
Retirees' Chapter



First off, the Retirees would like to welcome back all the active workers to the newly renovated plant. We also hope you enjoyed your time off with your friends and family, and had a good rest. Saying that, I would be remiss if I didn't say thanks to your Unifor Executive Board as we now have a newly renovated plant that benefits both retirees and active workers.

Bill C-51

As this is the first report since the plant shutdown, let me bring you up to date on what your retirees board and members have been up to these past few months. Back in April your retirees board and retired members attended the Essex Federal Riding Association Rally on Harper's bad bill C-51. The title of this rally was "Making Waves". We gathered at the Art Gallery of Windsor, then a march to city hall

square for some great speeches. This bill is now passed.

This bill mirrors the U.S. Homeland Security act. Now the conservatives can tap into your land line, cell phone and computers without getting a warrant from a judge.

Even the bus we sent to support Toyota workers in Cambridge with retirees on board half joking said, "Will we now be on the no fly list because they supported workers losing their jobs." This is how Harper governs and this is a terrible bill. We understand the ramification of what this bill really means and that it will invade your privacy. This is the Conservatives – a party of one.

United Way Program

At the Local we had a United Way program titled "Volunteer Speed Matching" along with the

Children Aids, Habitat for Humanity, Looking for Volunteer Drivers, Working towards Wellness and Quit Smoking Challenge, just to name a few. A lot of retirees want to get involved by giving back to their community and here are some opportunities to do just that.

Spring Luncheon

Our Spring Luncheon was a great success we had over 1350 retirees and spouses in attendance. Joe Comartin was our Keynote speaker. Joe is a great speaker and very informed about the workings of Parliament and Canada. Joe has resigned as Deputy Speaker of the house and come this October, it will be his last term as Member of Parliament. Joe established the CAW Legal Service that we all enjoy today.

Joe was also the Chairperson for Children Services and the founding member of five non-profit housing organizations and an expert consultant on our National Pension Reform Committee and the list goes on. On behalf of active and retired workers, Joe, thank you so much. You will be missed and you leave some big shoes to fill. Enjoy your family and retirement. You have earned it. On behalf of our retirees saying thank you is not enough but we will say it anyway. Thank You.

Motor City Chrysler

Thanks to the TOTALLY UNIONIZED "Motor City Chrysler" at the corner of Walker Rd. and Tecumseh Rd. once again Ron Wilier and Rick McKinney who provided a hot lunch at our last June meeting. This is the seventh year they have done this and the key note speaker at that meeting was Dennis Segatto who was talk-

... cont'd on next page



Concerned citizens are seen at a health care forum which was recently held at the Fogolar Furlan Club. Keynote speakers spoke about our current health care system and where is the Harper Conservatives plan to slash \$36 billion out of health care in the next 10 years which will be devastating for all Canadians.

RETIREES CHAPTER . . . cont'd

ing about organ tissue donation and was very well done.

Deb Matthews' Office

After three meetings in Kingsville and Leamington, and sending buses to Deb Matthews' office in London it looks like we saved OB service at Leamington Memorial Hospital for now. Another concern to the county folks was the possibility of losing Leamington Emergency facilities and that's not going to happen again for now. Thanks to all our Unifor retirees packing those meetings. Well done, and you made a difference. But make no mistake we are not done!

Income Tax Clinics

The free income tax clinics for retirees went very well and hope everyone took advantage of a great service provided by our local union and want to thank them.

Rallies for Health Care

We had two rallies last month, one called Windsor Rallies for Health Care at the Fogolar Furlan with Dr. Chris Simpson, Hassan Yussuff President of Canadian Labour Congress, Ken Lewenza past president of Unifor and Dino Chiodo President Local 444 and Provincial Unifor Director. No one should have to retire into poverty without the health care they need. Canada needs a National Seniors Strategy after a life time of hard work. I know you will all agree with that statement.

Time for Change Tour

We had a meeting that was called Time for Change Tour at the

University of Windsor. Keynote Speaker was CLC president Hassan Yussuff. He discussed good jobs, child care, health care and the need for the Federal government to live up to the Canadian promise of good universal retirement security and health care services we all need. We also viewed a short film on Jack Layton's last speech that moved the whole room including Hassan.

We had the pleasure that night to hear from the upcoming members of Parliament: NDP Tracy Ramsey Essex, NDP Cheryl Hardcastle Windsor Tecumseh, NDP Tony Walsh Chatham Kent Leamington and always our hard working friend and incumbent NDP Brian Masse Windsor West. All were great speakers and on the same page as Unifor. We want to get Harper and the conservatives out. This is guy who is taking \$36 billion out of our Provincial Health Care, who wants to pass Bill 377 and eliminate the Rand Formula, who wants to sign unfair trade deals with the world, and eliminate Canadian manufacturing. This is the guy who said, "you will not recognize Canada when I'm done." I could go on but will stop here and ask you now that you talk to your children and just one neighbor and that neighbor talk to one neighbor. If we all do that, we will have six million voters across Canada and defeat the Conservative government once and for all. The time for change is now. This year let's make a better choice and do it.

ORPP, CPP and OAS

Just on Harper in regards to ORPP, CPP and OAS. The last time I talked to Mario Sergio, Provincial Minister responsible for seniors health care about ORPP

merging with the CPP, his answer was the Harper government has shut down talks with all ten Provinces and both Territories and now Harper prefers to water down the Provincial Plan to satisfy 50 Chambers of Commerce and 80 companies in Ontario just to suit his needs and theirs for more profits.

We say no. I will be meeting at Queens Park June 16th and again ask the Minister to hold the line on ORPP. It must be portable and mandatory for all workers, for Low wage earners, middle class workers, contract workers and part time workers with no exceptions. This is the only fair. Fairness works.

Hydro One

Kathleen Wynne on Hydro One went completely in the wrong direction. At the very least the provincial government should have had a referendum on this important issue, meetings and roundtable talks across Ontario but they didn't. They have stolen from people of Ontario and our children. They will end up with no oversight or control and once the equity investors get their hands on it, it will never again belong to the people of Ontario.

Health Care Rally

We recently had a Health Care forum at the Fogolar Furlan with Dr. Chris Simpson, Hassan Yussuff President of Canadian Labour Congress, Ken Lewenza past president Unifor and Dino Chiodo President Local 444 and Provincial Unifor Director. No one should have to retire into poverty without the health care they need. Canada needs a National Seniors Strategy after a life time of hard work. I know you will all agree with that statement.

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RETIREES CHAPTER . . . cont'd

Mark your calendars for August 26 at 10 am for a Health Care Rally at the Ciociaro club. This is being spear headed by the Unifor Chapter Committee along with Ken Lewenza and hope we get a huge turnout. I hope to expect 2000 to 3000 people to show which will be wonderful. A BBQ will be provided along with refreshments. We are still in the planning stages and will know more as information becomes available.

Wellness Day

On June 12th at the Local, Unifor Retirees had our Unifor Health and Wellness Day and the day was a great success and we want to thank everyone who helped out. It's getting bigger and better and we look forward to next year.

Volunteers Needed

On another note, volunteer drivers are needed for Hospice Windsor & Essex County, so please contact Susan MacTaggart at 519-974-7100 if you can spend a couple hours a week.

Annual Christmas Dinner

The retirees Annual Christmas dinner will be December 10th, 2015 6:30 pm. Ticket sales will be November 23rd and 24th, 8:30 to 2 pm at the union hall in the upper level. It does work better this way and you can sit down till your number is called. Tickets are still \$10 no refunds.

From your Retirees Executive Board, have a safe and enjoyable summer. See you all back here September 16th, 10 a.m. 2015.

*We are retired from the Job . . .
But NOT THE FIGHT!*

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.*

Nihal Wijayanayaka Retired
Angelo Petracco Retired
Louis Racz Retired
Vaughn Canally Retired
Louis Nappa Retired
Zenowij Bilyk Retired
David Lamarsh Retired
John Connors Retired
Nigel Ratsoy Retired
Eugene Tighe Retired
Ted Girardi Active
Pedro Anderi Retired
Filippo Tocco Retired
Nigel Dick Retired
Felix Robert Retired
Nassim Azar Retired
Joseph Fields Retired
Eva Powney Integram
Louis Nelson Retired
Vito Catanzaro Retired
Kenneth Vidler Casino
Arthur Wheeler Retired
Kenneth Bourque Retired
Konrad Mohr Retired
William Walsh Retired
John Cinkocki Retired
Thomas Curley Retired
Eugene Dudra Retired
Donald Farrand Retired
James Swann Retired
Lewis Bevan Retired
James Sabine Retired
Juliette Neveu Retired
John Ulicny Retired
Redento Maurina Retired
Joseph Coveyow Retired
Wayne Cameron Retired
Bruce South Retired
Guatto Gary Retired
Denis Leboeuf Retired
George Kovacs Retired
Frank Catanzaro Retired
Roger Nespolon Retired
Louis J. Nadin Retired
Lyle Bennett Retired
Patrick Brierley Retired
Lyman (Bud) Gillett Retired
Edmond Lauzon Retired
George Clarke Retired
John M. Campbell Retired
Jerry Skogen Retired
Edmund Glasmann Retired
Melvin Hodgins Retired
Stiepan (Steve) Brnardic . . . Retired

Anthony (Tony) Monforton...Retired)
Peter Nowicki Integram
William Worhach Retired
Angelo Ammoscato Retired
Arnold Rivett Retired
Dennis Marentette Retired
Dung Luong Active
Ellwyn Williams Retired
Edward Stewart Retired
John Sr. Gural Retired
James (Jim) Dennison Retired
James Alliet Retired
Rocque (Rocky) Hebert . . . Retired
Aurie Gauthier Retired
Gary Harway Retired
Dennis Gagnon Retired
Richard Simard Retired
John R. Williamson Retired
Timothy Lewis Active
Claire Santavy Active
Russell Boismier . . . Casino-Sarnia
Hermidas (Midas)
Baillargeon Casino-Sarnia
Arthur E. Squire Retired
Leslie Body Retired
Walter Breault Retired
Stanley Kozak FCA
Lawrence Rubik Retired
Wayne White Retired
Robert Lampman Retired
Walter Batke Retired
Amancio De Freitas Retired
Charles Muscat Retired
Girle S. Gallego-Arguelles . Casino
Nikola Rupcich Retired
Leo Paul Belmore Retired
Albert (Al) Slock Retired
Carl (Chuck) Kelch Retired
David Reid Retired
Robert (Benny) Goodfellow Retired
William Graham Retired
Mark Westrop FCA
Allen Malott Retired
Alexandru Giofu Retired
Lesley Martin Retired
James Fazecash Retired
Lawrence Cybak Retired
Cheryl Soccini Retired
Peter Manshande Retired
Albert Ouellette Retired
James Foster Retired
Henry (Hank) Brunelle . . . Retired

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) of Fiat Chrysler Automobiles (FCA)

December 1, 2014

Chiarot, Alan FCA
Hardstone, Mike FCA
Mickle, Sharon FCA
Pope, Sharon FCA

January 1, 2015

Audette, Yvon FCA
Beaudoin, Walter FCA
De Joseph, Marilyn FCA
Dimovski, Mirko FCA
Dirosa, Anna FCA
Dundas, Roger FCA
Gaspar, Brian FCA
Hamel, John FCA
Hancrar, Gary FCA
Hauzer, Jason FCA
Hayes, Lawrence FCA
Kerr, Darryl FCA
Malfara, Vito FCA
Marissen, Roelof FCA
McGuire, Robert FCA
McNeil, Raymond FCA
Miller, Leonard FCA
Osborne, Richard FCA
Quick, Don FCA
Rozic, Matija FCA
Ruggaber, Greg FCA
Soulliere, Steven FCA
Strong, Randy FCA
Toronyi, Peter FCA
Voakes, Randy FCA
White, Emerson FCA

Leach, Pam J. Caesars

February 1, 2015

Donnelly, Robert FCA
Fortin, Richard FCA
Girard, Kevin FCA
Giroux, Andrew FCA
Maisonville, Robert FCA
McAvoy, Leonard FCA
Meharg, Donald FCA
Millar, Scott FCA
Palomba, John FCA
Peters, Wolfgang FCA
Richard, Cathy FCA
Rogers, Mardrick FCA
Ryan, Eric FCA
Snelgrove, Doug FCA
St. Pierre, Gregoire FCA
Tellier, Francis FCA
Thorpe, Peter FCA
Wilhelm, Douglas FCA

March 1, 2015

Chauvin, Paul FCA
Deschamps, Julia FCA
Farina, Mario FCA
Ferrante, Filippo FCA
McNamara, Kim FCA

April 1, 2015

Gignac, Stephen FCA
Howe, Karen FCA
Huntley, Richard FCA

Lavergne, Rebecca FCA
Simpson, Mark FCA
Matton, George Integram

May 1, 2015

Bechard, Robert FCA
Farough, Dwight FCA
Filiault, Roger FCA
Jeffrey, Lon FCA
Lefave, Gilbert FCA
Pickle, Randy FCA
Sovran, Gino FCA
Tait, Derek FCA
Trimble, William FCA
Cardoso, Albina Etna Foods

June 1, 2015

Andreas, Emilia FCA
Beaulieu, Georges FCA
Bellemore, Gary FCA
Cadieux, David FCA
Chorney, Richard FCA
Couture, Richard FCA
Dame, Martin FCA
Dean, Brian FCA
Holding, Robert FCA
Joseph, Michael FCA
Maniscalco, Cal FCA
Mastronardi, Levino FCA
Montgomery, Christine FCA
Murphy, Donna FCA
Smith, Gary FCA

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The Health Accord

What is the Health Accord?

The Health Accord provides provinces and territories with stable health funding and sets national standards. Following the 2002 Romanow Report on the future of Canada's health care system, the Health Accord was a 10-year negotiated plan running from 2004 until expiry on **MARCH 31, 2014**. The federal Harper government is refusing to re-negotiate the Accord.

Why is the Health Accord important?

Stable funding

The Accord provided stable funding after deep cuts by the federal government in the 1990s. It brought the federal government's cash share of provincial health spending up to 20 per cent, and while this is short of the 50 per cent covered at the start of Medicare, it is certainly better than the low of 10 per cent reached in 1998, before the first 2004 Health Accord. Payments increased six per cent annually.

National standards

The prime minister and premiers recommitted to the Canada Health Act and its requirements: public administration, universal access, comprehensive coverage, accessibility without extra charges or discrimination, and portability across provinces. They also committed to a set of common goals around wait times, home care, prescription drugs, and team-based primary care.

Health care improvement

On wait times, the Accord has been successful: eight out of 10 Canadians are getting treatment within the timelines set in 2005, for the five chosen procedures. There is room for improvement, but progress has been made. In the other areas progress has been poor because the governments set only loose goals, with no financial strings attached.

What is Harper's plan for health care?

Prime Minister Stephen Harper doesn't want even loose goals — in fact, he's refusing to negotiate another Accord. This abandonment of federal leadership in health will lead to 14 different and weaker health care systems.

Access to quality public health services will depend on your postal code and credit card balance.

Without notice and without discussion, the federal government announced a **take it or leave it** health care funding plan. In December 2011, Harper announced a major cut to the Canada Health Transfer (CHT) of \$36 billion over 10 years beginning in 2017. The plan will keep federal health care funding on its current track until 2017, at which point cuts will kick in. Instead of increasing at six per cent a year, the health transfer will be tied to economic growth, with a three per cent floor.

The federal government is also changing how it divides the health transfer between provinces, leaving some worse off and creating winners and losers among provinces. Together, these two changes to the Canada Health Transfer mean \$36 billion (8.3 per cent) less in federal funding for health care over 10 years.

Already, the federal government is ignoring violations of the Canada Health Act, allowing for-profit health care to grow and doing next to nothing about user fees, extra billing and other violations of Medicare rights.

What is Unifor doing?

We are working with our local, provincial, and national health coalition partners to alert Canadians to the end of federal leadership in health care and cuts of \$36 billion to health transfers over 10 years. We are contacting members of parliament to demand their support for re-negotiating another Health Accord and will continue to pressure federal politicians into the 2015 election.

A new Accord must include:

- A Continuing Care Plan that integrates home, facility-based long-term, respite & palliative care;
- A universal public drug plan that provides equitable access to safe and appropriate medication; and
- Adequate and stable federal funding including a six per cent escalator.

To order Unifor postcards that can be sent to federal leaders, or copies of this pamphlet, please contact healthcare@unifor.org. For information on events and actions across the country, visit the Canadian Health Coalition web site at www.healthcoalition.ca.

Educational Health Care Rally For All

Currently, Canada is facing one of the most important issues in our history which is our publically funded health care system (better known as the Canada Health Act) which was founded in 1947. Some 68 years later, Steven Harper and the Conservative Party have a disastrous plan and have decided to take steps which will lead to the dismantling of this outstanding benefit in years to come, which all Canadians cherish.

In 2014, the current health care accord as we know it, which sets funding and health care service delivery agreements between the federal and provincial and territorial governments, expired. The Conservative Federal government continues to announce devastating health care cuts of **\$36 billion over 10 years**, which will come into effect after the next federal election in 2015, while ignoring calls by Canadians in opposition to these cuts.

People across Canada continue to be shocked by this government who refuses to sit down with the provinces to negotiate a new Health Care Accord. Make no mistake about it, the well being of each and every one

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of us will be affected because of the Conservative ideology and the cutting of services. **The plan by the Harper government unilaterally has decided to cut an additional \$16.5 billion cut to health care equalization payments. We are entering the real stages of private health care, pay-as-you-go USA style!**

We all know that a universal, public health care system can ensure that all Canadians, in every province, will receive the quality health care they need. Yet, the Harper government is deliberately causing fragmentation and inequity in health care for Canadians, and is encouraging provinces to rely more on the for-profit sector to deliver health care.

Make no mistake about this, that you, your family, friends and all Canadians will be affected, and that why this is open to the public, union and non-union alike.

DINO CHIODO, President
Unifor Local 444

Educational Health Care Rally For All

Wed., Aug. 26 - 10 am to 12 Noon - CIOCIARO CLUB, 3745 North Talbot



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