



THE 444 NEWS



Building our Union – Strengthening Our Communities

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Industrial Policy - Auto Strategy or Bust



By
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The Windsor region is overflowing with a long and robust history of automotive assembly, unionization, and other benchmarks across the industry. Once known as the automotive capital of Canada, Windsor's automotive footprint is slowly diminishing to an unrecognizable state. In fact, our history suggests that factories were not only looked upon as a respectable way to earn a living, but were a true definition of progress.

This is especially true when we consider gains in health safety, wages, benefits, and human rights and equity (particularly as it relates to women in the workplace and equal rights for workers of colour). These were difficult and challenging times but Windsor

always rose to the to the occasion. With Windsor leading the way, different cities across the country were able to make gains, improve their working conditions, and provide opportunities for their workers who might otherwise have had nothing. Even with the gains being won in the past, days were long and the work was tough; but people were recognized for a hard day's work, and through the work of the union they were compensated in a way that allowed a degree of comfort, and the ability to raise a family.

Over the years, we have fought to change some of the perceptions in the automotive industry. The jobs we do today are not the simplistic tasks they once were. Cutting-edge robotics and precision measurements in our day-to-day work have become the norm. Canada is now known to be a cutting-edge research and development hub in the industry. Work rules have become very stringent, and "change" has become a commonplace word which everyone must attempt to adapt and live by. The reinvention of the same operating system, by utilizing a different name, has become routine; almost taking on a 'flavour-of-the-month' kind of mindset. Workers have come to recognize these 'flavours' as management and administration's way of

capitalizing on the labour of their employees. This was true for the traditional Big Three (Chrysler, Ford and GM) and although we never entered a Honda, Toyota or Kia facility, it was understood that the same was also occurring there.

As the years have gone by, and competition has grown fierce, there has been a more deliberate drive to capitalize on the automotive sector through improved productivity numbers, and by further enhancing already achieved efficiencies. Unlike those who lived through the industrial revolution, we've come to understand that this is a never-ending cycle that we must constantly battle, as manufacturers will do anything to continue to increase profits for their shareholders.

Although the landscape in Windsor has changed, the manufacturing business plan and direction has not. Corporations continue to try to scrape the ceilings of profit. Workplaces are being challenged and pit one against another in their quest to improve the process, and drive to reduce or eliminate the so-called wasted, non-value added work in each cycle.

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Website: www.uni444.ca



Seen recently at an Independent Parts Supplier Council (IPS) held in Toronto are Local 444 Unifor Officers Dino Chiodo and Mike Lovric along with plant Chairpersons Bill Ross, Jen Allard, Armand Gervais, Dave Simone, Jerry Logan and John Biekx.



Unifor Local 444 President Dino Chiodo helps announce the 2x4 Patient Safety Campaign at Windsor Regional Hospitals. The new campaign aims to lower patient harm rates of infections. The focus will be on those who are entering and exiting the facilities to simply start by washing their hands.



Unifor Local 240 support staff Jen Hansen, Tena MacLean and Debbie Rawlings enjoyed dumping ice water on Dino Chiodo and Gord Gray for the Ice Bucket Challenge in support of amyotrophic lateral sclerosis (ALS) or also known as Lou Gehrig's disease.

President's Report

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The constant fear to *"make sure it is built right the first time or suffer the loss of your product to another workplace"* is the weapon used against us. We have seen this weapon wielded more than once in this industry by corporate giants who want to keep us in line. The constant threat of moving their product to a cheaper jurisdiction hangs over our heads daily. It is a global battle that will never stop driving wages, benefits, and work standards to the lowest denominator; all in the name of gaining more profit -- unless we stand up against it!

So now, today we need to make a decision. Do we continue down a path where we are driven further and further into the deep, or do we create an environment that will help us flourish as we once did? At one time, Canada was one of the greatest nations in the automotive sector and today we are merely a shell of that distant memory. No one party or politician is going to make this better; this will have to be driven from the grass roots, from the shop floors everywhere, and this is only going to be accomplished if we stand together and fight back. This is not a 'union thing' or a 'union issue' this is an "everybody's issue", because without automotive and industrial policies, we will continue to decline until we go the way of the dinosaur.

Growing Strong

Over the last three years, we have recognized many processes that need improvement in order to meet the demands placed on the Local Union today. We continue to review items, directives, and procedures to ensure they meet our never-ending changes, especially when looking at communication and/or when connecting with members who rely on us as representatives. The Local Union office has and continues to go through major transformation

to accommodate the many challenges we see. We are also in demand by many who decide to unionize, or those simply wanting to transfer to our union. This doesn't happen by accident; this is a testament to the hard work and dedication of our Local officers and the staff we employ.

The newest addition to our union comes as a result of a successful vote at Windsor Machine and Stamping with a re-certification and an outpouring of requests to come to Local 444. 89% of people voting agreed to come to Unifor because of our involvement in the community, our profile, and our success at negotiating fair, equitable and progressive agreements. The second addition is Medex, an organization that has been transformed many times over, creating more difficulties for workers, challenging work standards, and fighting to simply keep what they currently have. Lastly, Point Edwards Casino; this request came to us from the National Union, for us to represent this workplace because there were no other Locals that were licensed to represent these workers under the OLG (Ontario License and Gaming). At this time we will continue to work with dedication

and conviction with the members at this facility to do what the members have discussed with us and we are currently working hard to understand the concerns. It is through the commitment of our combined local that we are able to meet this responsibility as we balance the other workplaces we represent.

Congratulations in Order

I would like to express my appreciation and recognize the hard work provided by Mike Lovric who was elected Vice President of the Unifor National Recreation Committee for Canada at their recent convention.

Also, I want to congratulate Dave Cassidy for being elected President of the Unifor National Skilled Trades at the recent Skilled Trades Conference. He has been given the respect and endorsement of his peers to lead the issues important to all trades groups. Further recognition goes out to Paul Renaud, currently the chairperson of WAP Skilled Trades, who has gained an additional responsibility since being elected to the position of Trustee of the National Skilled Trades Council in Canada. Congratulations to each of

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Unifor Chrysler Master Bargaining Chairperson Dino Chiodo is seen addressing Chrysler Council at its annual meeting where all issues and concerns from all the workplaces throughout Canada were discussed.

President's Report

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you, and my continued support in the work you each provide to our membership.

Contracts – Getting It Done

Each time you enter into bargaining, it can be nerve racking, challenging, disruptive, frustrating, time-consuming, and sensitive all at the same time. It is very difficult to explain the feelings until you go through it. Most will never experience this whirlwind of so many emotions, but if you ever have the opportunity, I recommend you do. It is certainly an eye-opener on how real and personal our members are, and the information they can provide with a true understanding of what motivates the employer and what their needs are.

I want to congratulate James Stewart, John Biekx and Maria DaParteira on their very successful negotiations with Etna Foods. The tentative agreement they presented to the members, received 100% acceptance as it will provide enhancements over the next three years.

Also, I want to congratulate Dave Cassidy, Rick Lalonde and Murray Bourque on a successful ratification at TransAlta. The membership voted in support of the tentative agreement that was reached (before the deadline) and included improvements to most of the sections that were highlighted by the members. A special recognition goes to Rick Lalonde for his hard work and

dedication over the last thirty (30) years as the chairperson of the TransAlta facility. Rick has always been an active trade unionist, passionate about his work and desire to improve the lives of his membership by raising the standard of living for all. Rick, we salute you for your dedication to TransAlta and Local 444, and a job well done. We wish Rick and his wife Linda years of continued health and happiness in their retirement years.

Holiday Cheer

There is certainly going to be many changes in the New Year; especially for the Windsor Assembly Plant and their

supply base. The Local and In-plant Committee have been working on making this transition as seamless as possible.

With that said, I wish all the membership and retirees of Local 444 a Healthy and Safe Holiday season. You have all earned a well-deserved break.

Although Caesars Windsor, Sterling Fuels and Southgate Residence members may not share the same holiday shutdown as our other workplaces, we send our greetings and wishes and trust that the limited time you have with your families is filled with warmth, love and happiness.



Unifor Ontario Regional Council (ORC) Chairperson and President of Local 444 Dino Chiodo is seen addressing over 800 delegates and observers at the most recent Annual 3rd ORC meeting which was held in Toronto.



Raising the Community Standard of Living

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

"Whew, What A Year!"

TransAlta

Passion, dedication, longevity, and stability are a few words to best describe our longest elected chairperson in our Local, Rick Lalonde, who at the end of the year will retire after 30 plus years with TransAlta. Rick has been such a pleasure to work alongside as the liaison to that workplace. His knowledge and work ethic is second to none, and his history and guidance will sure be missed. I, along with the rest of the membership, wish him nothing but the best in his golden years.

Apprenticeship

By the time you get this edition, all of the skills test battery will have been completed and we will be auditing the results. Significant dates as we move forward are that all scores from the GTA and Windsor will be into the National Committee by December 18, 2014. We will then go through all of the scores and notify the selected candidates for their interview. On January 12, 2015, interviews will start and once they are finalized and completed, we will get the first batch (20) of apprentices signed up with the Ontario College of Trades, and the Ministry of Training, Colleges and Universities.

I can tell you that I am extremely proud and excited to have been able to bargain this program and will continue to be involved directly. I feel it is a great opportunity for people who might not have ever had a chance to become a certified Trades Person, to finally become one.

Workers Compensation

In 1913, an Ontario Lawyer, politician and Judge, Sir William Meredith, tabled the Meredith Canada – a his-

toric trade-off in which workers gave up the right to sue their employers for a guaranteed protection from loss of income, regardless of fault.

WSIB is based on five principles:

- 1. – No Fault Compensation** - In which workplace injuries are compensated regardless of fault, and the workers and employers waive their right to sue.
- 2. – Collective Liability** - So that the total cost of the compensation system is shared by all employers.
- 3. – Security of payment** - With a fund established to generate a compensation fund that will be available for injured workers when they need it.
- 4. – Exclusive jurisdiction** - With all compensation claims directed solely to the compensation board.
- 5. – Independent board** - That this board be autonomous and financially independent of government or any special interest groups.

Well, I can tell you without a shadow of a doubt, that Sir William Meredith would be and probably is

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rolling in his grave. This system is flawed, continues to be flawed, and it is only getting harder and harder to get claims allowed. WSIB had a two year policy review process and now effective November 1, 2014, new policies and revised policies came into effect.

The new policies are on: Pre-existing Candidates and Determining Permanent Impairment. The revised policies are on: Determining the Degree of Permanent Impairment, Recurrences, Work Disruptions, Aggravation Basis, and NEL Redeterminations. I can tell you all that these revised and new policies, in my opinion, will not benefit workers. Why? . . . Because of the unfunded liability that continues at WSIB in Ontario.

Unifor Scholarships

To assist in making education more accessible, we've established 28

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Seen are the newly elected National Skilled Trades Executive Board, front row: Jacques Ouimet, Member-at-Large; Dave Cassidy, Chairperson; Nelson Gagné, Vice-President; Paul Renaud, Trustee; back row: Ray Hamel, Recording Secretary; Ashok Venkatarangam, Sergeant-at-arms; Bill Dickson, Trustee and Joe Elworthy, Secretary-Treasurer.

Secretary Treasurer

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scholarships worth \$2,000.00 each. They are for entry into the first year of post-secondary education at a Canadian public institution (trade school, college, or university). For applications, please check on the National's website, www.unifor.org. The deadline for applications is April 30, 2015.

Closing

As I reflect on 2014 and what has been a whirlwind of a year, I cannot believe how fast it went by. I wake up every day and feel privileged that you, the membership, have instilled your faith and trust in me; to allow me to represent each and every one of you. Whether it was through my social media connection on Facebook, or more importantly on the workplace floor, I thank you. I look forward to representing you in the future. I wish you and your families a Merry Christmas, and a safe and prosperous New Year.

*"Merry be your Christmas,
Peaceful be your home,
Joyful be your family,
Blessed be each one..."*



*P.S. – And if you want it
built right ... "Build it in
Windsor"... BOOM! it's
what we do...*

*With Respect and Friendship,
DAVE*



Seen leading the Bargaining Committee for TransAlta from Local 444 is Dave Cassidy, Secretary-Treasurer, Chairperson Rick Lalonde, along with committee members David Chauvin and Murray Bourque in which the membership ratified their collective agreement by 76%.



Local 444 President Dino Chiodo and Secretary-Treasurer Dave Cassidy are seen welcoming a class of potential Skilled Trades members, in which 60 will be hired into the program.



Members from Local 444 are seen at a rally at Queen's Park denouncing health care cuts across the province.

Continuing to Make Gains

Another year is coming to a close, and as always we hope the New Year brings in more prosperity and happiness than the past year. 2014 has been a busy year around your local union. We've ratified agreements at Caesars Windsor, TransAlta, ElringKlinger, Peterson Spring, Rims Trucking and lastly, Etna Foods with more on the horizon.

Windsor Assembly Plant

Things are still moving smoothly towards a mid-February 2015 shut-down at WAP. The plant is still slated to be down approximately 14 weeks as we retool to build a new style minivan/people-mover. When the plant reopens in May the expectation is that we will continue building our current version of minivan and slowly introduce pilots of the new product that will officially launch in early 2016. The plants manpower is slowly improving as the company has slowly started to hire people.

Many of our members are reaching 30 plus years seniority and we don't expect that retirements will slow down over the next few years. We are still a far cry from where we need to be in terms of manpower numbers but now we finally see light at the end of the tunnel. Congratulations to those new hires and welcome to Windsor Assembly Plant. The apprenticeship program has also finally started to move forward and we are now in the second step of the test procedures. We are still on course to have our first 20 apprentices in place by the shutdown of WAP in February of 2015.

Our skilled trades workforce is also in desperate need of help in terms of manpower and this will only continue as, like our production members, our

aging skilled trade workforce continues to see an increase in retirements.

Saturdays and O/T have been the norm at WAP and we don't expect that to change much as the company is trying to build every possible vehicle it can in order to make sure our customers don't shop anywhere else when our plant is down in the spring.

We recently met with our CGT members and had an opportunity to hear some of the unique challenges that face our truck drivers who keep the plant supplied with parts. We are planning a follow-up meeting soon and hopefully we can resolve some the issues that were raised.

All in all, the future looks bright in the foreseeable future at WAP.

Chrysler Group Auto Trans

We are right in the midst of change at our CGAT operation. Our former Allied (now CGAT) drivers have had some difficult times over the last three or four years. After basically losing their jobs when Chrysler and Allied

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parted ways we were able to convince Chrysler to start a new car hauling operation based out of Windsor to fill the gap. That came with a cost and as a result the new agreement isn't the same one our drivers had at Allied. Obviously there have been some real challenges during this time. We have had some success in convincing the company to change a few aspects of the collective agreement on a trial basis. The changes are small but in essence they give our drivers a way to be paid in a more realistic and fair way while giving the company increased loads. When the trial period is over we will be meeting with the company to review the results and hopefully we can report good news to our drivers at that time.

ETNA Foods

We just finished ratifying a new

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Unifor Local 444 officers and the Peterson Spring Bargaining Committee give details of their new collective agreement to the members at a ratification meeting and was ratified by 85%.

James Stewart Report . . . cont'd

collective agreement with our ETNA Foods members. This agreement was way past due as the owner fell seriously ill and ultimately passed away. Our members were very patient, understanding that the family who owns and runs the operation were grieving their loss. After a long difficult round of bargaining our members finally had a chance to review a tentative agreement and ratified it at 100%. Congratulations to our ETNA foods members.

ElringKlinger

We finally had an opportunity recently to tour this facility following our last round of collective bargaining. The plant has been awarded a new state-of-the-art technology program that is going into the old building. This new process is called Hybrid Injection Molding and is capable of hydro-forming thermoset plastic with aluminum. This is the first of its kind in North America and is a testament to the amazing work our members do at that facility. This investment is great news for the town of Leamington and our members.

Auto Warehousing Corp

Being so closely tied to the WAP operation, we are seeing a lot of overtime and weekend work. The new committee has been elected and I'd like to congratulate Andy Cizek from the Chute operation, Thomas Ghebru from our Drive-Away operation and Chris Boychuk from our rail operation on being elected. Each of these newly elected committee people have been doing a great job of raising the individual issues that arise in each of these divisions with Mark Bourdeau and



Unifor Local 444 officer James Stewart is seen addressing members from Etna Foods about the details of their collective agreement at a ratification meeting which was passed by 100%.



Unifor Local 444 officers James Stewart and Mike Lovric are seen with others as they donated a Windsor-built minivan on behalf of the membership to the Life After Fifty which is a not-for-profit organization. The van helps nearly 300 seniors get to medical appointments, grocery stores and social activities.

myself. We have raised the issues with the Vice President of Operations at AWC and we will continue to work with the company to resolve them.

Peterson Spring

Peterson Spring has just celebrated their 100th anniversary as a company. Our members in Kingsville have recently ratified a new agreement that is proving to attract new work into that facility. Select work has increased and we are now seeing EATON work being transferred to our operation as a direct result of our bargaining. Hopefully this trend continues and our members will have the job security they deserve.

Southgate Residence

The bargaining process has begun at Southgate Residence. We met with the Bargaining Committee and went over all the demands our members have put forward. We are now working with the National Staff Representative and are setting up bargaining dates with the employer. Hopefully we can get an agreement sooner than later and move forward with gains our members can appreciate.

In closing, I'd like to thank you all for all the support you have shown me. I hope next year is better for you than the past year was and I wish you all a very Merry Christmas and a Safe and Joyous Holiday Season.

Casino, Northstar, Sterling Fuels, Choice Nutritional Foods,

Caesars Windsor

BE CAREFUL when using social media! We all know that Facebook and Twitter are becoming more widely used today than ever before. Anything posted on social media becomes available for public viewing and can be used against you at your workplace. For instance, companies are utilizing social media to determine whether your absences are valid or falsified. (For example, if you are off work on a medical leave and you are working at another job (which is against policy at Caesars Windsor) it may result in discipline up to and including termination.

This brings up another growing issue and that is the use of private investigators by management to investigate you while you are off work. They are trying to determine whether you are working elsewhere, or working within your restrictions. The Company will continue to utilize all means to verify leaves and absences from work. We continue to challenge the Company on the surveillance process they have in place. I would ask the membership to be cautious while you are off work.

Sterling Fuels

The winter months are fast approaching, and the Company will soon be giving us notice as to when the seaway will be closing. We know that this will likely lead into temporary layoffs. We are seeing the business continue to grow in land sales which is a positive for our members.

As in the past, training will be done throughout the winter months. I would ask the members to continue to be cautious when it comes to your positions as I know how dangerous it can be. We can hope with the slower shipping season coming in that proper maintenance

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can be done on the equipment as well as the pipes to prevent them from blowing open again.

Northstar

As of this writing, we have seen increased hours of work resulting from the high demand from customers. The cell system is now in full production and the Company has started cross training the membership on other machines. The cross training is designed to help reduce the overtime that is needed within the facility. The Company has recently done some upgrades around the facility and are waiting for word from customers to see if we are going to produce the parts for them.



Actively engaged are the Women's Committee who are seen planning upcoming events trying to make a difference in our workplace and the community.

I would like to caution the members about the use of electronics (smart phones, tablets) while at work. The company has made it clear that you are not allowed to have them, and discipline will be issued.

Choice Nutritional Foods

We have seen the vending business grow in some areas. The Company has started using the vending machines for other items such as safety glasses, gloves, high lighters, etc. We had a vacation replacement member laid off recently and we have put the Company on notice that no one in management will be doing the work of our unionized members. We are watching this very closely.

Point Edward Casino

As of this writing, an election for the Bargaining Committee is currently underway at the facility. We will be having a meeting with the newly elected committee on November 26th and 27th to go over strategies for bargaining. I will also be working closely with them to outline the process for negotiations which will begin shortly after these meetings. We will be distributing priority sheets throughout the facility for the membership to complete. This information will then be collected and utilized in bargaining. We have had a few meetings with the members and we were able to answer questions in regard to the process of the elections, and runoff elections. We also heard about issues regarding the scheduling, shift picks, shift switch, wages etc. These are just some of the issues that we will have to deal with in negotiations. We will continue to meet with the workers to help them with questions and issues until we get through negotiations.

On a personal note – I would like to thank the membership for your continued support. From my family to your family, have a Very Happy and Safe Holiday Season!!

We need an Auto Strategy

While writing this article, I can't help but think how hard everyone has been working lately. With demand for the minivan at a high, the entire workforce has been working a lot of overtime. Overtime means extra money but it also means extra wear and tear on the body. However, we will soon be getting time to rest through the Christmas holidays and then the long layoff shortly after they retool Windsor Assembly which will give us ample time to rest those aches and pains.

Windsor Assembly is not the only facility that will be seeing changes during the downtime. Most of the feeder plants will be undergoing some big changes at the same time, which is great news for our employees and our community in general. The community benefits as a whole from the indirect jobs that are created with a major investment in the Windsor Assembly Plant. For example, there are increases in tool and die job opportunities and small businesses opportunities that in turn create a greater need for schools, teachers and health care workers, which is badly needed in the Windsor/Essex region. More jobs also creates more tax dollars for the community supporting infrastructure improvements and other projects.

Here are some stats on how the Auto Industry supports our communities... In 2011, Windsor auto workers paid \$216 million in income, payroll and sales tax. These funds support vital public services like health care, education, employment insurance, public pensions and social services. Auto workers' fundraising efforts also

directly support community organizations such as the United Way, women's shelters and food banks. Most auto workers own homes, and based on average rates, Windsor auto workers supported \$56 million in municipal revenue in 2011 helping to pay for local services. The auto industry is vital for us all. The Southern U.S. States and other countries understand the benefits of automotive investment and have proven that they are willing to do just about anything to attract an auto plant in their communities.

Canada/Ontario needs to step up and protect what we have with an Auto Strategy now! Contact your member of parliament to discuss your concerns that the Canadian government is willing to potentially lose this crucial industry.

Feeder Plants

Negotiations for Dakkota,

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HBPO, Oakley and TRW are months away and we are already strategizing on how we should handle it this year because the contract deadline falls in the middle of the layoff weeks. When the bargaining committee meets and comes to a consensus on the right time to begin negotiations we will notify the respective members.

Remembrance Day

Remembrance Day is a day when we reflect on the members of the armed forces who died in the line of duty. Remembrance Day is observed on the 11th hour of the 11th day of the 11th month because this day marks the official end of

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With many in attendance at Windsor cenotaph on Remembrance Day, seen are Unifor Local 444 officers James Stewart and Mike Lovric laying a wreath on behalf of the 444 membership.

Mike Lovric Report ... cont'd

World War 1. We observe a moment of silence and participate in ceremonies lest we forget the sacrifices these war veterans made in order to ensure our freedom and civil liberties. Unifor Local 444 will never forget, unlike the Harper Government. The government is showing its disrespect by closing the Veterans Affairs Offices across the country. Clearly, this is not the way our war Vets deserve to be treated. . . Remember this in the next Federal Election.

Best Workforce

Congratulations to all of the workers who directly or indirectly build the Chrysler Minivan. Since 2011, the Chrysler Minivan has been rated the "Best Buy" of all minivans. This rating shows the world that our workforce puts a great amount of pride in our work and that we want our customers to have full confidence that it is the very best minivan they can buy.

Consumer Guide Automotive editors analyze, compare and evalu-



Seen at the Windsor Cenotaph is Local 444 Unifor Retiree and Korean War veteran Marty Vermeer, now 81. He is seen with his wife Anetta and daughter Mary McNorton who works at the Windsor Assembly Plant. Marty joined the army at 18 and went to war at the age 20, and was stationed on Hill 355 where he and others were engaged in fierce combat.

ate numerous vehicles by extensively testing all major models. According to Consumer Guide Automotive, a vehicle does not become a Best Buy based solely on objective ratings; Best Buys also distinguish themselves as good values compared to other vehicles in their class. Once again, congratulations to all for a job well done!

As this is the last 444 News for 2014, I'd like to take this opportunity to wish everyone a safe and happy holiday season!

C.P.P. & E.I. CONTRIBUTIONS

2015

C.P.P. – \$2,479.95

E.I. – \$930.60

2014

C.P.P. – \$2,425.50

E.I. – \$913.68



At a special Auto Council held in London delegates listen intently to Vice President Mike Lovric pertaining to the updated bylaws which were passed by the new council.



Pulling 80,000 lbs, Local 444 members are seen participating at the 2nd Annual United Way Truck Pull.

Windsor Assembly Plant

These are exciting times at Windsor Assembly. As the holidays are fast approaching more is being asked of our membership in regards to production of the best built minivan in the world. We have seen the company canvassing for production on traditional non-production days in order to build up inventory for the upcoming retooling. It's important for our membership to understand the reason for the need for these units. The company would like to have inventory on the lots as of the February shutdown to ensure ample supply for potential customers. If customers are not able to find our product they may go to a competitor thus Chrysler losing them for possibly 10 years or indefinitely if they like our competitor's product once they own it. So these units are about protecting market share during the extended retooling at WAP.

Currently the plan of action is for WAP to be down for RU retooling mid February 2015 coming back up at the end of May 2015. The plant will continue to build RT

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fcagroup.com*



only after the retooling with RU pilots worked into the build. This launch will be the most aggressive WAP has had in that the build curve is very steep with the company wanting to be back to full production of 1490 RT units per day within 45 days of the re launch.

Your in-plant committee and co pillar leads had the opportunity to visit Toledo Assembly Oct 28, 2014 in order to review some of the new technology which is coming to WAP with the RU retooling. The skillet line was our main focus in order to see exactly what benefits this technology would provide for our members. The skillet line is an assembly line which allows the vehicle to be raised or lowered in the workstation to accommodate

our member's ergonomic needs. This technology does seem to provide a platform to help with many ergo issues we are currently experiencing and the committee believes this technology is a major step in the right direction for our members.

The company announced in August that they would be hiring new members from the street using the referral system. New members were identified using applications, interview and physical abilities tests and are being dispersed throughout the plant to fill jobs where needed. While the committee realizes this will not totally fix issues regarding manpower in the plant, it is a move in the right direction and we will continue to argue to have the company hire more.

With the upcoming downtime we as a committee understand there will be a great deal of concerns and questions in regards to benefits, EI claims, etc. If you have a question in regards to the down time please direct them to your representative so they can relay them to the committee. We will be capturing these issues and will be putting a leaflet together to provide answers and information in order to ensure there are no issues for our members during the extended downtime.

I would like to take this opportunity to remind our members that we have a unique opportunity at WAP in the use of the PFS screen for in plant information. We do our best to update the screen on a weekly basis of upcoming events and issues which we feel are relevant to our members' needs. Please take the time to refer to this screen on your station computer to see if there are any events you may like to participate in.

On behalf of the entire Steward Body have a safe and happy holiday season.



Seen are the United Way canvassers from the Windsor Assembly Plant. A big Thank You goes out to all those who gave in this year's campaign. You are truly "Community Partners Making A Community Difference."

SKILLED TRADES REPORT



E-mail: paul.renaud@fcagroup.com



By PAUL RENAUD
Skilled Trades Chair

The Skilled Trades population is currently 558, plus we have three temporary licensed mechanics, two at VCC and one at R&D, and two temporary licensed toolmakers out of production. There is a possibility that we will need more mechanics to help out at R & D in the future, so if you know of anyone that is currently working in production that holds a C of Q as an auto mechanic, have them submit their qualifications to Hourly Employment on Grand Marais Rd.

Manpower continues to be an issue with many Trade groups working 12 hour days just to run the plant. Although we are running 12's, spare parts and material to do our jobs, are hard to get. We understand that most of the equipment is going to be demolished in February but we still need to build vans until then. PM's are extremely important and must be completed right up until we shut down. The equipment that will be carried over after the shutdown must have special attention paid to it, as it will be needed to continue running during the launch and beyond.

There have been many rumours flying around the plant in regards to Skilled Trades hiring. Until something concrete comes from the Company regarding hiring, we are still in the same position as we were a couple years ago when the plant put in a requisition to hire and it was turned down at the top level of the corporation. The plant recognizes the need to hire but Corporate needs to be on the same page. As we move towards the downtime manpower is a major issue and coming out of the downtime it will be even more critical for a successful launch. The committee

is continuously pressing the company to hire and will continue to keep the pressure on.

We have been discussing Christmas shutdown work with management and it looks like there will be some work to be done during the Holidays. We have been pushing to get any early opportunity work to help alleviate some of the pressure during the downtime. TCF, BIW, Paint and Facilities are putting their plans together to be presented to us soon. The TMS canvass for the Christmas shutdown availability was opened on November 8th and closes on December 5th at midnight, so don't forget to put your answers in.

Kim McMaster and I recently went to SHAP and Toledo to view their Metrology Labs and talk to the Tradespeople in the labs. The common message from both plants was to ensure that there is enough training for the Trades that will be staffing the room, – management also echoed the fact that training is essential. We are addressing this issue for all Trade groups and the company has a very aggressive training plan from now through the shutdown.

We are continuously pushing to bring in licensed Tool and Die makers from production to help in the CMM department, which will allow people to be released for training while we continue to keep the plant running on a daily basis. When the Metrology Lab becomes operational we will need approximately six more people in the department, as of now.

The Trades have been involved in many launch related activities including training, build shop visits, reviewing prints for new equipment, and demolition in the old Paint shop, to name a

few. BIW has the most Trades involved as they are a little further ahead than the other two divisions at this point. We have seven people at the build shops daily and others going over from time to time. The input from the Trades has been incredible and will be a definite asset in ensuring the tooling comes in to the plant with maintenance in mind, not just the ability to build cars. Our Trades look at things from a maintenance perspective, – how can we fix and maintain the equipment easier and quicker to get it up and running with less downtime?

Apprenticeship update - 197 applicants attended the eight hour training course at the local to help prepare for the Skills Test Battery at St. Clair College which is ongoing and will be completed by November 24th in Windsor. All test results will be submitted by December 18/14 to the Company. The top 80 in Windsor will move to the interview stage which will begin the week of January 12/15 and is expected to last approximately three weeks. The top 70 from the interviews will be put into the apprentice pool. In early February of 2015, apprentice contracts will be signed with the successful candidates and they will be registered as apprentices. Mid February to early March is when the first 20 apprentices will start work on the shop floor.

I would like to congratulate Dave Cassidy for being re-elected as the Chairperson of Unifor Skilled Trades Council. It is a great honour to be able to represent nearly 60,000 Skilled Trades across the country and Dave has carried out his duties to the Skilled Trades with class and dignity. Well done Dave! I was elected to the executive board as a trustee for Unifor Skilled Trades Council and am excited to be working on behalf of all Skilled Trades across Canada. Kim McMaster was elected to the Apprenticeship committee and Louie Ferrari was elected to the credentials committee - congratulations.

The Skilled Trades committee would like to wish everyone a safe and enjoyable holiday. Merry Christmas and Happy New Year.

BENEFITS REPORT

Windsor Assembly Plant

Benefit Report

With the upcoming February layoff fast approaching, we are currently working with the reps to capture frequently asked questions pertaining to the layoff. Once we have all the information we will be putting a leaflet on the floor. As well, we are having conversations with Service Canada to provide us with a reference number when applying for Employment Insurance benefits. A benefit bulletin to assist in the application/reporting process with Service Canada will be provided in the New Year.

Holiday Travel

It is wise to carry your Green Shield card when travelling out of town. For assistance before or while traveling outside of Ontario, contact Green Shield Emergency Assistance at 1-800-936-6226 or collect at 519-742-3556 (these numbers are located on the back of your Green Shield Card).

Also, it is advised to make sure that all dependents have their own Green Shield card, especially if they are travelling abroad without you. You can attain additional cards by contacting Green Shield customer service at 1-888-711-1119.

S&A/WSIB and Employment Insurance

If you do not qualify for S&A from Chrysler, or if you served a five-day waiting period on an illness claim, you can apply and may be eligible for an Employment

you return to work and contact the benefits office to assist with your reports.

If you have any questions or concerns regarding this report please contact the benefits office at: 519-973-2845 or 519-973-2664.

The Benefits Office would like to congratulate Joe Domarchuk on his new position as World Class Manufacturing Facilitator and wish him well on his new endeavours. His wealth of knowledge will be greatly missed!

Have a Safe and Happy Holiday Season.

By

KEN KWIATKOWSKI

E-mail: ken.kwiatkowski@fcagroup.com

Insurance illness benefit.

To use your WSIB or S&A to start a new Employment Insurance claim it is recommended to apply to Service Canada immediately when



“Sharing The Warmth” - the sleeping bag donation campaign in memory of Matt Rawlings.

After Matt’s death in 2012, Matt’s parents discovered his “Bucket List,” which included the item, “Help a homeless person.” Inspired by Matt’s wish, the family moved forward and to help his goal, is to provide a little warmth this winter to Windsor’s most vulnerable. Sharing the Warmth is a sleeping bag drive with a goal to collect as many new or gently used sleeping bags as possible to be

donated to Street Help 7, a local organization dedicated to providing services to our local homeless.

On behalf of the family and plant representatives, a big thank you goes out to the entire Windsor Assembly Plant for their donation of 80 sleeping bags and \$7,800.00 towards Matt’s wish at the recent gate collection. You are all totally Awesome!



CAESARS REPORT

By **DANA DUNPHY**, Chairperson



E-mail: unifor444caesars@hotmail.com

At the time of this writing the Casino membership is 2334 with 25 members on layoff. Over the last 6 months since the shift and vacation picks each of the committee people have met numerous times with directors and Labour Relations to try and gain back some of what was lost. I really think the company at this point is attending the meetings just to say they are meeting with us but with no real regard for our workers home life at all. In saying that we are continuing to try and push them to give back what was lost.

Attendance Policy

As everyone is aware the company introduced three new attendance policies effective April 27, 2014. At this time the innocent absenteeism policy seems to be the most problematic so far. Since this policy now incorporates your 10 ESA days, we feel it's far too strict. For example, if a part time worker has surgery in January of 2015 and all ESA are used as a result of the surgery that part time worker now can only have one more absence for the remainder of 2015 and if they happen to have a 2nd absence they are now tied up in the innocent absenteeism policy for a year from the day of the actual innocent absenteeism meeting. We have sent this policy to Unifor Legal Department for review and hope to make sufficient changes to better suit our membership.

Security

We are still having meetings over scheduling concerns. We are trying

to come up with a solution that gives more power to the department to schedule actual positions, which should alleviate the extras that are currently on the floor. With the inclement weather approaching jackets may now be worn at the door positions. However, the jackets must be worn and not hung on the back of the chairs or placed inside the podium.

Slots

Currently we are still catching management doing unionized work at certain periods of the day when there are only two attendants and one is on break. We have a meeting set up to address this ongoing issue. The EOS is underway and the slot department was writing down the names of the workers who have refused to take the survey. We have put a stop to this. The survey is supposed to be confidential so there is no reason to track who is or who isn't taking the survey.

Table Games

There was an issue with the department scheduling six hour shifts for part time workers and then asking for overtime. The six hour shifts being scheduled on Saturdays 8 p.m. to 2 a.m. have now been changed to 8 hour shifts 8 p.m. to 4 a.m. Craps training is now being offered to dealers. It is scheduled to commence January 5, 2015. The shifts being offered are 10 a.m. to 1:45 p.m. or 2:15 p.m. to 6 p.m. on Monday, Wednesday and Friday. Crew training is being offered to current craps dealers to help with the training. Dealers will be paid an additional \$4.00/ hour on top of their base rate to train. Day shift continues to be short dealers, and the department has no intention of fixing the problem.

Ushers

The department is holding quarterly meetings for the casual workers to allow them to bring their concerns forward. The Union will be attending these meetings to ensure all concerns brought forward are addressed. Due to the allotment reduction for planned time off multiple classifications have initiated changes to their lieu and

... cont'd on next page



Seen are members from Unifor Local 444 taking a moment for a photo-op at the kick off campaign for Violence against Women Conference which was held at Caesars Windsor.

Caesars Casino

... cont'd

commitment day picks. Some classifications have been successful through a departmental vote process to change how the books roll out while others have opted to stay the same.

CSRs

Guest services are having some issues with scheduling and rotation. We are currently working with the department to try and resolve these issues. At this time we do not feel that this is a true amalgamation of the two departments.

Global

Vinny has worked relentlessly since we have returned from bargaining trying to address all of the concerns that have been brought forward over the global schedules for part time outlet servers. He has made tremendous strides in this area. Is it perfect? No, but he will continue to address each and every issue brought to him.

Bill C-290

Bill C290 is single game betting legislation that has been put forth to

the Federal Government which is a proposed law that would open up Vegas style sports gambling in Canada and after 2 years it has still not been brought to a vote despite it receiving all party approval. We as a Union are committed to continue the push to try and get this bill passed so that our casino can introduce single game betting. We encourage each and every member to send a letter or email to your MP or stop by the union office and sign the petition. Together we can send a strong and clear message.

Casino Rama

Over the last couple of months there has been an organizing drive happening at Casino Rama in Orillia, Ontario. I have had the privilege on two occasions to go to Orillia for a meet and greet with the workers at Casino Rama. At these meetings I have learned a lot about the OLG's modernization plan. The plan is to sell off all the OLG properties and have them owned privately. In saying this, the workers are feeling insecure in their future employment. They currently are not covered by a union and are at risk of losing their jobs or receiving pay cuts as well as

benefit cuts after the 12 month clause which says the new owner will retain current workers for up to a year. There is a lot of uncertainty as to what will happen after the 12 months lapses.

If you know anyone who works in Casino Rama please reach out to them and encourage them to sign a union card. Just so my message is clear we do not have the same worries as the Casino Rama workers because we have a collective agreement that has to be followed no matter who operates our casino.

On behalf of myself and the entire Union Office, I would like to wish everyone and their families a very Merry Christmas and a safe and Happy New Year!

Change of Address

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



Recreation Report

By
SCOTT RICHARDSON
Recreation
Chairperson
E-mail:
scott.richardson@fcagroup.com



Each year the Recreation Committee works hard to ensure we host first rate events that our membership will enjoy with their families. The year 2014 was no exception as the committee once again put forward another year of well-organized and well attended events. Thanks to all our members who participated throughout the year and enjoyed these events hosted by the Recreation Committee.

The members of the Recreation Committee deserve a great amount of gratitude for their continued countless volunteer hours in making events such as the Brooks Golf Tournament and the Family Picnic very enjoyable for our members during the course of the 2014 year. The success of all our events relies on the dedication of the committee members. The Recreation Committee would like to take this opportunity to wish everyone a safe and joyful holiday season.

CHRISTMAS ICE SKATING FESTIVITIES

On December 30th, the Recreation Committee will be hosting the ice skating event at the WFCU Centre. This is our annual family Skating event. Hot chocolate and timbits will be served and everyone will have a chance to skate and take pictures with Spitfires Mascot "Bomber" on the Spitfires home rink. This event provides all of our members an opportunity through the holiday season to take a break from the incredible pace of everyday living to enjoy some time skating with family.

SPITFIRES TICKETS

The Windsor Spitfires are offering to our members a discounted ticket price of only \$16.00 for selected games. The games are: December 31st vs Plymouth Whalers, "Hockey Day in OHL" January 25th vs Sarnia Sting, February 15th vs Mississauga Ice Dogs and March 8th vs Oshawa Generals. The tickets are available online at . . . www.windsorspitfires.com or at the Local Union Hall.

STAY CONNECTED

Sign up to receive e-mail alerts for all recreation events.

Visit the website: www.uni444.ca click the "About" tab on the left and follow through to the Recreation Committee's tab. Just give your name and email address and you will receive email notification of any recreation event posted to our website.

Congratulations to Unifor Local 444 Mike Lovric who was elected the Unifor National Vice President and Chairperson to SWORC. In addition, Scott Richardson was elected to SWORC as Secretary – Treasurer.



At a recent Unifor National Recreation Committee meeting held in Windsor, Local 444 Vice President Mike Lovric is photographed along with the National Recreation Committee.

Upcoming Events

- **UNIFOR REGIONAL 10-Pin BOWLING TOURNAMENT**
Sunday, January 25, 2015
Superbowl Lanes, Windsor
- **UNIFOR MOONLIGHT BOWLING TOURNAMENT**
Saturday, February 21st, 2015
Rosebowl Lanes
- **UNIFOR CRIBBAGE & EUCHRE TOURNAMENT**
Sunday, March 1, 2015
Canadian Legion Br. 143,
- **UNIFOR RETIREE EUCHRE TOURNAMENT**
March 18th, 2015
Canadian Legion Br. 143,

Watch your Union bulletin boards for more details on these events and others or visit the website: www.uni444.ca (under the Postings Tab).

Recreation Report . . . cont'd

Local 444 Slo Pitch Season Wrap up

Another great year in the books ! We made the move to the Vollmer Centre diamonds this year and we were not disappointed. The diamonds were well taken care of, and everyone was happy playing there. This year Scott Arquette and Jeff Rusnak's, "Select Few" captured the "A Division" title defeating Jae Heron's team from "Average Joe's". In the "B Division" Randy Lambiers "Ball Busters" repeated as champs defeating Constantine Iatridis's "Balls in Play" in a great 8-6 game. We capped off the season with our Award Banquet November 8th and were pleased to recognize Vic Bodnar as this years "Paul Craik Sportsmanship Award" winner. Thanks to Julie for coming out and presenting Vic with the award. We hope everyone had a great year and hope to see everyone back next year.

Sadly, we lost another great member of our Slo Pitch family. John Denaploi, a player with Tilbury Chrysler, passed away this year leaving his wife and three little girls. At our banquet we had a fundraiser to help

fund the girls' future education needs and we raised \$1500, thanks to the great people in our league. John's wife Sonia wants to express her deepest gratitude to the league John loved to play in.



Darryl Desjarlais & Frank Harshaw



SELECT FEW



BALL BUSTERS



AVERAGE JOE'S



BALLS IN PLAY

County Units Reports

By John Biekx,
County Units Representative

E-mail: jbiekx@uni444.ca



As United Way rolls out the 2014 Campaign this year, I have learned the issues surrounding our community and they are astounding. Currently Windsor-Essex County has the highest poverty rate at 18.3%, well above the National rate of 14.3% and Provincial average of 13.9%. Currently we have the unfortunate distinction of having the highest number of low-income residents living in low-income neighborhoods. Two questions come to mind as I have digested this information; what does this mean to us as taxpayers? And what is United Way doing about it?

The cost to us taxpayers according to the Cost of Poverty Report are this: 450 million dollars a year! How is that cost measured? Through health care, criminal activity, and productivity concerns. Basically stating; as poverty continues to grow in our community it takes a significant amount of our resources to maintain it at a cost to us all.

What is the United Way doing about it? Just this; they are funding programs that seek to move people out of poverty and are giving residents the tools to be successful. Over 47,000 people were helped in our community alone and over 10,000 were county residents. United Way is helping every-

one from the 6,500 young people who participated in United Way after school programs to the 6,000 individuals who received United Way funded counselling and supports in the last year alone. How is this helping with poverty? After school programs play a vital role for those who may not have anywhere to go when the school day is finished, and by investing in after school programs; children are receiving help with homework, gaining leadership and self-esteem skills that will help them succeed later in life. Mental Health is also a growing concern in our community and has a cost associated with it. United Way is not only funding mental health supports but is also taking the steps to ensure that our community responds in a timely fashion by providing essential services like a walk-in clinic for residents in crisis right in Leamington as well as other locations across Windsor and Essex County.

If there is anything to take from this article is this; United Way is funding programs that help our community and it is important that we all find a way to get involved in changing our community for the better. United Way provides funding to a long list of community partners. It is a fact that without United Way and its donors OUR communities would look completely different. So with the Holiday Season fast approaching and so many in need it is imperative that we all team up in a show of solidarity and give back by taking part in the wonderful things United Way and its community partners do with the true meaning of this Holiday Season in mind.

In closing I would like to thank the members and their families for their continued support and generosity, as well as wish all a safe and Happy Holiday Season and a Happy New Year!



BETH ADAMS • HAROLD ADAMS • KATIE ADJIN • BOB ARNOLD • JOHN BACON • DAVE BAKER • STACEY BAKER • KEITH BENNETT • LE
 MAILYN D'CRUS • JOHN DELUCA • MIKE DENUNZIO • DARRYL DESJARLAIS • KIM DEVOCHIE • MIRANDA DEVOCHIE • CARLO DILUCA
 HARSHAW • SHARRON HENDERSON • DAVID HOLJECVAC • BRENT HUGHES • ALLEN HUGHES • TIM JARROLD • JEN JEWELL • GR
 TED PAQUETTE • RICHARD PAQUETTE • TARA PATRICK • RAPHAEL PEZEZ



A Special Thank You to O

DAWN CLARKSON • PAT CLOUTIER • RACHELLE COHOE • DENIS COLASANTI • PAT CUNNINGHAM • JAMES DAEHN • PAUL DAEHN • CHERYL DAGENAIS •
 HEATHER GOSLING • ROBERTO GOYEAU • SARAH GRAHAM • JOSH GREBER • TONY GRECO • LAURIE GREEN • RAY HACHEY • FRANK
 STEVE MORGAN • MARK MORIN • MIKE MORRIS • FRANK MOSEY • SUSAN NAJEM • ZEANA NANTAIS • ALBERT NARI • TIM NORMAN •

• ALLISON MACDONALD • LUCINDA MACHAN • ALDAN MACLEAN • WAYNE MACLEAN • TODD MACV • ANGIE MAHEUX •
 • STEVE DZUDZ • SHIRLEY EGAN • ASHLEY FARLEY • FRANK FAVOT • LOUIE FERRARI • CRAIG FOWLER • MADISON FRA
 • MACEY CAIXEIRO • BILL CAIXEIRO • GAVIN CARDOSO • LIAM CARDOSO • LOGAN CARDOSO • MANNY CARDOSO

SLI BENNETT • MAURO BERTOZZI • DAVE BLAIS • JOEL BLAIS • CELINE BLAIS • MADELEINE BLAIS • MARCEL BLAIS • EMKLY BOICE
 • NICK DIMITRIOV • JAMIE DIMITROFF • MIKE DOE • SANDRA DOMINATO • ROGER DONAIS • RICH DOWNES • RENE DROUILLARD •
 EG KIPPING • DEWEY KNIGHT • SUSAN KOVOSI • KEN KWIATKOWSKI • LEO LABBEE • JULIE LAFRENIERE • TOM LALIBERTE •
 • CASSIE PINARD • RAE POWER • PAUL RENAUD • SCOTT RICHARDSON



MARK BOURDEAU • DIANNE BOURDEAU • ABBET BOXALL • KARA BROWNING • GENE BUTLER • DESTINY CADETTE • ALEXANDRIA CAIXEIRO
 AMANDA DUFOUR • ASHLEY DUFOUR • LISA DUFOUR • MARK DUFOUR • ALISHA DUFOUR • MARK DUFOUR • DANA DUNPHY • STEPHANIE DUNPHY •
 ROSARIO LAPETRAE • ROB LEMAY • PAUL LENGCA • BRAD LITFIN • GERRY LOGAN • BECKY LOVRIC • MIKE LOVRIC • DIEGO MAZZONE •

our Family Picnic Volunteers!

SCOTT MANNING • CHUCK MARSHALL • MIKE MCGOWAN • RICK MCKINNEY • SHIRLEY MCLEAN • TERRY MCLELLAN •
 FRANCIS • JOANNE FRANCIS • DAVE FRENCH • RICK GALLION • TOM GAUDETTE • SUE GIBBONS • NAZIRE GJINNAJ •
 • DAECA CARDOSO • RYLEIGH CARTIER • DINO CHIDO • FELICE CHIDO • HUSSAM CHREIDAH • ANDY CIZEL •





Affirmative Action & Human Rights

By **ALBERT NARI**, Chairperson

Email: humanrights444unifor@gmail.com

Building Bridges, Breaking Barriers

On Nov. 10th, 2014 I joined with many other community activists, three temps. migrant workers – a live In – Caregiver, a Farmworker, and a Restaurant worker in an information session at our local.

What we heard and learned was heart breaking. From their living conditions to work atmosphere, low wages, broken promises and on top of that no benefits, no rights, no whatsoever.

These things are taking place right here in Canada in the 21st century. We Canadians who champion democracy, human rights and equality, have closed our ears, eyes and mouths of all these abuses by the employers. I haven't seen or heard a politician who spoke about the plights of these temps. migrant workers as if they don't exist.

I believe, we should all stand tall and start taking action and demand that these workers should be treated fairly and equally, paid same wages, and covered by health care, same as of any resident of Canada.



Harassment Free Workplace

I would like to commend the Honorable Justin Trudeau for taking immediate action and suspend two male Liberal MPs from his caucus, after receiving a sexual harassment complaint from two female NDP MPs pending further investigation. Even though it amazes me that we as Unifor and before as CAW have made it now. One issue that our workplaces are harassment free and put a policy in this regard and how to deal with it if it happens, we see our law makers on Parliament Hill are struggling to deal with this issue because they have no policy to guard against such behaviour.



I strongly advise them to consult with our Unifor to devise one for them.

Steven Harper and Human Rights

In 2006, with a minority government, Harper had openly criticized the Chinese government for failing to respect human rights. I quote "I think Canadians want us to promote our trade relations worldwide, and we do that, but I don't think Canadians want us to sellout important Canadian values. They don't want us to sell that out for the almighty dollar", Harper said then.

In 2014, whether or not he's now selling out to the almighty dollar, Harper has been muted with his public criticism of China abuses of human rights. On the other side we see the White House openly criticizing China's records on human rights before president Obama visits China.

With the holiday season approaching, our committee members and I wish you a Happy Holiday and to those celebrating Christmas a very Merry X-MASS and a Happy New Year to all of you. Please remember those in need and be generous.



Human Rights and Community Activists are seen at the Building Bridges - Breaking Down Barriers information meeting which was held at Unifor Local 200-444 Union hall. They heard and learned lot about Temporary Foreign Workers about their struggles, their rights, and the laws that impact them.

Change of Address

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



DAKKOTA INTEGRATED SYSTEMS

By **ARMAND GERVAIS**
Chairperson,

E-mail: armand.gervais@yahoo.ca



Plant population is at 167 with no one on layoff and 16 on various leaves. I would like to take a moment to thank everyone who contributed to our United Way Campaign. Your generosity is much appreciated.

There have been some questions on the floor that I hope I can clear up. Shutdown next year is right in the middle of contract negotiations. People were wondering when we are going to bargain. No dates have been set yet, before or after the layoff. As soon as this information becomes available it will be passed on to the membership.

In regard to our Green Shield benefit plan during the layoff, all members on the seniority list will be covered for the entire shutdown period of February 16, 2015 to May 14, 2015. Also, January 2, 2015 will be a paid holiday during our Christmas shutdown.

Just an update on the RU program. The prototype program is on track for early in the New Year. We should start seeing parts in our plant around that time. More details on the RU will come at a later date.

We have one more visit to the Downtown Mission on December 19th. We will be buying and serving lunch that day. The membership at Dakota has taken part in many charity events throughout the year. Everyone should be proud of doing our part to help better our community.

In closing, on behalf of the committee. We want to wish everyone a safe and happy holiday season. We all need the well-deserved break. Cheers!

Unifor Local 444 Apparel

Just in time for Christmas, with men's and women union swag will be arriving daily at

The Tuck Shop

Upstairs at the Union Hall

Hours of operation are Fridays ONLY from 8:30 am to 4:00 pm.

CASH ONLY!

INTEGRAM

By **DAVE SIMONE**

Chairperson, Ingram Seating

E-mail: integram444@magna.com



The current plant population is 714 with no one on lay-off and 23 members on modified duties. The upcoming down time is still tentative and is presently scheduled to begin Feb 16 and go until May 24, 2015. Since we have two customers at Ingram (Chrysler and G.M.), Ingram will be running production in our foam department the entire time that the Windsor Assembly Plant is down. We are trying to get the official number of members that will be needed to work in all departments and shifts so we can start to coordinate any bumping that will take place. During this down time the company will be installing three new production lines in our assembly department. These lines are called Automated Guided Vehicle or (AGV). Ingram received the approval for investment in these lines last month. The hope is that there will be an improvement in ergonomics for our members as these vehicles can move up and down to adjust to the optimum work zone height for our assemblers and inspectors. Ingram is the first Magna seating plant to get this line technology.

Our Foam department will not see any new changes until approximately Oct of 2015, as the new racetrack system project will start then. The company is still trying to work out the official placement of the new line. There will be some members reduced from the foam department when the new line is up and running. This will be done in stages as both RT and RU will overlap, thus the carousels and the new track will run together for a period of time. When the RT project ends, the true number of members displaced around the plant will be clearer. We are figuring that between approximately 40 and 50 members will leave the foam department, but they will be absorbed elsewhere in the plant. Due to the RU, presently we do not believe that there will be any permanent lay offs.

On Nov. 6 we received our 2nd lump sum bonus of \$1200.00. As of the Oct. 31 deadline, we have 19 members interested in retiring in 2015 and obtaining the incentive package.

I would like to wish everyone a Merry Christmas and Happy New Year and to have a safe and enjoyable holiday break. This membership works very hard day in and day out to supply our customers with a quality product. The time off is needed and well deserved.

First and foremost, I want to thank the membership for their hard work and dedication, with working six days most weeks. I know many of you were looking forward to the Remembrance Day holiday. Lots of the members worked 12 hours on this day to support our customers' demand for production, thankfully we were able to do this on a voluntary basis and the company did not have to force overtime which would have turned into a battle. We definitely never want to be the supplier that tells the customer they can't run, so a huge thanks to all those who volunteered.

By the time this is published we will have finished our United Way drive and I want to thank all who participated in the 50-50 draws and through payroll deduction, together we are making Windsor/Essex a better place. Our area has been hit very hard, so your donations are

going a long way. One stat that I think is important to know is that one in six kids in our area lives in poverty We can do better WE MUST DO BETTER!

WCM light is in full swing and I also want to thank the members who have signed to join one of the pillars. I have always said the workers know the jobs and the plant the best! With the suggestion program and other pieces of WCM we should finally have a great deal of say in how our jobs are done. This should lead to many improvements in our day to day working conditions.

We had a meeting on the youth committee at our Local on November 9th. We only had three-workers attend a follow-up meeting which will be held in January. Several members have expressed interest in this, so watch the Union Board for more info. This will give the youth 35 years and under a

By
**GERRY
LOGAN**
Chairperson

E-mail:
gerrylogan@trw.com



voice in our union's direction, the youth know the struggles they face more than anyone, so come out and have your say. This is a great way to become active and fight back with youth unemployment at record levels. This committee is very important.

As the year comes to an end on behalf of your representatives and myself, we wish everyone a Safe and Happy Holiday Season.

Sterling Marine Fuels

MICHAEL MERRY, Chairperson

E-mail: mike.a.merry@gmail.com

The cold is here! At Sterling we are still very busy moving into the winter. Usually business is very steady up until Christmas. This year however, it seems we might see more business in the first quarter of 2015. This is due to the acquisition of the Sarnia Imperial Oil Dock and Sterling Hamilton that has diversified our company's business strategy. I am very hopeful that we can keep more employees working after the holiday season instead of our general layoff schedule.

Another big positive moving into the cold is our facility develop-

ing more community involvement. We are putting together a Food Bank drive for the Downtown Mission and we are also collecting coats. Finally, I am hopeful to put together a work day at the downtown mission. Hopefully we can continue this trend into 2015!

Moving into the holiday season, I am looking forward to Ornament Making Day as well as skating at the WFCU. I would like to wish everyone a Merry Christmas, and a Safe and Happy Holiday!



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GORD GRAY Editor / Public Relations



CGAT of Windsor

By DAVE SKIDMORE

Chairperson, CGAT of Windsor

E-mail: dskidmore@uni444.ca



Currently there are 48 drivers operating 33 trucks at CGAT with a freeze on hiring any additional drivers, until upper Chrysler management is convinced this is a beneficial business venture for them long term.

In an effort to prove out our argument that, if you pay the drivers more fairly they will do more work, we agreed to a trial run on being paid overtime on our incentive hours.

Since it was implemented back in late September, productivity has risen by 20% to 30% depending on the day and work availability. We have acquired additional work, as back haul loads, from Warren Assembly Plant to the Windsor rail head. Many days there are still not enough loads to satisfy driver demand, which would make the productivity numbers even better.

I think what we've said all along has definitely happened. As part of the trial period, we convinced the company to hire one of our former experienced Allied dispatchers to help with a more structured dispatch by seniority process that works for both sides.

The company insisted on evening out the number of drivers on day and night shifts which was painful for those who were forced to a night shift or a different start time.

As of this writing we still have some philosophical differences with management on dispatch and other issues that need to be worked out. James Stewart, Dino Chiodo and myself continue to meet with the company on outstanding issues and try to persuade the company, at all management levels, that we need an all-encompassing, over the road rate negotiated, to move forward and grow the operation into a viable car haul company.

The corporate gears turn painfully slow at Chrysler Corporation, so who knows how long that process will take! I'd like to thank all the drivers for their patience since the startup of this company, as it's been a real test for everyone trying to work through all the issues.

Merry Christmas and Happy New Year to all.

AWC CHRYSLER



By MARK BOUDREAU

AWC Chrysler Operations

Email: mbourdeau5@cogeco.ca

At Auto Warehousing Company 2014 has been a prosperous year for both the employees and employer and thanks to a great effort by everyone. In March of this year AWC was awarded the drive away operations which resulted in negotiating a good contract for the drive away employees. Since the collective agreement we have been able to negotiate a few extras benefits for them. Thanks to our Local 444 Union Officers and the company.

In June, AWC was awarded a rail loading operation for Chrysler. With all of our collective efforts we managed to put in place a temporary agreement and commenced work until we signed the collective agreement in September. Since the signing of the agreement the company has added some extra benefits. Both operations have been busy and the employees have been enjoying overtime.

Our pension plan members are feeling frustrated still waiting for OSFI to approve the asset transfer to the current CACL Plan. Lastly, on Tuesday, October 28th we attended Mediation for the ECCCCP Pension Lawsuit and could not come to a resolve. On November 4th our lawyer attended upon Justice Conway for a briefcase conference. Her Honour ordered that the parties exchange affidavits of documents by November 30, 2014 and to conduct Examinations for Discovery by the end of April 2015. Once we have completed the Examinations for Discovery we can set the action down for trial and the presiding judge will fix a trial date. On a positive note, our lawyer is cautiously optimistic that we can come to a settlement prior to a trial.

I would like to wish everyone one a Merry Christmas and a Happy New Year.

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

TRANSALTA REPORT

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



Plant membership remains at 19 with no one on layoff. Plant generation is scheduled for 24/7 operation through to the spring with a short maintenance outage scheduled for early December.

United Way Campaign

United Way campaign wound down the last week of October, while total donations are down a bit, the pledge numbers are still an impressive \$16170.00, the "Wine Survivor" game is always fun and it added another \$140.00. This amount is once again matched by TransAlta for a total of \$32620.00. Thanks go to Rick Wieczorek for spearheading our campaign, breakfasts and Wine Survivor events.

Our members are most supportive of community needs and the United Way Campaign is by far our most important and effective event in large part due to Trans Alta's generous matching the pledge and I thank both for their continued generosity.

2014 Bargaining

Armed with a strong strike mandate bargaining began October 14th with a tentative 3 year deal reached late afternoon on the 16th and I am pleased to report the agreement was ratified at a membership meeting on the 17th with a 76% approval. I am ever appreciative of our members' confidence. I'd also like to thank Local officers Dino Chiodo, Dave Cassidy, my steward Murray Bourque for their help in bargaining and the support staff that made this all happen in the short four day stretch.

Highlights of improvements include:

- .30 cents beginning of year one, .45 cents in year two and .45 cents in year three. With projected COLA of 1.9% it gives a total of 2% at the end of year one, 2.3% at the end of year two and 2.3% end of year three.
- \$1200 signing bonus.
- 2X overtime pay for maintenance on Saturdays
- VETEP improvements of \$1000 for members with 5-10 service, \$2000 with 10-20 years and \$3000 with 20 plus years of service.
- Relocation allowance was increased by \$500
- Dependant tuition was increased from \$1500 to \$1750
- Bereavement language broadened

- The current complement of 14 operators and 5 specialists was secured to 2016 and the letter securing 14 remains for the life of the agreement.
- Drug copay does increase to \$2.00 per script
- Paramedical services per visit maximums are removed and caps remain the same.
- While there were no changes to the pension agreement, it's important to note that PCOLA was maintained for retirees.

Semi private hospital stays are no longer covered, reps saw this as not adversely affecting members since most hospital accommodations are semi or private. If and when being admitted, it is strongly recommended to not ask for semi private and it will most likely be so without being billed as such.

Last Shop Report

Time sure does slip away and so with that, I find myself typing out my last shop report before my year end retirement. Lots of water has flowed down the Detroit River since TransAlta members became among the first of the amalgamated workplaces at Local 444 back in the fall of '96. Today there are many more workplaces who enjoy the same advantage. In my time on the Board there has been a great many changes of officers. It's amazing the quality of candidates each time stepping up to fill the void and I feel privileged to have interacted with some of the finest. But the Local's greatest strength is its committees and the active members dedicated to organizing events that benefit members as well as the many community needs. They truly are the backbone of our local union. In our workplace, I had the good fortune of a satisfying job both in operations and as a rep, plus the backing and confidence of bargaining group members throughout the years. I am ever grateful to each and every one for that support.

Happy Holidays!

As another year comes to a close, on behalf of members and reps at TransAlta, I'd like to wish everyone a safe, happy holiday and a most prosperous New Year.



TransAlta Chairperson Rick Lalonde addresses the membership at his last membership meeting and we wish Rick and his wife Linda all the best in his golden years.

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For more information, please contact

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Oakley



By **BILL ROSS**

Chairperson, Oakley Sub-Assembly
Email: billross@cogeco.ca

As of today we have 47 members with no one on layoff. Things have been quiet at Oakley, while contractors are still quoting on work to be done during the shutdown in anticipation of the R/U contract.

We started our United Way campaign and I am hoping to surpass last year's total. We ran our Coats for Kids drive and we did fairly well for our first time but there is still a great need for winter clothing. So if anyone else has coats to donate, please bring it to myself or a committeeperson and we will drop it off.

After working a lot of Saturdays and some Sundays, members are looking forward to the Christmas shutdown to spend time with family and friends and some time off which is well deserved.

I also would like to congratulate Joe Comartin on receiving the Charlie Brooks Labour Service Award. He will be missed by the Labour force after his retirement from politics.

In closing, I would like to wish the member a safe and happy holiday season.

HBPO



By **JENNIFER ALLARD**

Chairperson, HBPO Canada
Email: jen.abee@hotmail.com

The current plant population is at 86 members. It has been a very busy year with working every Saturday, and with construction going on parking has been terrible, but hopefully the new edition will be done sooner than later.

WCM LITE

The WCM lite has been moving very quickly, back at the Calvary machine they had a cleaning company in and also a painting company in to clean up that area and now it almost looks brand new, with some more changes to come through station #5 to #8. In the end with everyone being involved WCM lite should be a success and hopefully secure our business with WAP.

United Way

I would like to thank all the members who participated. With the pasta lunch and also with the weekly donation, our goal this year was to hit \$7000.00, but

with everyone getting involved this year we had nearly doubled our numbers and we were able to raise \$10,000.00. So thank you all again and the company to help make this happen. We truly will change the lives of others in a great way. Also I would like to thank everyone who helped out by donating cans for our can drive.

Special Events

We will be having a bake sale on Dec. 1st and all money raised will be going to the kids we will be helping out this year at Christmas time. HBPO is having a kids Christmas party on Dec 7th at 10 a.m. to 2 p.m. so if you have any kids, please come out and enjoy the day with Santa. Just let the union or Josie or Brianne know if interested.

In closing, with the holidays approaching us fast, the committee and I would like to wish everyone safe and happy holidays

Northstar



KEVIN LANDER
Chairperson

Email: wunion@nsaero



The Current plant population to date is 61 employees with three off on various leaves. Work is steady in the plant as well as overtime in most areas. The company tried to implement a 4-10 hour shift and 3-12 hour weekend shift with union approval but there was no compromise due to the unwillingness by the company to meeting in the middle. The company will now be looking at a three shift rotation but have not said they will be hiring new employees. This gives the impression that they will be looking for multi-machining in the new year which the membership is not looking forward to.

Tension seems to be high on the shop floor as well as morale being at an all-time low even though the overtime is not as high as it was six months ago. We recently had surveys by the company on how to improve and it seemed the responses were not positive from member feedback. It is my hope that we can turn things around with the upcoming new year to get Northstar back on track as well as improve our members' lives in and out of the plant.

On behalf of the Unifor Representatives and myself I hope you all have a Merry Christmas.



Women's Committee

By **SUSAN MCKINNON**
Chairperson, Women's Committee
E-mail: womanscommittee444@yahoo.ca



Shine the Light on Woman Abuse Prevention Month

This campaign was launched October 15, 2010 in London, Ontario. The campaign runs each November throughout the entire month. The goals of the campaign are to raise awareness of the issue of women abuse, men's violence against women and its impact on society by turning the city, province and country purple. Purple symbolizes our fight against domestic violence. Caesars Windsor and Hiatus House have turned the building purple for the month. The City of Windsor hosted a purple tree lighting ceremony. Unifor Local 444 Secretary-Treasurer Dave Cassidy addressed 200 delegates Violence against Women Coordinate Conference along with many other guest speakers. Women's Committee will be standing up and speaking in solidarity and supporting them in the quest for life free from abuse and violence.

25th Anniversary - National Day of Remembrance and Action to End Violence against Women

On December 6th, the National Day of Remembrance and Action to End Violence against Women, the Local 444 Women's Committee on this day will be doing a vigil for MaryLou from Plant 6 -1998 and 1989 École Polytechnique massacre, in which fourteen women were singled out for their gender and murdered. Lori Dupont a nurse at Hotel-Dieu Grace Hospital who was murdered by a man with whom she had former relations with. Everyone is welcome to attend. Location: Chrysler Plant 3 at MaryLou's Memorial Stone, At the Green space across from Centre Gate, (corner of Ypres and Chrysler Centre) at 11:45 a.m.

There are about 100,000 reported incidents of spousal or dating abuse. Every night about 3300 women along with 2500 children sleep in emergency shelters to escape violence. Every six days a woman in Canada is killed by a person she is dating or to whom she is married too.

We need a concrete "National Action Plan to End Violence Against Women." We need everyone to speak out and write letters to our MPP and MP. You will make a difference!

Happy Holidays to Everyone! – On behalf of the Women's Committee.



Windsor Assembly Representatives are seen purchasing scarves in support of "Shine the Light" campaign.



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Education Report

By
**WAYNE
MacLEAN**
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



High School Program

The Education Committee continues to work hard on the High School Presentation program, getting into schools and delivering a module that highlights the work that unions do in the community. There are many volunteers who work hard to make this program a success, whether it be from the standpoint of putting the program material together, logistics, planning and training or our presenters, everyone does their part and they do it very well. Thank you to all the volunteers who dedicate their own time to make this a success. If you are interested in getting involved in this program, please don't hesitate to drop me an email to discuss it.

McMaster Labour Studies

Recently the committee was approached by members of Caesars Windsor who wanted to participate in the McMaster Labour Studies Program that is currently offered to Chrysler members. We are having discussions with the Casino on this issue and seeing what tuition can be covered through their collective agreement. Inquiries on course content or general registration questions should be directed to Rick Labonte at local444environmentcommittee@gmail.com <<mailto:local444environmentcommittee@gmail.com>>.

Richard Montague Memorial Bursary

Every year, the Education Committee selects a recipient for

the Richard Montague Memorial Bursary. Rich was a representative, activist and member of the Education Committee who was taken from us far too soon. Every year we honour his memory with this bursary given out to a student that has participated in our High School Presentation Program and applies to us for it. This year's recipient was Taylor Cabana of Walkerville High School who has since started studying at Redeemer University. Congratulations Taylor and family.

Area Schools

As we come into the New Year there will be new courses offered through our one-day training program. These classes, run by the National Union, usually take place on a Saturday and do not involve lost time. They run from 8 a.m. to 4 p.m. and include a lunch. Keep an eye on the posting boards in the New Year for the latest course

offerings. If there are certain courses that you would like to see here in our area, then please don't hesitate to contact me and I will contact the National Education Department and inquire about scheduling it.

Regular Education Meetings

Once per month the Education Committee meets at the Local Union to discuss the ways we can assist the membership. If you have ideas or would like to be a part of this committee we would ask that you keep an eye on the posting boards and come to a meeting. We are family friendly and have an open door policy, anyone that wishes to participate is encouraged to come and check us out and see what we do. We would also like to remind everyone that during the Windsor Assembly Plant layoff in 2015 the Education Committee will still be meeting monthly. You will be able to find our schedule on the Local 444 website.

Happy Holidays

As we round yet another corner bringing us into another year the Education Committee members would like to wish everyone a Happy Holiday Season and joyous New Year.



Wayne MacLean, Education Committee Chairperson is seen surrounded by Unifor Local 444 officers who presented Taylor Cabana the Richard Montague Memorial Bursary along with her parents Geraldine and Ken who work at the Windsor Assembly Plant .

UPC **Union In Politics** COMMITTEE

Well the municipal elections are now over and the results were surprising. Only 37.46% of the eligible voters in Windsor actually went to the polls. Every day we hear complaints about our roads being in disrepair, our basements flooding, the cost of our taxes and what is the city doing with all of our money they are collecting in taxes, parking, fines, not to mention the bonus money they get from the Casino.

Yet one day every 4 years now, people are asked to get out and place an X on a ballot for the candidate of their choice who will best represent their thoughts and ideas about how this city should be run. And only about 1/3 of us take advantage of that democratic right.

Let me show you how bad it is in some wards. It may surprise you what the percentages were in certain areas.

Ward 1 - 47.5%	Ward 6 - 42.77%
Ward 2 - 28.07%	Ward 7 - 42.55%
Ward 3 - 27.53%	Ward 8 - 32.89%
Ward 4 - 35.45%	Ward 9 - 28.71%
Ward 5 - 33.5%	Ward 10 - 42.77%

Trustee English Public

In 1, 2, 9 the vote was 48.95%
In 3, 4, 10 the vote was 46.58%
In 5, 6, 7, 8 the vote was 47.04%

Trustee English Separate

In 2, 9 the vote was 11.83%
In 3, 4 the vote was 7.9%
In 5, 8 the vote was 11.17%
In 6, 7 the vote was 15.48%

Even with the school closures there was very low turnout in the separate system. That alone should have demanded higher voter turnout for selecting trustees. Wikipedia defines apathy as a state of indifference. Is this what it has come to? Sadly those who will not vote will generally complain the most.

I wonder what would happen if the government enforced mandatory voting. If you don't vote in an election, you would be charged \$50.00 the next time you renew your license, or if the govern-

ment charged you \$50.00 just to get your ballot in an election. I'm sure either way people would likely be outraged!

With the next Federal elections coming in October or sooner, I hope that people will keep these numbers in mind. If you voted, thank you very much. If you did not vote, then why didn't you vote? Voting is a privilege that many people in different countries do not have. On November 11 every year we remember

those who fought and gave their lives for us to have this freedom to be able to vote.

We must never forget that or them! Please take advantage of that right that's been graciously given to you.

Have a Merry Christmas and a Safe and Happy New Year!

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



Urge the Canadian Government to Invest in Good Jobs in Windsor-Essex County with Ford Motor Company

Petition by Heather MacDonald Ellis and Jessica John

Our Community, Windsor-Essex County has one of the highest unemployment rates in Canada. Recently, Ford Motor Company was considering Windsor, Ontario as a potential site for a new global engine that would create 1,000 new jobs for our Community with spin-off jobs resulting in approximately 7,000 new jobs for Windsor-Essex County, thereby adding millions back into our economy. Ford considered Windsor because its Windsor Operations have consistently out-performed the company's benchmark for quality, cost and productivity. A condition of Ford building in Windsor is Federal and Provincial Government investment. Our Governments have decided that this investment does not suit their platform or benefit taxpayers. We, the tax-payers, disagree.

We are here to implore both Governments to reconsider their decision and re-open talks with Ford. This is critically important to the economic health of Windsor-Essex County as well as to the export and manufacturing sectors.

Our Community needs decent jobs that pay a living-wage and are productive like those offered by Ford. These jobs will give us the opportunity to support local businesses and contribute more tax dollars to our municipalities allowing our landscape and infrastructure to improve and grow -- giving our children a hopeful future.

Embracing the development of new jobs is imperative for Windsor-Essex County to thrive and prosper and will benefit everyone: Citizens, Government and Corporations.

Working together and re-evaluating their positions we would like to urge our Government and Ford Motor Company to re-open talks, reach an agreement regarding their respective investments. This would result in increased profit, quality production, additional tax dollars, reduced unemployment and a thriving Community. We believe taking action and re-opening talks is the key to the success of our future.

TAKE ACTION, PLEASE SIGN THIS PETITION www.tinyurl.com/bethechangepetition



Unifor Local 444 Local officers and members from the Union in Politics Committee (UPC) are seen at their regular monthly meeting having open dialogue on the issues that affect 444 members, community and the country.

Environment Committee



By **RICHARD LABONTE**
Environment Committee Chairperson

local444environmentcommittee@gmail.com



change. I wonder what the Federal government of Canada will commit to? Will a demonstration in Ottawa influence the Harper's government?

VIDEO CAMPAIGN

Our committee is developing a "DID YOU KNOW?" video series where we present videos of hard facts on the environmental issues. Each video would have a different theme that affects us and our environment such as water issues, climate change, green jobs, and pollution, etc. It will be very similar to "The Story of Stuff" series that is available on You Tube. We planned on making many videos to put on You Tube and use social media to share our educational videos with the world.

For example, "DID YOU KNOW?" that every eight seconds a child dies from drinking contaminated water. Our goals are to create awareness of the problem and offer solutions to the problem as well. It will demonstrate that these issues can be addressed if there is political will. There will be no political movements if we do not join the global environmental activism and demand change. These videos will be launched quarterly starting in 2015.

Global Climate Change Commitment

THERE HAVE BEEN some interesting developments in the global climate change commitment lately that I would like to share. On Sunday, September 21, more than 300,000 people marched through the streets of New York City in what organizers called the largest climate-change demonstration in history. Many people from all walks of life and from many places in the world came with banners, flags, floats and drums, and the protesters overwhelmed midtown Manhattan demanding action ahead of the United Nations Climate Summit later held that week. U.N. Secretary-General Ban Ki Moon, former U.S. vice president Al Gore, New York City Mayor Bill de Blasio, and famous actors such as Mark Ruffalo and Leonardo DiCaprio joined thousands of protesters at the march.

The march shone a spotlight on global warming, the United Nations summit where President Obama and world leaders from government, finance and business were to discuss initiatives that meant to move the world toward limiting global warming.

One hundred and twenty-five nations were represented. It was the first time in five years that world leaders have gathered to discuss climate change. The summit aimed to get world leaders to pledge emission cuts that could become part of a global agreement to be approved

at U.N. climate talks next year in Paris.

Less than two months later after the demonstration, United States and China made an announcement of new carbon emission targets. The United States agreed to reduce its carbon emissions by up to 28% over the 20 years beginning in 2005. China agreed to begin reducing its emissions by 2030 or sooner, and to increase its use of non-fossil fuels to at least 20% of its total consumption over the same time. This agreement is not legally binding agreement but in principal, it was agreed upon that both nations' reductions of carbon emissions will be made. After all, the United States and China are the world's two biggest sources of carbon pollution, which scientists say is the biggest contributor to climate



More than 35 of Local 444 members and their families came out to help with our JWEC 7th tree planting event. To date they have planted 387 trees in our community thanks to their efforts. Together they are making a difference in our environment.

Employee Family Assistance Program

By **BRUCE MALCOLM**

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



Well, the holidays are upon us again, school will be out for Christmas break, the shopping lists of things to buy just keeps getting longer. We will be spending a lot of time in our cars going from store to store to find just the right gift. Unfortunately we are all too often, busy on our phones relaying information about what to buy, who likes what, and where to find it. This brings me to my topic for the holidays, "*distracted driving*". Recent statistics show while impaired driving remains a danger, "*distracted driving*" has eclipsed it when it comes to causing chaos and death on Ontario's highways.

Before I go much further I will tell you that I was as guilty as the next person but I have made a commitment to stop. Some of us might not realize it, but distracted driving is a huge issue on Canada's roads. This includes eating, drinking, personal grooming and most notably texting/talking on the phone. Most of us probably think nothing of sending a few text messages or talking on the phone while driving, even though doing so is illegal under the Highway Traffic Act.

Ontario Provincial Police say distracted driving was the number one cause of death on roadways in 2013. A new report published by the OPP shows 78 people died in distracted driving-related collisions in Ontario last year. That's compared to 57 impaired driving deaths and 44 speed-related deaths in the same year.

To me "*distracted driving*" is

very similar to impaired driving. Impaired doesn't necessarily mean "drunk", it means something is impairing you to drive properly.

Drinking, texting, talking on the phone, eating, and even smoking all impair your ability to drive the best you can. We do not take texting seriously enough until it affects us or a loved one. Personally I see the act of texting/talking, holding your phone in your hand, or between your shoulder and your ear while driving a very serious offence. These offenders have no respect for our justice system or their fellow drivers on our roads. Offenders should be treated similar as someone receiving a 12 hour suspension for being under the influence as they are equally impaired.

According to the statistics texting and driving stands ahead of drunk drivers as far as fatalities are concerned. So I pose this question, why is texting and driving so socially acceptable when there tends to be outrage for drinking and driving? We should be equally upset.

I feel the problem is that a vast majority of us, not just our children, over-estimate our skills behind the wheel and under-estimate the risks of distracted driving. We have all seen it. Drivers often handle their phone low in their car - since texting while driving is illegal - and for their eyes only to see that phone. Unfortunately they have to remove their eyes from the road for a much longer period.

The Province of Ontario banned

such practices because there is evidence that shows even hanging onto a cellphone with your hands while driving distracts your ability to drive in a variety of ways: it distracts drivers cognitively because their minds are no longer solely on the task of driving, it distracts the driver visually because their eyes may be off the road, and it distracts physically because drivers talking on their phones only have one hand on the wheel.

Did you know that "Hands-free" use means that apart from activating or deactivating the device, it is not held during use and the driver is not physically interacting with or manipulating it? While there are a lot of hands-free driving options out there, I cannot emphasize enough the fact that talking on the phone with someone while driving is still distracting because the driver's mind isn't on the road but texting and driving is by far worse. Ensuring our roads are safe, not just during the holiday season but always is not just for the police, we can all do our part and not text and drive.

I would like to wish everyone a safe and enjoyable Holiday Season. Be responsible out there folks don't drink and drive or text and drive. Your life, your child's life or someone else's depends on it.



37th Charles E. Brooks Labour Community Service Award

Congratulations to Local 444 member Joe Comartin, who was named 37th Charles E. Brooks Labour Community Service Award winner on November 14th. Joe is current Deputy Speaker of the House of Commons, has held various parliamentary roles since 2000 including critic portfolios for the environment, natural resources, justice, public safety, and democratic reform. He was also the Official Opposition House Leader. A three-time winner of Parliament's "Most Knowledgeable MP", he became the standard for cross-party partnerships, including teaming with his parliamentary colleagues to produce the landmark study into reforming Canada's palliative care regimes. Married to wife Maureen since 1969, he is the proud father of three married children, and grandfather to seven.

Joe's long-standing relationship with the Labour Community began in 1968 with his involvement in Pollution Probe and the Canadian Environmental Law Association, as an advocate for a cleaner environment in partnership with the UAW. Decades later, Joe is still leading the way and collaborating with labour for the betterment of the community.

Among countless other projects, Joe played an integral role in the CAW's Co-Operative Housing Initiative. It has provided union members with not-for-profit plans for quality child care and housing services, – plans that were later emulated across the nation. For the past 20 years, Labour Sponsored Community Development has facilitated the planning, development and construction of 23 Non-profit & Co-op Housing Developments amounting to more than 2,570 units locat-

ed throughout Ontario (over \$200 million of capital investment into Co-op and Non-Profit Housing).

Joe also played an instrumental role in the 1980-1982 Mayor's Committee on the Unemployed. Through this initiative, the Unemployed Help Centre was founded. Today, the Unemployed Help Centre is a full-service, state of the art operation benefiting those facing unemployment and poverty issues.

As Regional Director of Canada's first and only workers legal services plan, Joe helped to enhance the amenities available to CAW members beginning in 1985. Joe remained as the Director until he was elected as a Member of Parliament for Windsor-Tecumseh in 2000. Today, the Unifor (formerly CAW) Legal Services Plan is the largest pre-paid legal services program in Canada serving many Unifor members and their families.

Recently, Joe was asked about his proudest career achievement - without a doubt he noted the overwhelming support he has received from the labour community in his many election victories. Over the past 14 years of his parliamentary career, Joe has repeatedly pointed out how labour activists in our community have risen to answer the needs of the unemployed, homeless and those living in poverty. Joe is proud to have worked alongside the labour community to build a better city, province and country. Joe is especially proud of his honorary membership of CAW/Unifor Local 444, which was bestowed upon him in 1991.

Joe has been involved in an incredible amount of community initiatives over the years. His passion for the community is grounded in the fact that Windsor-Essex is known for its compassion and caring nature. He has always been inspired by the labour community's unique and powerful efforts to support their community through donations to several initiatives, such as United Way's annual fundraising campaign and local food banks. Joe is an honest and dedicated member of our community, who is universally recognized for his integrity and passion during his many years of laudable public service.



Seen are Joe and his wife Maureen Comartin, Ken and Laurie Lewenza and the Brooks Family at the Charles E. Brooks Labour Awards night.



A Tribute to Keith Boles

Unifor Local 444 was saddened when it heard the news that Keith Boles suddenly passed away. Keith was retired for 12 years and dedicated to representing the membership of Local 444 at the Windsor Assembly Plant in the Paint and Trim Departments. He was a colleague, a friend, a mentor to many young representatives to whom they leaned on him for advice and counsel. Keith, like many before him, has made an enormous contribution to the



strength and culture of our Union, and literally, countless of workers have benefited as a result of his representation skills. We will miss Keith but his memory is entrenched in the foundation of our Union. To his best friend and wife Ruth and father to Paula along with the entire Boles family, we offer you our condolences and friendship.

Sincerely,

Dino Chiodo, President
Unifor Local 444

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.

Adeflino Pennesi Retired
Andjelko Korac Retired
Arthur Durocher Retired
Bruno Garant Retired
Charles Micallef Retired
Daniel Dibbley Chrysler
Daniel MacNeil Retired
David Gibson Retired
Denis Ouimet Retired
Donald Robinson Retired
Dragoljub Kovacevich Retired
Edwin Pask Retired
Fortunato Bossio Retired
Francis Mayea Retired
Francis Renaud Retired
Irene Taylor Retired
Ivan Trahan Retired
Jack Shinkak Retired
James Walsh Retired
Joao Furtado Retired
John Denapoli Chrysler
Joseph Belanger Retired
Joseph Gallant Retired
Keith Boles Retired
Kosta Milanis Retired
Lawrence Damphouse Retired
Lawrence Meloche Retired
Leo Parent Retired
Leonard Dalpe Retired
Loreto Restaino Retired
Mario Di Ponio Retired
Maurice Lamoureux Retired
Mitchell Bourque TransAlta
Paul Soulliere Retired
Paul Zeiter Retired
Peter Williams Retired
Raymond Strange Retired
Richard Brian Bodchon Retired
Robert Barry Retired
Roger Goudin Retired
Roman Gawadzyn Retired
Ronald Ducharme Retired
Stefano Lombardo Retired
Stephen Veres Caesars
Steven Cipkar Retired
Thomas Digou Retired
Thomas McCarthy Retired
Timothy Laforet Retired
Tracey Curtis Chrysler
Wadih Daher Retired
Wilfred Randall Retired
Winston MacQuarrie 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)

July 01, 2014

Carlini, TonyChrysler
Eisenkirch, MichaelChrysler
Geary, RobertChrysler
Jahn, Daniel Chrysler
Kondovski, PandoIntegram
Lauko, LeszekIntegram
Lavery, GrantChrysler
Ouellette, RonaldChrysler
Perez, SantiagoIntegram
Reed, ChristopherChrysler
Swietochowski, Bogdan Integram
Vokoun, JaroslavaIntegram
Wasylyk, HarryChrysler
White, LindaChrysler

August 01, 2014

Hachey, RayChrysler
Khamvongsa, VongIntegram
Klassen, Issac ...Peterson Spring
White, DavidChrysler

September 01, 2014

Crew, TerryChrysler
D'Agnillo, DeniChrysler
Farrow, MarkChrysler
Gatti, TomChrysler

Lapointe, ElaineChrysler
Laroche, RhonaChrysler
Stewin, EugeneChrysler
Stone, Richard H.Casino

October 01, 2014

Baker, Jane PCasino
Bested, PamelaChrysler
Cournoyea, RobinChrysler
Faucette, RobertChrysler
Holden RobertChrysler
McDonagh, HeatherChrysler
Nespolon, RogerChrysler
Nestorovski, ZarkoChrysler
Paolini, GinoChrysler
Ridgewell, JosephChrysler
Stannard, MadelynCasino

November 01, 2014

Baillargeon, WilliamChrysler
Fortino, MarcellaChrysler
Korovitsch, VictorChrysler
Lavric, AndelkoChrysler
McNeil, RaymondChrysler
Travis, SusanChrysler
Undey, MehmetChrysler

Retirees' Chapter

By
GERRY GRAHAM
Chairperson,
Retirees' Chapter



Christmas Dinner

Our annual Christmas Dinner at the Caboto Club will soon be upon us on December 11th and in advance, we hope you enjoyed yourself with the fine food and music. Your Executive Board put a lot of work in this and we are now starting to plan for the 2015 Luncheon, so save this date for May 27th, 2015. Also we have had meetings with the Windsor Essex Health Unit for our 2015 Wellness Day scheduled June 12th.

Politics Has No Borders

Governor Snyder, a Republican has won another term as Michigan Governor and although he supports the new bridge, this is the same guy who turned Michigan into a work for less state. Now we have to wait two years to see who will be the

next U.S. President. If it's a Republican and a Conservative Government in Canada, it will be like the old days all over again – Brian Mulroney and Ronald Regan.

Remember the Days of Action and the statement that Canada was open for business. We had 13,000 union members in the Chrysler plants at one time then and now have 5,000. The only person missing is Margaret Thatcher. Your Union did everything possible to stop NAFTA and look what happened, – 1,000 new Ford jobs gone to Mexico. Ford was not even in the race, . . . they just ripped and sawed us up and picked Mexico as planned with all kinds of incentives and workers receiving \$5 an hour. What happened? Harper stalled. Those jobs are lost for ever.

Harper And Our Pensions

Retirees, Stephen Harper is no friend of labour nor seniors and retirees. We all remember his pooled pensions plan replacing defined pensions well that Bill is still on the shelf and now he is talking about targeting pensions for public workers. If that should happen it will affect all public sector workers with defined pension plans and if you are a retiree the same will happen to us. If you don't know, a defined pension is a set amount corporations pays to a retiree even when the stock market goes down. The company has to make up the difference.

Under the target pension plan, if the stocks go down so will your pensions. Defined Pensions is something the UAW, CAW and now UNIFOR always bargained for. Charley Brooks said it best. No matter how hard we bargain for gains at the table, it can all be taken away by a stroke of a government pen. Steven Harper has to go, he just doesn't listen and any Conservatives out there paying attention Harper to agenda – not ours.

Health Care Trust Fund (HCT) Update

Last year our plan was at 107% and that was great but recently it slipped to 91% and we have been assured by HCT trustees we are still on solid rock. So what happened! Retirees are living 2.2 years longer whether at home or Long Term Care (LTC), – it doesn't sound like much but it does make a difference. Also, there was a dip in the stock market and the drug cost is

. . . cont'd on next page



SID RYAN OLDER PERSON DAY – In a moving and compassionate speech Ontario Federation of Labour President Sid Ryan addressed the Retirees at their monthly meeting about the importance of their union and for them to continue to be active in all social causes such as the "International Day Of Older Persons".

RETIREES CHAPTER . . . cont'd

going up. Dino Chiodo has invited two Executives from our Retirees' Chapter and from each Chrysler chapter to go to Chrysler Council the week of November 17th for one day meeting in Toronto and meet with the HCT trustees. This way we will have a better understanding so we can get some solid answers on behalf of retirees. Are we concerned, not yet but, we just want to stay on top of it and like RRSPs, they go down and up and return to normal, not to mention OAS and GIS is still on our radar.

For Profit Health Care

Private Health Care must be stopped in its tracks currently Leamington is chopping their maternity ward and with a loss of 16 nurses which is a vital part of service in the county. The CCAC is chopping 33% of home care visits and then we have the Bank of Canada Governor Stephen Poloz saying our kids should work for free. Can you believe that! The real question should be the race to the bottom never stops coming from these types of right wing wackos, always attacking the average hard working Canadian but never attacking the 1%.

I'm sure 2015 will be busy all year so get ready for some rallies. We are the largest Union in Canada and our Local is the most progressive. Steven Harper, your time is up – please step down so we can have a truly Canadian democracy.



RETIREES AT RALLY – Seen are Unifor Local 444 Retirees Ron & Deb Moisenko, Dusanka Zarin and David Herrera engaged the recent Day Of Action Health Care Rally held in London, ON. They are retired from the job, but not the fight!

Remembrance Day

This year was special as our thoughts were with the families of Corporal Nathan Cirillo and Warrant Officer Patrice Vincent and all the other War Vets who served our country in the past and current. To say the least, it was moving at the cenotaph at Windsor City Hall with a very large crowd. All the veterans in full colour and three bus loads of children singing and leading the

crowd singing the Star Spangled Banner, O Canada and God Save the Queen. We raised our right hand and word for word swore the oath of being a Canadian. It was inspiring to see and be a part of and made us proud to be Canadian.

From your Retirees' Executive Board, have a Merry Christmas and Happy New Year and Drive Safe. We are retired from the job, but not the fight!



Vice President James Stewart addresses the Retirees on the poor voter turnout throughout Windsor / Essex County in the last municipal election. "If things are to change, voter apathy must change also." –James Stewart

Community Services

Sue Najem
snajem@uni444.ca



You just can't put a price on a smiling face knowing all of us are making a difference in someone else's life. Once again the Community Services Committee and friends have come together like never before in making a positive change for people throughout Windsor and Essex County. In February our committee cooked up and donated a luncheon to Street Help Unit 7. In May we donated almost \$1,000 worth of groceries to The Welcome Centre Shelter for Women for their food bank.



On behalf of the Community Services Committee and myself, I would like to wish everyone and their families a Happy and Safe Holiday Season.

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



Our Annual Pasta Fundraiser was successful and we held Bikes for Kids campaign this year. This program was an event that was held every two years but for the past few years, thanks to Ruth and Glen McFarlane, better known as the "Bike Doctors". We have been able to collect, fix and distribute bikes to kids in need every year. This year we donated 100 bikes to F. W. Begley grade school and each bike had a brand new helmet to go with it. That's 100 Smiles and changing lives in a small but good way. We are now looking at donating some new boots to some kids in need at this school as well.

Our Committee is working on a few projects for this winter. We are looking to do more with the homeless or near homeless in our community and this is a work in progress as I type this report but we will keep you all informed once we have a plan in place.

Ornament day is being held on November 30th at the union hall and this is always a lot of fun for all. Come on out with your little ones and enjoy this sparkle and sprinkle filled day!

I ask that we all keep in mind that the holiday season is a joyous time of year for most, however it is a tough time of year for some. A positive gesture regardless of how big or small could make a huge impact in the life of someone who is suffering. A smile is simple but can be contagious and make a world of difference for someone.



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