



THE 444 NEWS

Building our Union – Strengthening Our Communities



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Casino Bargaining - A Top Priority!



By
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PRESIDENT,
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The negotiations with Caesars Windsor opened up on second week in February and are now in full swing. The mood around the bargaining table being led by Dana Dunphy is upbeat and positive. The Bargaining Committee is working every day, chipping away at the issues that were presented, either through the contract demands surveys that were

sent to everyone's home address, or through the issues that arose out of the meetings held at the Caboto club on Sunday March 9th at the Strike Authorization Vote. I want to thank all those who were able to attend the meetings that day to hear what we are up against with the Casino in this round of negotiations and to be a part of this very important process. Your committee has been dedicated to communicating in a transparent fashion with you from the start and they will continue that through the use of the 'Casino Talks 2014' publication.

Make no mistake, we have heard your concerns around many issues and are sending a clear message to the company that they will

have to take these demands seriously if they expect to get through this round of bargaining without a work stoppage. I ask that you trust in your Bargaining Committee as they continue to make progress but be prepared to work with them as we get closer to the contract deadline of April 4th 12:01 a.m.

In the coming weeks we will be calling on Casino members to assist us in setting up strike committees, flying squads, building strike signs, barrels, registration and strike headquarters etc. As in the past this is a standard protocol in preparation at the Casino leading into the expiration of the collective agreement.



Proud Unifor Local 444 delegates get on the stage for a photo at the Founding Unifor Ontario Regional Council which was held in Toronto.

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Website: www.uni444.ca



Seen are the Lewenza and Britton family members on stage with Ken and partner Laurie shortly after the Ken Lewenza Roast & Charity Fundraiser in which a good time was had with 900 people in attendance. To Ken and Laurie, we wish you nothing but the best in the years to come.



Unifor Local 444 VP James Stewart, Substance Abuse Representative Bruce Malcolm, VP Fran LaSorda, President Dino Chioldo and VP Mike Lovric are seen holding the new plaque for the Brentwood Youth Wing for local substance-abuse facility for youth between the ages 13 to 18. In partnership with Unifor Local 444 and Local 200, a donation was made in the amount of \$50,000.00, from their Social Justice Fund.



For a couple of minutes from their lunch duties members from the Local 444 Executive Board are seen taking a photo and presenting a cheque for the sum of \$5,000.00 in order to help the needy at the Windsor Downtown Mission.

Knowing who your friends are!

The Canadian Federation of Independent Business CEO is Catherine Swift. She has spent most of her career fighting unions, making wage earners feel uncertain about their future and appeal to whoever would listen in regards to pushing business needs above all others. She allies herself with the likes of Tim Hudak, the Provincial P.C. Party leader that will stop at nothing with his determination to eradicate the good jobs we have left in this Province with his ideology and philosophy.

Making Less is better?

These two individuals will have you believe that making an average 20% less wages is acceptable and workers should just be happy to have a job, any job, no matter how menial or low paying it may be. Their concept of a good education is to spend less in a system that needs more, diverting up to 30% less in resources towards helping our children get a decent education which in turn is making them less competitive to get a good paying job when their schooling is complete. They push against unions in the attempt to begin removing work standards and regulations. That push works to diminish Health and Safety regulations that currently allow all workers the protection they deserve.

Hudak and Swift talk of job creation like it is something they can conjure out of mid air. Hudak has claimed that a million jobs will be created, but he has established no plan for these jobs other than to say they will exist. We don't need pipe dreams and wild stories; we need a real plan that spells out specifics, a progressive plan that is based on sound industrial policies combined with practices that will work across the globe.

Political leaders talk of trade deals and speak to their importance in our staying competitive around the world for the future of our country. If this is truly the way we need to go then why are we not implementing language that protects our workers here at home and fighting against unbalanced trade agreements with other jurisdictions? Currently, capital can move freely around the globe, the lowest bidder on wages, benefits and work standards gets the biggest piece of the pie. Who then, if not our governments, will protect us from this downward spiral that we have been in, over the past couple of decades? If we do not create policies that protect our jobs, if we do not subscribe to the same philosophies as foreign jurisdictions when it comes to enticing or sustaining jobs in our country, how can we ever expect to achieve gains or build our economy?

We are competitive

Unifor Local 444 and its membership has played a key role in working with each employer we deal with, being pragmatic and understanding we are in a competitive fields of work. We believe in protecting good-paying jobs because it specifically helps increase the standard of living for all. Our political involvement is the only thing that forces individuals like Hudak to understand that he is way off base.

The Progressive Conservative leader wants to strip rights away from labour. His failed attempt to dismantle the Rand Formula and implement work for less legislation has demonstrated his lack of direction within his own Caucus securing only 53% support in late 2013, showing that they are a split party. Now, after announcing that he may not continue to come after the Rand Formula, he will certainly continue to attack working people through his proposed 'White Paper', a 20 page policy booklet that attacks enacted legislation that in many cases was legislated through Minority Governments and public pressure by the Labour movement.

His idea is to take away Government programs like the Workplace Safety and Insurance Board and privatize it making it more difficult for individual workers to be able to make successful claims under a for-profit business model. This shows his lack of knowledge and respect for workers and the challenges that they have already gone through to win the right for that security.

"Was It Ransom?"

These occurrences are not new, they are consistent with the right wing, conservative, US-style attacks that we are commonly plagued with. Hudak's proposals, comments and actions are hurting years of gains for Ontario workers and do very little to support or generate employment. Now understanding he can no longer use his Right-to-Work platform, Hudak started throwing comments out about Chrysler 'extorting' taxpayers and 'holding ransom' the public, further suggesting Chrysler is looking for handouts and that it was nothing more than Corporate greed. Well, let's stop and think for a moment.... Toyota has used the Auto Initiative Fund twice in the last few years and no one has made mention of it. Magna Corporation has also applied and was awarded money from the fund, still no comments being heard from anyone on the matter. Further, Ford has more recently received \$143 million for its Oakville facility by both Federal and Provincial governments with not even a 'peep' from Hudak or the

President's Report ... cont'd

'right'. Even closer to home, Jeff Watson recently handed out over \$1.3 million dollars in grants from taxpayer dollars that will never be repaid. I don't remember Hudak questioning him on these 'handouts' or 'ransom dollars', do you? So why the stink now? I would suggest it's another way for someone like Hudak to continue to keep workers uncertain, a way to keep us down and feeling frustrated. It's sad really, he is certainly grasping at straws, losing a lot of integrity and taking it out on the Auto Sector and the hundreds of thousands of people that work in it and for it every day.

Just think, we were close to having things wrapped up by Chrysler, the Provincial Liberals and the Federal Conservatives when all of a sudden things come to a complete stop. Not understanding at the time why talks had stopped between the parties and not knowing what was going on, it seemed as though Marchionne and Hudak had entered their own little game and the chess board was Windsor, Etobicoke and Brampton.

We had heard rumours that if Marchionne had reached a settlement with the governments that his M.O would lead him to make demands of the employees that work in each of the facilities affected. **This has never happened, he has not approached the union or myself as the President of the Local and Chairperson of the Chrysler Master Bargaining Committee. However, this does not mean that he won't try and put one or all of the Chrysler facilities under scrutiny for this.**

I would clearly suggest that we refocus and recognize the sacrifices of the Windsor Assembly Plant employees. We expressed to the world that we would be a premier facility that will be able to maintain its competitiveness, efficiency and productivity. We have done that. Actually, we did better. Windsor excelled in everything, helping mesh the cultures that would see a Bronze Level award in almost no time compared to other Chrysler and Fiat facilities around the globe; and we are now setting up for preparations at reaching Silver. This is the first manufacturing plant in the Chrysler network to get this close, do so well and be worthy of, and receiving the accolades we do – because of our membership.

We have been dedicated to this company's amazing turnaround by our sacrifices and acceptance of cultural changes. We are one of the reasons Chrysler is so successful and we are proud of the work that we do and the product that we build. That's why it is so frustrating; knowing a C.E.O. (these guys are Teflon, nothing

sticks and they have broad shoulders) would potentially walk away from an idiot's (Hudak's) comments that are so far from the truth it's appalling.

Then why walk away?

So what is the real reason? Why throw away a long term plan that would see one of your shining stars, the Windsor Assembly Plant, glow even brighter by converting it to a flex plant? If you look at press releases sent out by Marchionne he would have you believe that an Industrial Policy is paramount. On this, him and I agree, but he also suggests that Free Trade agreements have unequalized the playing field making Canada a weak contender. The only **solution offered by Marchionne** is to deal with it in 2016 bargaining.

Well, that won't work because trade agreements deal with billions in imbalances and when Marchionne walks away from a cool \$700 million because of name calling, we know we could never reach anything even close to making that amount up. **This is definitely a scary time, dealing with someone who may end up expecting something that is not even remotely possible.** Discussions between Chrysler and the Government have gone on daily and we are no closer than the day Sergio made his announcement at the Geneva Auto Show.

This leads us into the entire debate of the South Korean trade agreement. What a shame to have democracy trampled on in this fashion. We have a Conservative Government that announces the signing of a trade deal with no public debate, consultation amongst other parties or time in the House of Commons on the matter.

"But levelling the playing field is only a start in reversing auto trade between the countries. In 2012, imports of cars from South Korea reached \$2.6 billion, while Canada's exports of autos and auto parts totalled only \$12.5 million."~ Les Whittington, Ottawa Bureau reporter, Published on Tue Mar 11 2014.

Discussions have been ongoing between the two countries involved for approximately 10 years with no success. Now all in one fell swoop we sign a deal with less safety and protections for our Country than implemented by the United States. Although the U.S. has put safeguards in place, they have seen 1.5 billion more in trade deficit since it's implementation or a further imbalance of 10%. So what would encourage our government to sign such a ridiculous agreement with no consideration to protection for manufacturing? It has been expressed by Conservatives that winners and losers would be chosen and the Auto Sector would not be favoured.

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President's Report

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"They sought a lengthy five to seven-year phase-in to allow for the Ontario-based industry to adapt to the new marketplace realities and a "snap-back" condition so that tariffs could be slapped on South Korean vehicles if Seoul imposes any "non-tariff" barriers on Canadian products. But Ottawa failed to get such provisos in the deal — as Washington did in its agreement with South Korea two years ago." ~ Les Whittington, Ottawa Bureau reporter, Published on Tue Mar 11 2014.



A "SNAP-BACK" agreement was incorporated into the U.S. South



Korean trade deal and was not with Canada. It allows the U.S. to return the tariffs to pre-agreement levels immediately if South Korea is found to have violated the agreement in the automotive sector as it relates to 'dumping' products in the U.S. and continuing to contribute to a trade imbalance there. The Korean agreement does not call for any footprint in Canada or the U.S., no taxes need be paid to the Government, no investment or jobs need be created here. All monies from the sales of the vehicles will go back to Korea to be invested through their tax system in education, roads, health care, infrastructure, etc.



Instead, Harper and his cronies have sold out Auto, not only in the South Korean trade deal but also with CETA (Comprehensive Economic & Trade Deal) to help secure more trade in pork, cattle, seafood, and agriculture with the EU. But the pure shock hits when we see the potential loss of 30,000 manufacturing jobs with the implementation of this agreement to simply establish a footprint in Asia.

A footprint that continues to promote an unfair trade deal with a \$3 billion dollar trade imbalance. Why, if the auto sector is such a loser, do other auto producing countries participate so heavily in it in exchange for millions to prop up other industries? If we want to be true to Canadians and we lose \$2.6 billion in auto trade, then we should have that \$2.6 billion provided for other sectors of our economy to invest in good paying jobs and strategies that work for all Canadians, to this the government is silent.

Couldn't we do one better by creating thousands of

jobs building Refining Facilities to properly package cattle, pork, lumber and agriculture in order to ship finished products to countries like South Korea? Instead, currently we send them raw materials have them refined then shipped back to us at a premium. You could continue to support Canadians in our manufacturing sector by simply setting up provisions that aim to reduce current trade imbalances, potentially linking tariff reduction to trade deficit elimination. Or put a mechanism in place that requires auto makers to invest in each trading country to create jobs in those countries as a condition of tariff-free access. However, the one they missed the mark on, in my opinion, is when this government completely gave away their authority and power by not even ensuring that we have the ability to intervene should these trade imbalances continue and are not remedied, this is truly a disgrace to the Canadian People.

It is no wonder that Marchionne has backed off. He is now weighing his options and is going at it alone for investment. Dozens of countries and just as many states in the U.S. are handing out billions of dollars to get investment and here we are too scared to stand up and speak against those that are negatively impacting us, namely Harper and Hudak. That is why with friends or leaders like these we don't need enemies, they are in our own backyard.

We all work hard to support job security and fight for improvements to better legislation to protect our families and the community at large. It is a difficult road and sometimes a harder balancing act but I certainly don't need these types of friends that continue to try kicking us down.



Unifor Local 444 President Dino Chiodo addresses the crowd of concerned citizens in front of Essex MP Jeff Watson Office opposing the Federal government's intentions to close all postal services to your home.

Ford Canada, Ontario blast South Korean trade deal, saying Ottawa's pact will flood country with foreign cars

Reproduced : Financial Post by Scott Deveau, March 11/14

The Ontario government and Ford Motor Co. of Canada, Ltd., blasted the federal government Tuesday, saying the free trade agreement it reached with South Korea this week fails to protect the auto sector in Canada.

Eric Hoskins, Ontario minister of economic development, trade and employment, criticized Ottawa for failing to secure the same sort of safeguards the U.S. has in its free trade agreement with South Korea.

"Although efforts will be made to sell more effectively in Korea, it's more about fairness and making sure South Korea isn't able to implement any unfair measures that will make it even more difficult to export into South Korea," he said.

In particular, he said the Canada-South Korea agreement does not include the same sort of "snap back" provisions the U.S. has that allow for tariffs to be returned to pre-agreement levels immediately if South Korea is found to have violated the agreement in the automotive sector.

Those close to the negotiations say South Korea refused to replicate that sort of provision in any other agreement, anywhere in the world, including its recent deals with Canada and the European Union.

The Canadian agreement aims to eliminate the 6.1% tariff on vehicles imported from South Korea from companies like Kia and Hyundai in three annual cuts.

In exchange, the 8% import tariff in South Korea on vehicles produced in Canada would be eliminated immediately, compared to five years in the U.S. agreement and three to five years in the EU agreement.

Mr. Hoskins argued throughout the negotiations the Canadian government should seek the longest possible phase-out of the tariffs on South Korean imports to allow the sector time to prepare for an expected flood of imports.

Dianne Craig, Ford of Canada chief executive, said even those sorts of provisions have failed to prevent the one-sided flow of vehicles from South Korea into the U.S. and Europe since they reached their free trade agreements.

No Canadian manufacturer can compete with a market controlled by non-tariff barriers and currency manipulation.

She said South Korea has a long history of using "non-tariff barriers" and "actively intervening in its currency to unfairly subsidize its exports and protect its home market."

"As a global company committed to free trade, Ford supports well-negotiated agreements that open new markets for vehicles produced in Canada," Ms. Craig said. "For this reason, we cannot support the Canada-South Korea free trade agreement."

She believes South Korea would remain "one of the most closed automotive markets in the world" under the deal negotiated by Canada.

"No Canadian manufacturer can compete with a market controlled by non-tariff barriers and currency manipulation," Ms. Craig said.

There is a sizable imbalance of auto exports between the countries. Canada imported 124,000 cars from South Korea last year while exporting roughly 2,000 vehicles there.

Prime Minister Stephen Harper defended the deal, which he says the country needs to diversify its exports from its main trading partner, the U.S.

"What we're doing here is allowing other Canadian companies and other Canadian sectors to have the same access that Ford already has," Mr. Harper told reporters in Seoul. "Ford supported the Korea-U.S. free trade agreement, thereby Ford has access through the U.S. to the Korean market."

Brenda Swick, a partner at McCarthy Tétrault LLP specializing in international trade, said the devil would be in the details because she sees very little reciprocal benefit for Canada.

She said non-tariff barriers run deep in South Korea and Japan. Over the years they have ranged from ordering tax audits for people who bought imported vehicles to a rolling series of regulatory barriers, from penalties for the type of tint used or the frequency used on a vehicle's automatic door lock.

"These countries are very sophisticated in protecting their domestic sectors," Ms. Swick said.

Those close to the negotiations say Ottawa saw little upside in holding out for similar snap back clause for Canada, in part, because the retaliatory tariff in the U.S. sits at just 2.5%.

The snap back agreement can't be applied in the first four years of the U.S.-Korea free trade agreement, and there is a sunset clause that will see it expire in 10 years if there are no violations of the agreement in that time frame.

The federal government saw little threat here because more than 85% of the vehicles produced here are exported, and more than 40% of the South Korean vehicles sold here are imported duty-free from the U.S.

There are also provisions in the Canada-South Korean agreement that address issues like internal taxes, emissions standards, fuel-economy, and others that will address many of the non-tariff barriers used in the past, those with knowledge of the negotiations said.

Not all vehicle manufacturers in Canada condemned the agreement.

The Japanese Automobile Manufacturers Association of Canada [JAMA Canada], which represents Toyota Motor Manufacturing Canada and Honda Inc., lauded the decision. That was, in part, because JAMA Canada was hopeful the conclusion of the South Korean free trade agreement would accelerate trade talks with Japan that would see a 6.1% tariff on vehicles produced in Japan eliminated. General Motors Co., which has operations in South Korea and Canada, said the pact with South Korea would be a boon for consumers, leading to more competition and choices.

"We will continue to work closely with the Canadian and Korean governments to ensure the agreement is implemented in a way that brings the full benefit of fair competition to customers in both markets," the company said.

LOTS MORE TO DO!!

CHRYSLER

I am sure as you go through the 444 News, everyone will be speaking about the investment and the turmoil that has been going on with the announcement of late. I won't go on very long about it but I do have a few things to say. Windsor Assembly Plant (WAP) is so big to our community of Windsor/Essex whether you are an employee there or not. The tax base alone from WAP generates millions of dollars within our surrounding communities. The workforce at WAP has done their part and then some, adopting to the new WCM policy and now it is time that SERGIO recognizes what the workforce has taken on and secure and solidify not only our future, but the next generation of workers.

I know myself, I have 20 plus years at WAP and everywhere I go, I rant and rave about the quality, pricing and the overall selection of products we have and I believe that it's everyone's responsibility who is employed at Chrysler.

I wish the former Skilled Trades Chairperson Jack June all the best in his retirement as he enters this new chapter of his life and to each and every representative that either ran for a position and was elected or wasn't successful in their bid, keep on fighting the good fight because . . .

“COLLECTIVELY WE ARE STRONGER”

WSIB AND BENEFITS

This is a never ending battle and a very huge part of my assignment. The Ontario Workplace Safety and Insurance Board (WSIB) is failing our members in many cases. They are using an American Medical Association chart (meat chart as I refer to it) and either forcing people back to the workplace or risk losing salary benefits that the Board covers. As cost cutting continues to be a priority at the WSIB the Board has been aggressively targeting many clients using its own medical consultants to challenge doctors' recommendations for their patients. WSIB uses a common insinuation *“it's all in your head”* theory and more and more people are being disadvantaged. Your chairpersons of your facilities, the WSIB specialists in some of our workplaces along with myself will continue to fight this onslaught and hopefully, collectively some day the pendulum will switch to our favour.

CAESARS WINDSOR

I would be remiss if I didn't speak about Caesars Windsor in this report as our assignments have been shuffled and Fran Lasorda will be the new liaison to the Casino. The last four years have been very challenging at

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the Casino to say the least. During my tenure as the liaison we have gone through three chairpersons and four vice presidents of labour relations. The workforce is second to none and it continues to, day in and day out, delivering the best customer service in the industry. The relationship between the company and the union on a good day is very trying to say the least. I know your Bargaining Committee is working hard to get a fair and equitable collective agreement in place that is rightfully deserved for our members and I wish them the best. On a personal note though it has been a great learning experience for myself to learn this industry and see the workings of it since I do come from manufacturing as an electrician, but the people I have met and worked with have been wonderful and even though I am not the liaison to the casino, I am still an officer at the Local and always there to lend a hand for anyone who needs it.



As the major sponsor for the Windsor Essex Sports Persons of the Year Awards press conference, are Unifor Local 444 Financial Secretary Dave Cassidy who addressed the media on the importance of being involved with youth sports in the community as V.P. Mike Lovric looks on.

Challenging Times

By
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Things continue to be extremely busy around your local union. Bargaining is going on at Caesars Windsor, ElringKlinger, RIMS Transport, All Temps Foods with Peterson Spring and Southgate Residence bargaining set to begin soon. The assignments for the Officers have also shuffled a little bit over the last few weeks with my assignments remaining as: **Chrysler, Chrysler Group Auto Transport, Auto Warehousing Company, RIMS Transport, All Temp Foods, Presteve Foods, Peterson Spring, ElringKlinger, SouthGate Residence and the Local 444 Retiree Chapter.** That said, if you need to contact me you can email me at jstewart@uni444.ca or call me at 519-258-6400 ext. 424.

FIAT CHRYSLER AUTOMOBILES or FCA (Formally known as Chrysler)

To say the last few weeks have been a roller coaster of emotion in regards to the future of FCA in Canada would be a monumental understatement. Our members in WAP have enough stress to deal with in the workplace with WCM and shouldn't have to worry about the political mess surrounding future investment in Windsor. The fact is that we are leading the way in WCM advancement and that should be more than enough to secure our future long term. We've lived up to our end of the bargain. We've accepted tough workplace change and continue to adapt as needed. We've dealt with (and continue to

deal with) the mistakes made in the implementation of WCM. We've become more flexible, more productive and all the while we have become more quality conscious producing some of the highest quality vehicles on the market today. We did it knowing that our future depended on it and **WE DESERVE A SECURE FUTURE...**for our families and our community. Our governments have to find a way to get FCA back to the table and get this deal done. FCA has said that they are still committed to our plant. They say the investment is still there

but what they aren't saying is what the total investment is or if the investment includes full FLEX capability. These are the factors that will determine if we have short-term vs. long-term security that would provide for the next generation of workers. Our union leadership has been meeting with all levels of government and the corporate elite of FCA to try and get things back on track.

The workplace steward

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James Stewart, VP Local 444, speaks passionately at most recent Unifor Ontario Regional Council about the importance of being more actively involved as a new union and the need to reach out to those who are unorganized.

James Stewart Report . . . *cont'd*

elections just took place and I want to thank all of those individuals who put their name forward and offered themselves to represent workers at WAP. Congratulations to the winners as there is no greater privilege than to be elected by your peers to represent their needs in the work place. I also ask you all to take an active role in your union whether or not you won your election. The challenges' facing working people are incredible and as these challenges grow we need all the activists and support we can get if we are going to be successful in our fight to defend workers rights.

CGAT

We continue to work through challenges at CGAT. Every day there are still new issues that arise as the company experiments with different ideas in order to outline how they want their future business plan to look. Dino and I along with Dave Skidmore have been meeting with corporate management to try and work out some of the long-standing problems we've faced. Some of the issues have been simple things that for one reason or another weren't getting resolved at the mid-management level. Shortage of gloves, shortage of coveralls (and we are still trying to resolve the idea of having to wash them yourself), seniority and what seniority provides you (though we don't have it all yet) are all issues that we are starting to see some movement on. There are also some major issues we've been trying to hammer out with the company like establishing an in house trades

base to repair and maintain our trucks, a fair incentive point-to-point rate, the issue of when the O/T premium should kick in...actual hours vs. incentive rate hours. We have been continually hammering the message home that the drivers want to work more and take extra runs that ultimately will make more money for the company. However, it makes no sense to our drivers to work more hours and not get properly compensated for it. We have been tackling this issue continuously. I don't know what the outcome long term will be but I do know that the company has to open their eyes and see the real potential of this business. Reward the workers and they WILL make money for the company. It is that simple.

AWC

After a long couple of years FCA (FIAT CHRYSLER AUTOMOBILES) and AWC have finally come to terms on a business agreement that secures our Drive-Away program at AWC until 2016. We recently met with our Drive-Away members early in March to go over the terms of the already existing shelf agreement that the company was set to establish on March 17 of this year. By the time this article is in print the new agreement will already be underway.

The workers raised some issues with us and we will work to resolve them and to make sure we address all future problems. Now that CGAT has a full allotment of trucks we are trying to establish a business case that shows the benefits of an in-house repair and maintenance facility using our own people (former Allied mechanics) to service the CGAT trucks. We have been clear with the company since day one that

our intention long term is to establish an in-house maintenance group. We have former Allied mechanics working in both the Chute and the Drive-away groups. Our members have all the experience needed to get the trucks back on the road faster than 401 Mack or any other outside facility can manage. We will keep you all posted on this as it develops.

RIMS Transport

The ratio of owner-operators to company drivers continues to change with only a couple company drivers left in the unit. We have had a number of meetings with the company over the last few weeks and the bargaining committee has been diligent in expressing your issues at the bargaining table. We are looking for gains for all members at RIMS transport including Company Drivers, Owner Operators and our Skilled Trades group out of the shop. We will be calling a meeting soon to update our members on the progress of negotiations.

ElringKlinger

Let's not kid anyone...the relationship our union has had with this employer over the course of the last few years has been abysmal. Since Local 444 and Local 1769 merged in 2012 we have not had any access to the plant to deal with the labour problems of the past. The former plant manager had no love for the union and showed absolutely no respect for it or the members that work there. This is the first issue we raised at the table. The company has to respect the union and our members. There have been signs from the company that they want to repair this relationship with the new plant manager and we are hopeful that time will show this to

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James Stewart Report . . . *cont'd*

be true. Bargaining continues as we try and make gains for our members in a plant that has seen significant downsizing over the last 2 years. Your bargaining committee is working hard to achieve just that. We have set up a strike authorization vote/information meeting with our members from ElringKlinger for March 23.

All Temp Foods

The deadline for our collective agreement is fast approaching. We have set up a strike authorization vote/information meeting on March 23 and that may have taken place by the time you read this article. We are also trying to set up some bargaining dates with the employer.

Peterson Spring

Peterson management has outlined to us that they are having difficulties securing new work that is vital to the long term viability of the plant. John Biekx, Dino Chiodo and myself are meeting with the company to find different ways to attract new business and give our members some job security. We will meet with the Peterson Spring members as soon as we have more information for you.

In closing, I want to thank all of our Local 444 members for their incredible donations to the needy in our community. Gate donations were very successful over the holidays when the need was greatest. I couldn't imagine what our community would look like without the generosity of our members. There are so many helpful organizations that would

not exist if not for that heart felt support. United Way is one of those and has recognized the members of Local 444 with a

number of awards recently. When it comes to compassion and caring in this community, no one surpasses the members of Local 444.

Four things unions want you to know about the Canada-South Korea free trade agreement

BY H.G. WATSON, Rabble News

The recently announced free trade deal between Canada and South Korea has raised the ire of several unions, who warn that it could have a detrimental effect on Canadian workers. Here are four things unions are worried about now that trade is about to open up between the two countries.

1. It supports trade imbalances

Both Unifor and the United Steelworkers have raised concerns that the deal will deepen an already high trade deficit between Canada and South Korea. Last year, Canada exported \$3.7 billion worth of goods to Korea in 2012 and imported \$6.4 billion, according to a fact sheet provided by Unifor. USW believes that this imbalance is particularly pronounced in the steel industry with steel imports from South Korea far outnumbering imports.

2. Refined goods in, raw goods out

Another concern is that while South Korea does import a great deal of raw materials -- coal, copper, aluminum and wood pulp mostly -- what they export are the kind of goods that should be Canadian-made, namely cheaply produced electronics and cars. This is a big problem for unions. Unifor president Jerry Dias told Canadian Manufacturing that these items should be produced in Canada to create more jobs.

3. The Korean auto-market is a serious threat

A key component of the deal is that over three years it will phase out tariffs on South Korean-made cars, and immediately end tariffs on Canadian car imports. Despite this, Dias has condemned the deal for creating a one-way flow of cars into Canada. He has an ally in Ford Motor Company of Canada -- their CEO Dianne Craig told CBC News that the deal will do nothing to open South Korea's markets

4. There's a dispute mechanism that could have big impacts

According to a press release from USW, the deal is also expected to have an investor-state dispute settlement process build into it. This process, which allows foreign investors to take action against foreign governments in sometimes private arbitral tribunals, has often been criticized for lack of transparency.

Casino, Heligear, Sterling Fuels, Choice Nutritional Foods,

HELIGEAR

I would like to congratulate your Bargaining Committee which is Kevin Landers, Chairperson, Mike Slaght & David White as your Committeepersons. I would like to thank all those who participated in the election and encourage everyone to partake in their union. We have met with the company on some of the overtime issues and concerns going on in the facility, and as of this writing the supervisors are now up to speed on how the hours are to be charged. We will be meeting in the near future with the company to discuss the new "cell process" and how it is going to work and affect the membership

INTEGRAM WINDSOR SEATING

I would like to take this opportunity to congratulate all those who were elected and would like to thank Sam for his dedication and hard work he has done, for not only the membership but the union as well. I would like to welcome Mike Lovric as the new liaison officer to Ingram as he will now have this as his assignment. I will work with Mike as the transition is going on and in closing, I would like to thank the membership for the continued support you have given me over the last two years.

CHOICE NUTRITIONAL FOODS

As of this writing the company has gained more business which will help secure more work for our members. The support these members give, not only to their union but to each other is overwhelming.

By
FRAN

LASORDA

*Vice President
Unifor Local 444*

flasorda@uni444.ca



I will be meeting with the company in the near future to go over any issues as well as the final viewing of the CBA.

STERLING FUELS

I would like to congratulate Mike Merry on his election as your new chairperson. I will be working closely with Mike to deal with the issues and concerns that you have. I would like to thank Willy for the hard work and dedication he has given over the years. With spring just around the corner we will see the laid off members return to full time. We have seen the land sales grow over the last year and are expected to grow even more in the next few years. As you are aware the company will be putting in the

rail line and this will help generate more business; our members will be doing the work. We went through a tough round of bargaining with the company and had stayed to the task the membership set us out to do. We were able to achieve many things and more than was asked of us to do.

I would like the membership to feel comfortable enough to contact me any time to go through issues and/ or concerns that are going on at the plant.

CAESARS WINDSOR

I have been given the Casino as my new assignment and I have been working steadily with your Bargaining Committee since Feb. 13, 2014. I am actively involved in the bargaining process and I would like to take this opportunity to say your bargaining team is doing a fantastic job on your behalf.

I am learning a lot about the issues that are going on in the casino and will continue to learn, I know the issues you face every day. In your vote of confidence, I would also like to thank the membership for the strong mandate you have given your Bargaining Committee with the strike vote of 96.8%. I would like to thank Dave Cassidy for his work he has done for the casino members.



Unifor Local 444 Casino Chairperson Dana Dunphy along with the Bargaining Committee is seen on stage at the strike authorization vote addressing the membership giving an update on recent contract talks with Caesars Windsor.

Roller Coaster of Events

Major Parts Supplier Plants

The part supplier workplaces recently held in-plant elections. I would like to congratulate the successful candidates. It is a great honour to be elected by your peers. They have recognized you as a leader and are counting on you to speak on their behalf and fight for their rights. It is also important for you to keep your members updated on current issues, especially in light of the current attacks on organized labour from right-wing governments and think tanks.

Great news was delivered to HBPO and Dakkota Integrated Systems members recently. They've been informed that they will continue to provide Chrysler with parts when production of the new "RU" minivan commences. TRW Canada and Oakley Sub Assembly should be notified soon.

Recently I have been named as the Liaison Officer for Integram Seating. I look forward to working closely with both the committee and the membership at Integram. My first meeting with both the in-plant committee and management went very well. It will take some time to get me updated with the inner workings of the plant but my experience with the supplier plants will make this an easy transition.

United Way Awards

The United Way has a 65 year history in our community. Their mission is "to improve lives today and tomorrow in Windsor and Essex County by mobilizing people, resources and the caring power of our community in a positive, healthy and lasting way". Every year United Way runs a fund rais-

ing campaign to fund its three strategic investment priorities: Supporting Basic Needs and Independence, Positioning Kids and Families for Success, and Creating Thriving Neighbourhoods. All of the funds are invested locally to support these strategies across Windsor and Essex County. To celebrate and honour some of its most generous and dedicated supporters, the United Way Windsor/Essex held the "I Believe in My Community Awards". The following Local 444 represented workplaces were recognized with Awards: Dakkota Integrated Systems, Caesars Windsor, TransAlta, Chrysler Canada, and an honourable mention went to Integram Seating.

The United Way Labour Award of Distinction is presented to a union and its membership that demonstrates a commitment to create a vibrant community through their involvement in the community. I am proud to report that this

By
**MIKE
LOVRIC**

Vice President
Unifor Local 444

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year Unifor Local 444 was the recipient of this special award. This is a testament to you, the members of Local 444 and your ongoing support of our community. Your generous donations are greatly appreciated by those who utilize the services of the United Way.

Chrysler Announcement

After what seems like ages Chrysler has finally announced its intention to build the next generation minivan in the Windsor Assembly Plant. This investment will continue to provide our community with good paying manufacturing jobs and all of the spin off jobs that go along with an investment of this magnitude. It is said that nine or more jobs are created

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Unifor Local 444 Vice President Mike Lovric, Casino member and United Way Co-ordinator Bill Pether are seen receiving the Community Partnership Award on behalf of the Casino membership. A big thank you to those who donated.

Mike Lovric Report . . . cont'd

from one major assembly plant like WAP. The importance of Chrysler to our community cannot be overstated. **Everyone from small business owners to health and legal professionals reap the benefits of Chrysler's presence in our community.** Chrysler advised it planned to invest billions of dollars in its Canadian Operations, much to the delight of its world-class workforce. Everything was great, until the company asked for a little help to make it happen. There has been much debate over Chrysler's request for financial assistance, in the form of a loan, from the government's Auto Innovation Fund. Strangely enough, Ford, Toyota and Magna have all taken advantage of the Auto Innovation Fund, – a loan, without the public outcry that Chrysler's request has generated.

Just recently, the Federal Government handed out grants to local companies totalling \$2.3 million without any protest from taxpayers. Tim Hudak's suggestion that Chrysler "is holding us ransom" is nothing more than a politically motivated attack in an attempt to ingratiate himself with the right wing thinkers in this province.

This thought was confirmed for me when I attended the Automotive and Vehicle Research Conference on March 7, hosted by the University of Windsor. Guest speakers from the business community were touting that our governments must play a role in order to keep automotive manufacturing business in Canada. Other Nations have made no secret of their willingness to provide substantial incentives and are aggressively pur-

suing auto investment because of the economic activity it brings. It is not uncommon for incentive packages to cover 20% – 60% of the costs of an automotive company's initial start-up costs. With this kind of pull from other countries our governments better get in the game before it's too late.

The statistics don't lie: At one time, Canada produced nearly 18% of North America's Assembly. We have now seen that drop to approximately 15%; Canada used to be the 4th largest assembler of vehicles in the world, today it is tenth; there has been \$43.2 billion invested in North American Assembly plants in recent years with Canada receiving only \$2 billion.

Right-wing think tanks and government parties have publicly stated that the only way Government should be involved is by lowering corporate taxes. Saying this should be enough to attract investment. However, Canada's combined Federal and Provincial Corporate Tax is already cheaper than Mexico by 4% and U.S. by 14%; yet we are not attracting new business.

One only has to look at the situation in Australia to see what will happen without Government support. Australia is suffering huge job losses after its decision not to intervene and support its industries. If we elect a Government that thinks like this, then we will end up losing more than just auto manufacturing.

We need a government that will provide the same level of support that other nations or jurisdictions do in order to keep our jobs in our country and community. We also need a government that supports fair trade, not free trade.

It is simple, – if you want to sell in Canada, then you must build in Canada, period!

Windsor and District Labour Council Elections

As the public voice of unionized Labour, the Windsor and District Labour Council recently held elections for Executive Positions. Dino Chiodo, past President of W.D.L.C., announced his intention to step down as Council President prior to the end of the last term, citing his desire to concentrate on his duties as President of Local 444 and as the Chair of Unifor's Ontario Regional Council. On a personal note, I would like to offer Dino a huge thank you for his dedication and passion while bringing labour's issues to the forefront on behalf of the Council.

Congratulations to Chris Taylor, President of Local 200, the newly elected President of W.D.L.C. Additionally, I am happy to report that I was successful in the election for Vice President. Together we will continue to provide a strong voice for Labour in our community.

I'm still involved in the recreational activities at the Local and Vice President of Unifor National Recreation. I'm also available to assist you with any pension or benefits related issues. I can be contacted either by email mlovric@uni444.ca or by phone (519) 258-6400 ext. 428.

With 19 workplaces at Local 444, we are constantly in bargaining. Bargaining is always a challenge and I want to extend a hand of solidarity to the workplaces and the committees that are trying their best to get a good agreement for their members.



Windsor Assembly Plant

This past month has been a roller coaster of emotion in regards to announcements and an unsettling quietness from Chrysler. March 4, 2014, a day which should have been a day of celebration offering us, the workforce of WAP, a collective sigh of relief with the announcement that the next generation of minivan would in fact be built at Windsor Assembly. It was a day that we should have been able to reflect with our families and friends and thought, all that work and effort was worth the challenge. A challenge that we collectively took on and for all intent and purposes won. We accepted the culture change of WCM, proved to the company that we at Windsor Assembly are capable of accepting change and proving beyond a shadow of a doubt that we are the best workforce in the WORLD. As workers this was

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

*E-mail:
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a day for celebration. Unfortunately the day did not play out as it should have. Instead it was a day surrounded by uneasiness and rumours. There was no fanfare, no good news headlines, only questions . . . What does this mean? What is the long term implications of Chrysler walking away from the negotiating table with the government? Is the "RU" still coming to WAP? What should have been a day of relief quickly turned into a day of anxiety and worry.

I find it unsettling that our membership seems to have been

used as pawns in a much larger game of chess. While the company was asking for government investment to secure the next generation minivan at WAP, it is unfortunate that we have political leaders who fail to see that they have a role to play in securing the investment which would secure good paying jobs for the future but instead choose to take the stance of "no thanks" we are not interested in attracting investment of that magnitude because they consider it corporate welfare, which is ridiculous.

The rest of the world is doing everything it can do to entice this kind of investment with the understanding that the long term benefits for the people of the community, and country for that matter, far outweigh what is being asked of them. Government partnerships have been an integral part of any large business investment in Canada. For so-called leaders to stand up and insult a company and its workforce with outdated and inadequate industrial strategies is nothing short of frightening.

With this being said, this announcement is a good news story. We should all be proud of what we have accomplished. We need to look at one another with our heads held high. Make no mistake, we will have challenges moving forward, that is just the nature of the world we live in but for today we should take a moment, pat each other on the back for a job well done. **The next generation of minivan wasn't given to us, we've earned it.**

As you are all aware, we have recently finished our in-plant elections and I would like to take this opportunity to congratulate all the newly elected representatives and thank those who have served as representatives in the past and were

. . . cont'd on page 15



Members of Unifor Locals 195, 444, 1498, Retirees, Ontario Nurses' Association Local 8, management personnel downtown and at the Windsor Assembly Plant are seen holding another proud accomplishment and want to thank those who donated in making Windsor/Essex a community that cares about others.

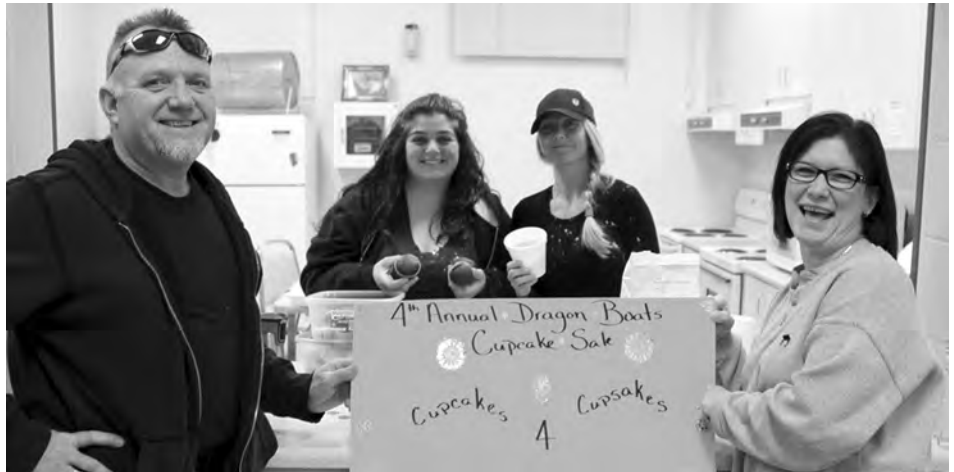
Windsor Assembly

... cont'd

unsuccessful or chose not to seek re-election. I would like to wish all the best in their future endeavors.

WAP will be undergoing its Silver Audit March 26th, 27th & 28th, once again we will be striving to accomplish what other plants have been unable to achieve in such a short time span, attaining Silver. The credit for this transformation and opportunity truly must go to the membership of WAP for embracing the culture change that is WCM and making the process a success. While change is not always easy to accept, it must be looked at as an opportunity to improve on issues. These improvements should be looked at as a way to improve working conditions for our members in ways of ergonomics and safety among others. We should be striving for ways to work smarter not harder and WCM gives us the opportunity to capitalize on this.

There has been an ongoing concern in regards to the hours in which Hourly Employment operates as many members were unable to visit the office to address issues since the hours of operation have been 7:30 am to 3:00 pm which meant it was closed before day shift ended. I am happy to announce that we have been able to convince the company to change the hours of operation to reflect the needs of the membership. The new hours for Hourly Employment are 7:30 am – 4:30 pm to allow day shift members time to visit hourly employment as needed. The office will remain closed daily from 11:00 am to 1:00 pm and the company's industrial physician will only be



Another success at the fourth annual Cup Cake sales at the WAP with proceeds going to the 2014 Dragon Boats. A special thanks go to those involved who helped bake and decorate those 3,000 cupcakes. To all the bakers, helpers, Chef Robert and the students at the Unemployment Help Center, John & Trish Bradt, Kelly Milligan, Sue Najem and those who bought them, THANK YOU!

available from 7:00 am to 3:00 pm.

Once again our Dragon Boat Committee has done a fantastic job with this years "Cupcakes for Cup Sakes" campaign. The committee was able to raise \$6131.00 for Breast Cancer Research, pushing the overall total for this campaign to approx. \$25,000. We would like to thank Tricia Bradt, Kelly Milligan, Sue Najem and the entire Dragon Boat Committee for their hard work in making this year's campaign a success.

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.



Local officers and WAP plant chairperson Tony Greco take a moment after Skilled Trades Chairperson Jack June made his last report to the membership. The entire membership wishes Jack all best into his years of retirement and thank him for his years of service to his union.

SKILLED TRADES REPORT



E-mail: prr4@chrysler.com



By PAUL RENAUD
Skilled Trades Chair

I would like to start my report by thanking Jack June who chose to retire at the end of February. Jack's tireless dedication to the Skilled Trades and his work ethic on behalf of all Skilled Trades will be missed. I wish Jack all the best in his future endeavours. I want to thank all those who ran for election and would like to congratulate Kim McMaster as the new committeeperson, Louie Ferrari and John Hush who were re-elected as stewards and Greg Bourdeau elected as the new steward. We look forward to working with Greg in the office.

The company has agreed to pay the licensing fees for the Ontario College of Trades. When you receive your paid receipt, submit it to your rep on shift

and they will get it to HR for reimbursement. The WCM silver audit is slated for March 26th, 27th and 28th.

Overtime in the plant has been fairly thin as of late as the plant is under budget restraints, which has been an issue for the completion of PM's and repairs necessary to keep the plant running. Getting the parts necessary for repairs has also been an ongoing issue but the Trades have been doing the best they can with what they have. The day to day running of the plant has generated some overtime and that is expected to increase as we experience more and more members retiring on a monthly basis. There will be 189 Trades people eligible to retire by the end of 2014.

With the recent announcement that WAP will build the new minivan (RU), the committee is going to be busy getting all the details and putting together the plan as we move forward towards the launch. As details unfold we will

keep the membership informed about timing, training, etc, and what this means to us in the Trades. The R&D facility is now under a new umbrella, "Vehicle concepts and Integration", and has a new V.P., Matt Liddane, in charge of this group. He is open to looking at a number of new possibilities at this facility which bodes well for the future. At the VCC, the issue with an outside vendor being called for repairs to in-transit vehicles has been resolved and our in-transit mechanics have noticed an increase in the volume of calls they are getting to service these vehicles. CGT has been busy working 12 hour days to stay on top of PM's and repairs.

The Skilled Trades from Unifor Windsor Essex County Skilled Trades Council (WECSTC) recently volunteered at the Downtown Mission preparing and serving lunch for those that are most needy in our community. The Trades from Local 444 were well represented and are always at the forefront when it comes to helping others.

Local 444 was also involved in helping out at "Street Help /Unit 7 Homeless Services" recently. They needed some work done installing showers and some plumbing repairs. I would like to thank Frank and Bill Giles for donating their time and expertise to help out this worthy cause.



Frank and Bill Giles along with administrator Christine Wilson-Furlonger are seen using their skills and volunteering their time to Street Help -Unit 7. Outstanding Job!



Windsor Essex County Skilled Trades Council members Local 200 Tom Kerr, and Local 444 Kim McMaster, Paul Renaud and Peter VanVrouwerff are seen helping in the kitchen at the Downtown Mission.

BENEFITS REPORT

Windsor Assembly Plant

By
**JOE
DOMARCHUK**

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jpd15@chrysler.com



On February 21st, 2014, a meeting was set up at MP Joe Comartin's office with Service Canada to resolve outstanding issues from the Jan 5 - Jan 11, 2014 lay-off week at the Windsor Assembly Plant (WAP).

During the month of March 2014, Service Canada will have several E.I. agents dedicated to correcting WAP claims. E.I. agents will be reviewing all applications that were filed using the reference code, and contacting individuals that could not report for the week of Jan 5 - Jan 11, 2014.

If the E.I. agent cannot contact you by phone, a letter to report for the week of Jan 5 - Jan 11, 2014 will be sent to the address on your E.I. application.

Open Enrolment for Optional and Dependent Life Insurance:

- Full time active WAP employees can increase their optional and dependent life insurance one level without medical evidence from May 1 to May 30, 2014.
- Individuals not currently enrolled will also be permitted to enter the program on the First Level without medical evidence.
- To increase your optional life insurance, contact Benefits Link at 1-877-854-5465.

UNIFOR National and UNIFOR Council Bursaries

- The UNIFOR National Union and UNIFOR Council annually offer a total of 25 bursaries. These bursaries are awarded to sons/daughters of UNIFOR

members in good standing entering their first year of full-time post secondary education.

- ***This is an entrance bursary and is not renewable for students entering subsequent years of study.***
- Applications are available at Local 444 union hall and need to be post **marked no later than April 30, 2014** and sent to the UNIFOR National office in Toronto. (Address on application.)

S&A --Reminder:

- If you are denied S&A from Chrysler, or if you have to serve a 5 day waiting period on an illness claim, you can apply and may be eligible for E.I. benefits.
- If you want to use S&A or WSIB

to start a new E.I. claim, it is suggested you apply immediately to E.I. when you return to work.

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

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



Unifor Local 444 Vice President Mike Lovric speaks out at the recent Unifor Ontario Regional Council condemning the recent trade agreements such as CETA, South Korea and Trans-Pacific Partnership. He stated, –“We need reciprocal trade, NOT Free Trade.” The race to the bottom seems to never end on the backs of working men and women.

County Units Reports

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



Elring Klinger

While writing this article we continue to negotiate a new Collective Agreement with Elring Klinger. To date we have had several meetings and talks continue to progress well with additional dates set for month's end as the deadline approaches. The committee remains committed to reaching a tentative agreement while capturing the mandate the membership put forward. The committee is working on several non-monetary issues as the current structure of the day to day operations change due to the loss of the high feature line, and the new programs launch.

After negotiations are wrapped up we will be holding in plant elections for all committee positions. This is a busy start to 2014, hopefully we continue to grow and restructure this facility, and are successful in getting the remaining seniority list called back to work.

Rims Transport

This unit is also in negotiations to secure a new collective agreement. Talks continue to move well and the bargaining committee remains confident an agreement can be reached in the next couple of weeks. Any improvements made during the bargaining process will be retro-active to January 27th which is when the current agreement expired.

All Temp Foods

Priority sheets are being placed in the workplace as this is yet another county unit headed into bargaining. The current agreement expires April 1st, 2014. Please submit any priority sheets to Carol Slavik as she will be assisting in bargaining this time around to step in for Maria DaParteira while she is away on vacation. Maria has done an excellent job in communicating the issues to us at the local. The ongoing issue in regards to the new dues structure has hopefully been cleared up. Any discrepancies that happened due to the change will be adjusted by separate cheque. I want to personally thank the membership for their patience as we worked through this issue.

Presteve Foods

This facility continues to look for additional cutters. Busy season is fast approaching and the need for experienced cutters continues to grow. The company has applied for temporary foreign workers and is currently working through the

road blocks associated with the application. All temporary foreign workers will fall into our collective agreement when their probationary period is complete. I believe there is a total of 15 potential experienced cutters on the way.

Southgate Residence

The residence continues to run at full capacity with little or no workplace grievances. The current collective agreement will expire October 15th of this year. The bargaining committee will be faced with the tough challenge of making the gains needed for retirement homes as opposed to the long term care facilities. These two types of facilities are similar in nature but are miles apart when it comes to wage parity. The committee remains committed to getting an agreement and representing their members as we head into this round of bargaining.

Peterson

We are just rounding the corner to the company's 100th anniversary. This will be celebrated with a luncheon and shirts for all members who continue to provide quality products making it possible for such a milestone to happen. The Kingsville plant has a dedicated and knowledgeable workforce. We run the tough parts and all members of this facility continue to excel and meet the just on time demands that is expected. We have also passed 1300 days without a lost time accident. Currently the plant is running with the complete seniority list called back to work. The GM 671 Holden volumes have left the plant but the committee is being told the Shanghai volumes will offset this loss. Kingsville will have some definite challenges when the current GM 671 volumes disappear as Peterson Spring was not awarded the 2nd generation. This will put Kingsville in the hot seat due to the loss of our high volume line. However, if we continue to produce quality parts on a timely manner with some possible investment from the company I'm sure this plant can remain profitable.



UniForm Local 444 Officers and Chairpersons are seen at the Independents Parts Council Meeting listening and discussing matters affecting all their workplaces.

Recreation Report

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



BROOKS GOLF TOURNAMENT

Our Recreation Committee is preparing for the 37th Anniversary of the Brooks Golf Tournament; a major fundraising initiative held each year. This tournament started in 1977 in memory of our first and founding president of Local 444, Charles Brooks. His vision and work ethic is established in us today in our present way of thinking and actions of our Local Union. The proceeds generated provide substantial financial support to youth initiatives in the communities of Windsor/Essex, but those funds alone cannot meet the multiple and growing requests received each year.

The fee is staying at \$120 which includes golf, cart, meal and our elaborate prize table. We stress that this is a fun tournament! It is a 2-person scramble format tournament which enables you to choose your partner and another twosome to play with.

The tournament is scheduled for Sunday, June 8th at Roseland Golf Course. Entry forms will be available in your workplace Union office or at the Local 444 Hall with a return deadline of Thursday, April 17th. Members must deliver their entry form to the Local 444 Hall during the hours of 8:00 a.m. - Noon and 1:00 p.m.-4:30 p.m., Monday thru

Friday and at that time you will receive a receipt. Only members of Local 444 are eligible to participate in this event. The draw for playing day and starting times will be on Sunday, May 4th at 12:00 p.m. at the 444 Hall.

TIGER BASEBALL

We have secured tickets for two games for this upcoming season. The first game will be Thursday, July 31st at 1 p.m. vs the Chicago White Sox. Tickets are \$40.00. The second game is Sunday September 28 at 1:00 p.m. vs. the Minnesota Twins. Tickets for this game

are \$29.00. You can reserve your tickets on Monday May 12, 2014 for both games and on Monday June 16, 2014 for the September Game. Tickets Prices include your ticket for the event and passes for the tunnel bus. All seats are in the lower right outfield. Watch your Union bulletin boards and the 444 website for more details.

Upcoming Events

- **TEXAS HOLD'EM**
Sunday, May 4, 2014, 2014
Deadline April 28, 2014
Local 444 Hall
- **UNIFOR FISHING TOURNAMENT**
Sunday, May 18th, 2014
Deadline May 12, 2014
AMA Sportsmen Club
Amherstburg
- **UNIFOR REGIONAL GOLF TOURNAMENT**
Sunday, May 25th, 2014
Deadline May 12th, 2014
Roseland Golf Course, Windsor
- **CHARLES BROOKS GOLF TOURNAMENT**
Sunday, June 8th, 2014
Deadline April 17th
Roseland Golf Course
- **BOB PROBERT MEMORIAL DRIVE**
Sunday, June 22, 2014
All styles of Bikes welcome
For more info: www.probertride.com
- **444 FAMILY PICNIC**
Sunday, July 27, 2014
Volmer Complex, LaSalle

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



Seen above are your 2014 Recreation Committee members who put in countless volunteer hours so our members can enjoy recreational events



CAESARS REPORT

By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



I would like to thank each and every Unifor Local 444 Casino Member for participating in the recent strike authorization vote which was held on Sunday March 9, 2014 at the Caboto Club and remembering that at the last set of negotiations we didn't have this opportunity. The result of the vote was an overwhelming 96.8% in favour of strike action if necessary and this definitely sends a strong and decisive message to the company. Your 2014 bargaining committee thanks you all for your vote of confidence and solidarity! It is so important we know you have our backs.

It is imperative as your Chairperson along with VP Fran LaSorda who is the new liaison officer to our Casino assignment and to the entire Bargaining Committee that we have been and will continue to be transparent to all of you from the beginning of this process until the very end. It's a first ever, that you all had the opportunity to fill out a priority sheet that was mailed out to you and if anyone was missed, we had copies in the office if you requested them. We accepted them and they were submitted and we want to thank you for taking the time to fill them out. The entire Bargaining Committee understands how important each and every demand submitted through the priority sheets is to you. Also, Casino Talks is another avenue of communication that we have introduced to keep you updated on the issues.

With the leadership of President Dino Chiodo and with his skills and abilities I'm very comfortable leading this bargaining table with him along with your Bargaining Committee on your behalf. He has been with us or he has reached out to us every day since bargaining has begun. There is no doubt in my mind he will be instrumental in the weeks ahead to help us get a fair tentative agreement. Make no mistake, this committee is the strongest committee I have ever worked with over the years and any decisions made in bargaining will be **100% unanimous by this committee first and foremost.**

When we reach a tentative agreement, keeping in mind the deadline is Friday April 04th, 2014 at 12:01 AM, we will post date, times and locations of the ratification meetings through postings,

Facebook and other communications. **At the ratification meeting you will have all the facts, all the information whether it is good, bad, ugly or indifferent it will be in the open.** We intend to open the doors a few hours early in order to allow members to review the high-light sheets prior to the meetings so that you feel comfortable to ask a question if needed for clarification.

As of this writing we are still dealing with non-monetary issues. Make no mistake about it our non-monetary issues are very important to us all in our day to day lives at work and for many working conditions are sometimes more important than monetary. We will be faced with some challenges, I have no doubt but we will stand together as a team with your support but please remember there will be a lot of media looking to put their twist on things and other outside sources and some people in our facility who will start rumours leading to the deadline. Please make sure you go to the union office and get clarification on **FACTS**. Rumours are not needed, thank you.

In closing, I would like to take this opportunity to thank all of our

...cont'd on next page



Seen are the Unifor Local 444 Windsor Casino Bargaining Committee front row: Fran LaSorda, Dino Chiodo, Dana Dunphy, Colette Hooson. Back Row: Vinny DiStefano, Diego Mazzone, Laurie Green, Sue McKinnon and Dennis Vaillancourt.

Caesars Casino

... cont'd

members for their patience and support through this process. Also I would like to thank all the representatives that are in the office while the bargaining committee is off site for handling all the day to day issues so we can focus on the task at hand.

NOTE: Last but not least please make sure through the proper avenues that we have your proper mailing address so that we can be sure you receive union information in the future.



Unifor Local 444 member and dealer Aislyn Laurent from Caesars Windsor gets to the microphone and addresses the membership and the bargaining committee at the recent strike authorization vote held at the Caboto Club.

CLOSING DATE: MARCH 28, 2014

UNIFOR LOCAL 444/CAESARS WINDSOR ADJUSTMENT CENTRE

The Adjustment Centre office will be closing their doors on Friday, March 28th, 2014 for the last time. In November 2009, Local 444, Caesars Windsor, and The Ministry of Training, Colleges and Universities came together to set up an Adjustment Centre for workers who were laid off from Caesars Windsor. In January of 2010, the Centre opened its doors at 250 Windsor Ave. In the following years, they were able to provide laid off members and members who were reduced in hours, with various means of assistance.

During the difficult transition from full time to part time or working to lay off, members were able to stop in to the Centre where peer counsellors were available to help them with a multitude of services. They were involved in creating resumes, finding job fairs, seeking employment outside of Caesars, free income tax returns, and making referrals to the Second Career program. The peer helpers were instrumental in creating their own food pantry, to help our members when they may not have had employment for days or weeks.

Since the doors opened, several hundred members have passed through the Centre. We were very fortunate to have the assistance of the Unemployed Help Centre. June Muir and Pat Katona were very knowledgeable and were always there to help. Beth Ann Ternovan, Counselling Supervisor from Family Services Windsor-Essex, provided members with one-on-one counselling when they needed someone to talk to.

We would like to extend special notes of appreciation to Dino Chiodo, President; Dave Cassidy, Financial Secretary to the Adjustment Centre, the Unifor Local 444 Executive Board and Council, the Steward Body, Unifor Standing Committees, Caesars Windsor and Jim Parry, from the Ministry Training, Colleges and Universities. Without the support of all of them we could not have been able to accomplish all we were able to do.

Finally, I would like to thank and recognize the following members who on many occasions went out of their way, sometimes after working hours, to help our Caesars members, treating them with care, understanding and compassion: – Co-ordinator Ann Dishman, who ran our office professionally, Peer Helpers Gail Fortier, Linda Mills, Pat Parent, Ellen Pellerito, Noreen Robinson and all past peer helpers and past co-ordinator Tena MacLean.

If you should need help after we close, please feel free to contact the Casino union office at **519-985-2864**. We wish everyone much luck in their future endeavours and all the best.

Thank you,
Rolly Beaulieu, Chairperson
Unifor Local 444/Caesars Windsor Adjustment Centre



Helping Kids with
Physical Disabilities
Succeed



EASTER SEALS WINDSOR-ESSEX TELETHON FOR KIDS

SUNDAY, APRIL 13, 2013 / 10:00 a.m. – 4:00 p.m.

▪ **CBC WINDSOR 9/CABLE 10**

▪ **TV COGECO – CABLE 11**

The annual Easter Seals Windsor-Essex Telethon celebrates success stories, introduces new Easter Seals Ambassadors, showcases Easter Seals kids and their families, and recognizes those donors and sponsors who have helped us so much. Celebrating its 31st anniversary, the Telethon will take place on Sunday, April 13 on CBC Windsor 9/Cable 10 and TV Cogeco Cable 11 from 10:00 a.m. – 4:00 p.m. The Easter Seals Telethon also features various media, entertainment and sports celebrities who dedicate their time to help generate awareness for the needs of kids with physical disabilities, raise much needed funds, and say thanks to those generous sponsors. Funds raised through the Easter Seals Telethon make a difference to children and youth with physical disabilities in our community. With the help of our community, we can reach our fundraising goal and ensure that all Easter Seals kids receive the funding they need to achieve a greater level of acceptance.

WINDSOR-ESSEX UNIFOR MEMBERS UNIFOR is a proud sponsor of the 31st Annual Easter Seals Windsor-Essex Telethon and we are asking for your help in raising additional funds through pledges. Pledged donations can be made in any amount and will be recognized by panel members on the Telethon broadcast. We also sponsor specific fundraising initiatives where those will be recognized for their contribution on air which include:

PLEDGED DONATIONS

Donations of \$20.00 receive a charitable tax receipt.

WHEELCHAIR CLUB \$55.00

Name will be posted in our Wheelchair Club board on the live broadcast and mentioned by celebrity host. Charitable tax receipt.

ANGEL BOARD \$150.00

Your name will appear on the Angel Board as a premier donor and mentioned by a celebrity host. Charitable tax receipt.

ABOUT EASTER SEALS ONTARIO

Since its beginning in Windsor, Ontario in 1922, Easter Seals Ontario has a proud history of helping children, youth and young adults with physical disabilities address life's challenges and achieve personal goals. Although our programs have changed over the years, Easter Seals remains committed to offering services that help these young people achieve a greater level of independence. Today, families rely on Easter Seals to help purchase expensive equipment needed for mobility and communication, financial assistance, send kids to fully accessible camps and other recreational programs, and provide access to information and resources.

Easter Seals Ontario – Windsor/Essex

2117 Pelissier Street, Windsor, Ontario, N8X 1N3

Phone: 519-944-0044 Fax: 519-944-6030 www.easterseals.org



DAKKOTA INTEGRATED SYSTEMS

By **ARMAND GERVAIS**
Chairperson,

E-mail: armand.gervais@yahoo.ca



Plant population is at 174 with no one on layoff and 12 on various leaves. I would like to take a moment to thank everyone who contributed to our United Way Campaign this past year. On March 6, 2014 we were honoured with the United Way Campaign Hero Award. This significant accomplishment can only be achieved by a group effort.

At the time of this writing, it was announced that we were successful in winning new business with the R.U. This means that we will be building the I.P. for another 6 years. The whole membership should be proud of this news, because our workforce is second to none.

Now that elections are complete, I want to announce the committee for this term at Dakkota.

Shift 1	Committee	Jackie Iorio
	Steward	Michele Carr
Shift 2	Committee	Kim Bartlett
	Steward	Anthony Cimino
Shift 3	Steward	Kirk Weiko
Women's Advocate		Kristine Vermeulen
Plant Chairperson		Armand Gervais

Thanks to all who put their name forward in an effort to make a difference for our membership. If you have questions or concerns, please feel free to approach these members at any time.

Here are some events and dates you might want to keep on your calendar:

May 24, 2014: – Heartbreaker Challenge
Proceeds going to Cardiac Wellness Center

June 7, 2014: – Lynn Rousseau Myeloma Memorial Golf Tournament,
Proceeds going to Myeloma Canada

June 22, 2014: – Windsor Corporate Challenge
Proceeds going to Sunshine Foundation

Our participation had a meaningful impact on these important events last year and I hope many members will join in these fundraising endeavours once again.

In closing, I want to remind everyone to submit their vacation requests prior to April 15th. These requests are granted by seniority within each classification. After April 15th deadline, requests will be on a first come—first served basis.

INTEGRAM

By **DAVE SIMONE**
Chairperson, *Integram Seating*

E-mail: integram444@magna.com



As of this writing the plant population is 702 members with no one on lay-off. We currently have 48 TPTs and 27 members on Lay-off. Within the last month the company has hired 11 new members and it appears that they will be hiring more in the next few weeks.

I would like to start out by thanking our membership for their generosity who gave to the most recent United Way Campaign. The money that we donated will help out the community as a whole. You are all true champions to the cause. I'd like to take this opportunity to welcome everyone as your new Chairperson and for your vote of confidence, but I also would like to take a moment to thank Sam and Fran LaSorda for their time served at our facility.

Welcome Mike Lovric, Vice President as our new liaison officer. Mike carries much knowledge with all the feeder plants and has a very good understanding of the Windsor Assembly Plant (WAP) and its mechanics.

Congratulations to the representatives and committee members: Committeepersons for **Foam:** Jeff Bedard, **Assembly:** Zoran Stojkovski, **Indirect:** Rod Marentette and **Skill Trades:** Joe Giordimaina.

Steward's for Foam A: Joe Gaines, B: Scott Bonnett and C: Pete Klassen

Steward Assembly A: Jason Heron and C: Michael Bergeron

Steward for Indirect A: Mark Bedard, B: Robert Shepley and C: Rob Burgess

I am looking forward to working closely with all the reps here at Integram and will give them all the support that they may need to represent this membership to the best of our abilities. Communication is a key factor in getting things resolved. I urge our members to bring up issues to the Steward in their area. Only by our collective voice and using the strengths of all of our reps here at Integram, along with the continued support of the membership, can we truly be effective.

It has been an exciting start to 2014, nomination and elections were held in nearly all of the Local 444 units at the end of February and into early March.

First and foremost, I want to congratulate all that were in an election win or lost, it takes a lot to put yourself out there in an election and to choose to serve the membership. I am proud to say all representatives at TRW were acclaimed with the exception of shift "C" Steward Melissa Haskett who chose not to seek re-election, on behalf of the membership I would like to thank Moe for her years of service and dedication to the members of TRW and Local 444. Craig Dumouchelle was elected to replace her and the bargaining committee welcomes him to the TRW team.

We are anxiously waiting on the announcement for the next contract. I know the members are nervous but I remain confident we will see the RU suspension work remain at our facility. We, as a membership came a long way with our audit scores, extremely high as well as with our delivery, it is great work on behalf of all TRW employees. We have not had to expedite in over a year. This is good for both the employer and the customer.

I would like to speak to the PC party, in particular Tiny Tim Hudak the leader of the Ontario Conservative Party who publicly slammed Chrysler for seeking investment for Chrysler plants in Ontario. Every jurisdiction in the world offers incentives for investment in major industries. An example is Brazil who would pony up 85% of any investment if Sergio were to move production there. Billions were given to the mining industry by the PCs without a peep from Tiny Tim. One might ask,

why does he hate the auto sector?

Why would he gamble with over 100,000 plus jobs in Ontario? I can't answer these questions but with a likely spring election these are the thoughts we should have on our mind. We need to send a clear message to the right wing politicians that our jobs are our lively hood and is not something to gamble with and the best way to do that is through the ballot box. Whether he is flip flop on the Rand Formula or him risking our jobs, enough is enough. We must stop him!!! I hope all are with me. If you would like more info or just want to talk politics, please feel free to engage me with your thoughts.

Harassment complaints are at an all-time high and I would like to remind all members of the zero tolerance policy held by both the compa-

By
**JERRY
LOGAN,**
Chairperson

E-mail:
jerrylogan@trw.com



ny and our Union please respect each other. Life is a struggle for many without having to come to work and deal with violence or disrespect. All hands meetings will again be focused on this issue so please pay attention and if you are a victim of harassment, please report it.

Please watch the Union boards as Mike Lovric and I will be scheduling a TRW unit meeting to discuss what the members would like the TRW representatives to focus on over the next three years and to also get some feedback on the last three years. I look forward to some time in front of the membership and some lively discussion.

Heinz Days

You're invited to the Heinz Company Store on the following days:

May 5, 6, 7, 10, 2014

June 16, 17, 18, 21, 2014

Please be advised that the Heinz Company Store's last day of operation will be **WEDNESDAY, JUNE 25, 2014**

The Heinz Company Store is located at 85 Wilkinson Drive in Leamington (AMCO Storage Building).

The Store hours are:

9:00 am – 4:45 pm (Monday through Wednesday)

8:00 am – 11:45 am (Saturdays)

All guests are required to abide by the Heinz Company Store rules as stated below.

- **No smoking or drinking in the facility**
- **No children under 12 years of age allowed in facility**
- **Only one case per variety per person per day**
- **Products cannot be re-sold, they are for personal use only**
- **Products cannot be used or sold in public establishments**
- **All products are sold "as is" and are not eligible for refund or return**
- **Payment is by debit card only**

Proof of employment/membership, in the form of an I.D. Card or pay statement, must be provided at check out!



CGAT of Windsor

By **DAVE SKIDMORE**

*Chairperson, CGAT of Windsor
E-mail: dskidmore@uni444.ca*



Currently 33 trucks operating at CGAT with 46 of the former Allied drivers now hired on. The hiring process for the last two of our group is underway, but is taking an inordinate amount of time, as does everything at this company. As someone new to Chrysler, I find it almost unbelievable that a company can be so paralyzed by its own bureaucracy. It is extremely frustrating for all concerned as we wait for answers on the incentive pay, highway rates and other daily operational issues. Approaching two years since the first two trucks arrived one would think these issues would have been resolved long ago. Any changes or decisions here take forever. The hiring process for any drivers off the street, after the Allied group, has been put on hold by upper management, until we resolve some of these issues.

We have moved out of the old Pillette Road facility and leased the truck parking and part of the office at the Former AWC yard on the E.C. Row service drive. Later this year the rail head at this facility will be used for Chrysler products. Currently there is a severe shortage of rail cars across the region, causing a backlog of vehicles at plants and storage yards in our area. Waiting to get into some yards for one or two hours is becoming commonplace. We have been moving some traffic to Toronto to bypass the rail and could probably use 100 more trucks to deliver long haul products direct to the dealers in the short term, but are waiting for answers on rates to keep the 33 trucks we currently have, busy.

Allied is no more after Jack Cooper bought the trucks and business at auction late last year. The Ontario operation for the Unifor represented portion of the company is currently very busy and bargaining is upcoming on an agreement that expired in January. A grievance was submitted to force the company to merge this group with the Teamster represented portion in Ontario and Quebec. Management there sees no immediate substantial gains in work from the OEMS. The name change on the door doesn't matter as the trend to non-union carriers by the OEMS in the car haul sector continues throughout North America. Some workers at AWC and CGAT have retained their recall rights at Cooper and are keeping their options open as long as possible since there seems to be no long term job security anywhere in the new global economy.

AWC CHRYSLER



By **MARK BOUDREAU**
AWC Chrysler Operations

Email: mbourdeau5@cogeco.ca

Since January 2014, as a member of Unifor, I have the honour and privilege to attend a couple of Town Hall Meetings. One meeting was about defending our labour rights and the second one was about increasing our CPP plan. Both meetings had very knowledgeable speakers in their respective fields. I can't say it enough, how fortunate we are as Unifor members to be involved with such a great union that is front and center on all aspects of our working lives. Our future in every workplace depends on all of us unifying together with a common message. Without it, I think all of us workers will be in a very precarious workplace.

At AWC Drive Away operation and the preferential hires' uncertain future, it has been quite the roller coaster ride. I can now say as of March 17th/2014, the ride is over thanks to the diligent negotiating skills of our local officers, Dino and James.

With that, AWC has finally managed to come to an agreement with Chrysler for a Drive Away Operation. I would also like to thank Dave Skidmore for his work on the committee when the original agreement was drafted back in the first part of 2012.

The agreement will provide stability and benefits for the Drive Away employees. Additionally there will be a part time list of workers that the company may utilize in the event of an absence or if there is a need due to temporary overflow traffic.

In conclusion, I would also like to congratulate all the representatives who were elected at their workplaces.

Sterling Marine Fuels

MICHAEL MERRY, Chairperson

Email: mike.a.merry@gmail.com

I'm very pleased to have been newly elected. I would first like to thank Willy Renaud for his years of service. In addition to that I would like to thank Fran, Dino, and the entire bargaining unit for their efforts in our new agreement.

As of the middle of January, we have settled our contract. It lists multiple improvements that should eliminate much of the vague language of previous agreements. We currently have seven members in lay-off with a set return date of March 24th. At which point the company has plans to commence two weeks of training, both in class and hands. The company has also announced multiple improvements that are near future development. Which sounds promising.

Again, I want to thank my fellow members. I look forward to working with the membership to strengthen and improve our workplace, union, and community.

TRANSALTA REPORT

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



Membership

Membership now stands at 18 with no one on layoff. Interviews are taking place to fill the open operator position. From that list of candidates there is a hope a summer relief will also be hired.

Generation

Generation has run 24/7 with opportunities for additional revenue, now with gas prices climbing and storage reserves low, the probability is that we will see a number of weekend shutdowns through curtailments and gas management from now to summer cooling loads.

With all of the talk of late surrounding direction taken by Fiat-Chrysler CEO Sergio Marchionne, reps are carefully monitoring coming announcements as they affect not only the assembly plant and parts facilities but could as well adversely affect negotiations between FCA and TransAlta. The relationship that started in 1996 has been beneficial for both parties, but today circumstances are far different from that time, in fact almost completely reversed. In 1996 power demand was high and projected to rise and the supply side was tight. Ontario Power Authority awarded contracts only to plants that had a steam host giving Chrysler the opportunity to reduce its steam costs. Today, power demands have not recovered from the economic downturn, the supply side is ample from a larger variety of sources and having a steam host does not carry the same weight it did in '96. Circumstance differences aside, the benefits of the relationship remain, however the fortunes of both facilities hinges on each plant still being in the game.

United Way Awards

Our employees have for many years been strong supporters of the United Way, this year the TransAlta Windsor plant contributions were recognized with the Lead United Team Award. TransAlta's part in the campaign must likewise be recognized for matching those generous pledges. Congratulations and again thank you all.

HBPO

By **KAREN FIELDS**,
Alternate Chairperson

Email: jen.abee@hotmail.com



Greetings everyone,

As of this writing the plant population is 88 with no one on layoff. The company has hired six new TPTs and they already started to do some training on the floor.

The company has started to act on the issue of bathroom breaks; they want you to contact your supervisor now instead of the team leader hoping this will help out on washroom breaks.

Rotations seem to be an ongoing issue that the union and the company have visited on a daily basis and will keep on looking at it so we can figure it out.

HBPO is celebrating five years for perfect quality that's zero PPM'S. The company is celebrating this with giving out jackets, water bottles to all full-time members and also a banner will be hung up on the plant floor.

HBPO has also heard they have received the new contract for the RU and also the RA. This is great news and everyone is so excited. This means an expansion to the plant and hopefully more jobs.

I have been filling in for Jen Allard while she has been recovering from her surgery that went well and hope for a speedy recovery.

I would like to take this time from the Steward Body of HBPO to congratulate everyone who participated in the recent election.



Local 444 VP Mike Lovric, Murray Bourque and Chairperson Rick Lalonde graciously accept the United Way award on behalf of the membership at TransAlta. Great job everyone!

Veterans' Committee

By **ROBERT BOOTS**,
Chairperson
E-mail: rbb23@chryster.com

Our Veterans' Affairs office was closed at the end of January, commemorated by a black wreath being placed at the door by affected Veterans and witnessed by hundred of supporters.



In spite of strong protests over the previous months, in which our committee played an active role through countless rallies, postcard campaigns, and personal lobbying, the Harper Government pushed through this outrageous decision, alienating its own strong military voting base, with cabinet ministers finding themselves in one embarrassing situation after another as they were caught blowing off the concerns of those men and women who have sacrificed so much for our country.

It boggles the mind that our own local MP in the government supported the closure of the office in his own community!

In spite of the growing public awareness of mental health issues affecting our veterans, the lines to seek help will grow longer and more anonymous, hidden behind web sites and phone lines. Our closest office will now be located in London, resulting in a larger number of case files spread out amongst fewer workers, resulting in longer wait times for service for those who may be in need of immediate attention. I fear the ramifications of this delayed service will reveal itself with devastating consequences for afflicted Veterans' and their loved ones in affected communities across Canada in the coming months.

This decision will not be forgotten...during the next Federal election, Canadians in communities across Canada will be reminded which politicians supported this decision, along with the countless other decisions that have made life harder, not only on our Veterans, but working families across Canada!



Hundreds of citizens and war veterans gather at the Windsor Downtown Veterans office knowing the Harper Government will be shutting it down. What a slap in the face to those who gave and protected our freedom. Totally disgusting!

Heligear Canada



KEVIN LANDER
Chairperson

Email: wunion@nsaero



I'd like to start off by saying thank you to Mike Slaght for his years of service as chairperson. I'd also like to thank Chris Thrasher and Moises Cruz for their participation in running for our committee elections. Chris maintains the position as Alternate Committeeperson and has shown true class and leadership. I'd also like to congratulate Mike Slaght as well as Dave White for being elected as Committeeperson. Karen Edgerton will continue her role as Woman's Advocate and does very well in that role. Last and most of all, I'd like to thank the employees of Heligear Windsor for their confidence as I will give 110% of this position as promised. My relationships with them have brought me to where I am today and I consider it an honour to work with such a great team of individuals.

Heligear is holding very strong with 61 employees with no layoffs. We are making vast improvements and our future is looking bright. Our health and safety team has recently been re-certified and our overtime is steady. I am very confident that with the team of Mike, Dave and I, we will show strong leadership and usher in this new era together. On a final note, special thanks to Dino Chiodo and Fran LaSorda for taking time to help us through our many challenges past, present and future.

Women's Committee

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



International Women's Day

Every year on March 8, International Women's Day honours the work of those who fought for women's rights, celebrates women's achievements, and recognizes the inequalities still to be addressed. Thousands of events occur across the globe to mark the economic, political, and social advancement of women in society.

The Harper government is turning its back on women with children in society. We all need to come together to inform them exactly what we want – a national child care program – universal, affordable, not-for-profit, quality child care system. Unifor is involved in "Let's Rethink Child Care" campaign along with other affiliates.

This government has cut funding to women's programs and services and attacks on gender equality. Unifor donated \$100,000 to 50 women's shelters in Canada. The Women's Committee presented the Welcome Centre shelter for women and House of Sophrosyne with a cheque of \$2,000 each.

We encourage everyone to write a letter to our MPs requesting them to stop cuts and take action on violence against women in Canada. CLC and Unifor with affiliates have partnered with Western University through the Centre for Research and Education on Violence Against Women and Girls and are conducting the first national research study. It will measure the prevalence and impact of domestic violence in the workplace. "Can Work be Safe When Home Isn't" English:

www.fluidsurveys.com/s/DVatWork.

Men and women are encouraged to fill out the survey if you are 15 years of age or older, whether or not you have personally experienced or witnessed domestic violence.

Upon completion of the survey, you have the option to enter a draw for a tablet computer.



Unifor Local 444 Representatives Fran LaSorda, Dana Dunphy and Sue McKinnon are seen donating \$2000.00 cheques for the work being done at the Welcome Centre Shelter for women and House of Sophrosyne in recognizing International Women's Day.



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519-256-2303

Education Report

By
WAYNE MacLEAN
Education Committee Chairperson

E-mail:
wmaclean@uni444.ca



interested in or if you have any questions in regards to any of the available courses you can contact Rick Labonte, Program Co-ordinator for the Education Committee. His email is **local444environment-committee@gmail.com**.

You can view the course descriptions and options by visiting <https://www.labourstudies.mcmaster.ca/caw-mac-certificate>

Movie Nights

The Education Committee is always on the lookout for movies that would be of interest for the membership. Please watch the bulletin boards for future events of this nature.

Monthly Meetings

Every month, the Education Committee meets, sometimes on the weekend and other times during the week. We try and accommodate all shifts so that a variety of members are able to attend and contribute. If you are interested in attending, we would welcome you and your ideas. Please watch the bulletin boards or website for upcoming meeting schedules.

The Education Committee has been keeping busy with a number of projects and initiatives. In this issue of the 444 News, I will lay out a few of these so that members wishing to get involved will know what is available.

One-Day Schools

The National Education Dept. meets every year with Local Education Committee Chairpersons across the region to gauge the interests of the membership in various course offerings. There are several one-day classes that are available to be signed up for. They are listed below; please take special note of the date, time and location of any you are interested in. To sign up, please call the support staff at the

Local at 519-258-6400 and let them know the course you are interested in and if you have any food allergies, as lunch will be provided for any of our all-day courses.

Planning for your future (1 day) – April 26th –

Unifor 195/2458/240/2027 Hall
3400 Somme Avenue,
Windsor, ON

WSIB – Ontario (1 day) – May 24th – Unifor 2098/1959 Hall

140 Pickering Street
Amherstburg, ON

WSIB – Ontario (1 day) – May 31st – Unifor 200/444 hall

1855 Turner Rd.
Windsor, ON

McMaster Courses

The McMaster program is in full swing. If there are courses you are



Unifor Local 444 Representatives are seen gathered at their bi-annual general Steward Council meeting reporting and discussing recent developments and workplace issues.



Union In Politics COMMITTEE

**By
RAY
HACHEY**
Chairperson



Well, the Federal Conservatives are at it again and this time it's with changes to the Fair Elections Act with Bill C-23. The intention here is to introduce their own version of the undemocratic U.S. Voter I.D. laws. Voters like students, elderly, natives and the poor without the proper address identification, would not be able to vote even if another voter vouches for them.

Had this law been present during the last election, it would have prevented approximately 120,000 people from voting? Most of these individuals were not Conservative supporters of course. Marc Mayrand, who is the Chief Electoral Officer and the minister for democratic reform claims he was blind-sided by the introduction of these changes. Marc claims he has never said there has been voter fraud in any past election, but this Bill will limit their power to investigate any fraud due to misuse of funds by all parties.

The changes would also increase the limits on both political contributions that candidates can accept and the amount they're allowed to spend on their election. And it's not a coincidence that the Conservative party is the most successful fundraiser and also has the largest donors' list due to corporations. The Bill also allows incumbent parties, rather than Elections Canada, to choose important officers at the polling stations. Conservatives continue to stack the deck against the opposition parties.

Also revealed this week is that starting April 1, 2014, the Federal MP's and the Senate will be getting a raise of 2.2%, which means that now the base rate for an MP will be \$163,500 and for Senator it will be

\$138,200. This will cost us all an additional \$1.5 million.

Prime Minister Harper just recently has flown to South Korea to try, and has finalized a trade agreement with the Koreans that will again hurt our auto industry. It is as if the Conservatives know that they won't get re-elected as a majority again and so they're getting all their shots in before next year's election.

In Ontario, the Conservatives' Tim Hudak, wants us to believe that he will not seek Right to Work laws anymore if he is elected Premier of Ontario. The truth is our union along with others, beat him at his own game and proved that working people in Ontario would not stand for such attacks. But don't be fooled into thinking this is over.

Now he is attacking the idea of offering any loans to corporations like Fiat-Chrysler and is calling it corporate welfare. He seems to forget that it was his party that put us all in this position in the first place by introducing Free Trade Agreements

and agreeing with the Liberals to dropping the Auto Pact.

They've gotten into the big game but don't want to ante up now when other countries are willing to pay to get their hands on our auto industry. They're gambling with our future and the future of the auto manufacturing industry in this country. How can anyone trust anything this guy says? I wonder how Dave Brister really feels.

• • •

On March 28, 2014, Joe Comartin and Brian Masse will be holding a Town Hall Meeting on Disability Tax Credits. The meeting will be held at the WFCU Centre in the Cullavino Hall at 10:30 a.m.

Everyone is welcome to come out and hear about the requirements for eligibility, and you will be shown which forms you would need to fill out in order to apply for these credits.



Seen are officers and members actively involved in a debate at the regular scheduled Union in Politics monthly meeting.

Submitted by DALTON MacDONALD, Vice-Chairperson

As a member of UNIFOR 444 and an environmentalist myself, I could not be more proud that ERCA has presented Conservation Champion award to our own “Enviro Champ” Richard LaBonte. As the Vice Chair of the 444 Environment Committee and past role of Recording Secretary of the Local 444 Education Committee which Richard was also a long standing elected delegate, I have had the honour and privilege of working with Richard for many years on various projects. I consider ‘Rick’ a friend, a mentor and as a fellow musician; an inspiration.

Whether on stage playing music, engaging in many meetings, planting and harvesting vegetables in the fields for the poor or in the classroom educating people on the issues of the day; Rick displays great passion and near tireless energy.

As a Discussion Leader in Port Elgin as well as an NTC instructor in Windsor, he has inspired many members into being activists. Everywhere he goes he drops the seeds of environmental awareness and touches the lives of many.

In my opinion Rick has been a lifetime environmentalist. In his youth, he spent many summers with his grandparents in Deer Brook, Ontario where he would play in the marsh and fields near the lake for hours. His first environment protest was at age 9, when the local farmer was burning the tall grass running along the bank of the Ruscom River and the flames were heading towards the marsh. He yelled ‘fire’ to the neighbours to put it out and because he was a child no one listened. He wept as the marsh

burned to the ground. It was then he recognized that if he was an adult, the situation would have been dealt with differently. He has always been concerned about preserving the natural environment and creating more green space.

In grade eight, he did a school project of his own choice about acid rain and air pollution. That was a seed of his activism that grew further when he became a union member under the banner of Local 444.

In 1996, he became involved with the Environment Committee of CAW Local 444. He was immediately elected as vice chairperson on the committee for a three year term. During that time, he also joined the CAW Windsor Regional Environment Council and eventually, was elected as trustee in 1998.

In 1999, Rick was elected as Chairperson of the Local 444 Environment Committee and has been acclaimed ever since. He is the longest serving chairperson of any standing committee from the Local. He also did serve as financial secretary to the Windsor Regional Environment Council for

six years.

As a chairperson, Rick has submitted many environmental resolutions such as climate change reduction, extended producer’s responsibility known as EPR, and many others that were passed by the local union and then adopted by the national union. Those resolutions help shape the politics of the union on environmental issues.

He founded an electronic newsletter entitled “EnviroNews” for our 444 members to be aware of the current issues or campaigns. Our Local has financed many guest speakers such as Dr. David Suzuki and Robert F. Kennedy Jr. to engage the public about the pressing environmental issues for free. The committee has launched or assisted many campaigns such as banning cosmetic pesticides, cancer prevention, labeling genetic modified foods, ban fluoride in our drinking water, save Ojibway Shores and the good neighbour campaign to name a few.

Rick knows how to engage our delegates and encourage committee involvement. Our committee has developed an “*Environment in Jeopardy Game*” to entertain as

... cont'd on next page



Totally committed to the cause, the Environment Committee members take a moment out of their regular monthly weekend meeting for a group photo. Outstanding work!



well as educate the youth at the Earth Day celebrations in Windsor that are held annually. We have worked with many community partners over the years such as Friends of Ojibway, Windsor Cancer Prevention Coalition, Council of Canadians, Youth Environment Network, Unifor local 200, "Working With The Environment" Art Show, Computers For kids, Green Economy Network, Plant-a-row-grow-a-row- the community garden, Windsor and District Labour Council and especially ERCA.

For years, Essex Regional Conservation Authority has worked with Rick and the committee. From

many tree planting events to the Yellow Fish Program, from cleaning Chrysler Greenway to the Children's Water Festival every year.

Rick continues to 'think globally by acting locally' in our community. This is why he was chosen for

2013 ERCA's Conservation Champion award.

I am so glad to witness and be a part of this amazing team with my buddy Rick at the helm. There are much more great achievements and challenges ahead of us and this committee is ready for it.



Seen with Unifor Local 444 environmentalist leader Rick Labonte for a life-long commitment to his community, the environment and his union are family, friends and Committee members. Thanks Rick, you are totally committed to the cause!

Affirmative Action & Human Rights

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



I wish I could start my report, by stating that we have the best human rights record in the world, but we don't, we are nowhere near being the worst but we all know there are many issues that we are seeing from the Conservative Party. We see the attack on the First Nations in regards to the Missing Women and Girls as well as the Education Act and how First Nation students do not have the same rights as every other Canadian. This is constant by the Conservative Government.

We are also watching the government show the corporate greed or the 1% are getting all the tax breaks while making tremendous profits off the backs of the workers. We see the hazards from the oil

industries that are a detriment to the lands of the First Nations. On the other hand we see the homophobia from the LGBT community in countries such as Russia as if they are from another planet.

Across the Detroit River we see same sex couples fighting in court to lift a ban on same sex marriage and eventually adoption of kids. Further down the road to Arizona where they enacted a law which remind us of the time of segregation and slavery in the U.S.A. This law allows businesses to refuse service to LGBT members like the past history has shown in other cultures.

Internationally, we see a Eurasian state like the Federation of Russia where the LGBT members

are being ambushed and beaten in the streets and the attackers would post the pictures on social media and despite that the police are indifferent and no action is made.

Moving to Africa, we see the Ugandan president sign into law an act which can imprison an LGBT member up to life imprisonment despite all the protest and the threat of economic sanctions against that country.

Back to Asia and the largest democracy in the world INDIA, where the Supreme Court has reinstated an old British law that would imprison an LGBT person up to 10 years, despite a lower court having dismissed that law earlier. Unfortunately, no action whatsoever from the Conservative government in Ottawa or John Baird, our foreign affairs minister. We as the Affirmative Action Human Rights Committee would like to join together with other committees to bring these issues forward and try to find a way to resolve the issues going on in our own country.

Employee Family Assistance Program

By **BRUCE MALCOLM**

E.F.A.P.

Substance Abuse Representative

bmalcolm@uni444.ca

519-258-3481



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

Suicide is rarely a spur of the moment decision and there are usually clues and warning signs. The strongest and most disturbing are verbal – I can't go on, nothing matters anymore, I'm thinking of ending it all. Such remarks should be taken seriously.

Other common warning signs may include: Becoming depressed or withdrawn, behaving recklessly, getting affairs in order and giving away valued possessions, abusing drugs or alcohol, and suffering a major loss or life change. These are all examples, all of which can be signs that somebody is contemplating suicide. In most cases these situations do not lead to suicide but generally the more signs a person displays, the higher the risk of suicide.

If someone is feeling depressed or suicidal, our first response is to try and help. We offer advice, share our own experiences, and try to find solutions. We would be better to be quiet and listen. People who feel suicidal don't want answers/solutions; they want a safe place to express their thoughts and fears, to be themselves. We must control the urge to give advice or make a comment. We need to listen not just to the facts but to the feelings that lie behind them, try to understand things from their perspective not your own. Talking to someone about their suicidal thoughts and feelings can be difficult

for anyone, but if you are unsure whether someone is contemplating suicide or not, the best way is to ask. If you spot warning signs in someone you care about, you may wonder if it's a good idea to say anything. What if I'm wrong? What if the person gets angry? In these situations it's natural to feel uncomfortable or afraid, but anyone who talks about it or shows signs needs immediate help. Remember you can't make a person suicidal by talking about it or showing that you care. Just by giving a person the opportunity to express their feelings can provide relief from loneliness and pent up negative feelings, and may prevent a suicide attempt.

Helping a Suicidal Person:

- Get professional help. Do everything in your power to get the person the help he or she may need. Call the Crisis Line 519-973-4435 for advice and referrals. Encourage the person to see a health professional.
- Those contemplating suicide often don't believe they can be helped, so you may have to be proactive at offering assistance. Saying "Call me if you need anything." It is too vague; don't wait for a call or a return call. Drop by, call again, invite the person out.
- Continue your support over the long haul, even after the immediate suicidal crisis has passed. Your support is vital, stay in touch with the person, periodically check in or drop by this can help to ensure they remain on track.

If a suicide attempt seems imminent call the Community Crisis Centre 519-973-4435, Call

911, or take the person to an emergency room, but do not, under any circumstances, leave a suicidal person alone.

Alive! Canada is a partner in the Community Crisis Centre of Windsor-Essex County. For more information please call Alive! Canada at 519-973-4423 or the web site

<http://alivecanada.com>

or Email: **alivecanada@hdgh.org**. The primary prevention of suicide is through education: teaching one another and the public about suicide.

To learn more about the Focus Group contact Sharon Sleiman at 519-984-7532 or email at

sasleiman2013@gmail.com

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

As a proud member of Unifor, Local 444, I would like to commend Local 444 and Local 200 on their unwavering commitment to our community and its' future.

To commemorate Brentwood Recovery Home's celebration of 50 years of helping families in our community with addictions, Unifor Locals 444 and 200 donated \$50,000.00 to help build a new youth wing at the Brentwood facility to help youth aged 13 to 18 years old. It is the first adolescent program of its kind in Ontario, a dream of the late Father Paul Charbonneau, founder of Brentwood Recovery Home.

A Tribute to Patrick Keenan

Unifor Local 444 was shocked and saddened when it heard the news that Pat Keenan suddenly passed away at such a young age. Most of Pat's working life was dedicated to representing the membership of Local 444 CAW as a Substance Abuse Representative. Many reached out to him for help and advice during troubling times in their lives.

He changed many lives around for the better and he



Patrick Keenan
1954-2014

was a colleague, a friend, a mentor to many representatives and a confidante to those of us who leaned on him for advice and counseling.

To his best friend and wife Janet and his children, we offer our sincere condolences and friendship,

God bless and farewell my friend and colleague.

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.

Allard, Leo J. Retired
Atkinson, Garnet Bruce. Retired
Baker, Kenneth WAP
Bastasic, John Retired
Bennett, Douglas Retired
Bennett, Carman Retired
Bodchon, Angus Retired
Boutette, Raymond Retired
Boutros, Tannous Retired
Bradanyi, Joseph. Retired
Bree, Kay Lynn Caesars
Bryk, Olga Caesars
Burke, Bernie Retired
Cail, Russell. Retired
Cameron, Harold Retired
Chiodo, Goffredo Retired
Cochrane, Joseph Retired
Cooke, Donald Retired
Dade, Gordon Retired
Desjardins, Donald Retired
Dufault, Ronald Retired
Fleming, Elmer Retired
Gardin, Sebastien Retired
Godwin, Richard. Retired
Grozdana, Anton Retired
Guilbeault, Donald Retired

Guimond, Joseph Retired
Hamilton, John Retired
Hirst, William G. Retired
Honsberger, Wayne. . . . Retired
Hrovat, Venc Retired
Johnson, Albert. Retired
Kadin, Allan Retired
Keenan, Patrick Retired
King, John. Retired
Konopasky, Elvin Retired
Laforet, Leo Edward. . . . Retired
Lanoue, Roger Retired
Lefave, Donald J. Retired
Lesperance, Raymond . . Retired
Logan, Kenneth Retired
Lovecky, Bob Retired
Mailloux, Raymond Retired
McCoy, John M. Retired
McGraw, Joseph Retired
McKenzie, William Retired
Medved, Tomo Retired
Menard, Eugene Retired
Montcalm, Claude W.A.P.
Morneau, Ronald Retired
Neufeld, Henry Retired

Newton, Harold Retired
Opassinis, Petros. Retired
O'Rourke, Eddie Retired
Ouellette, Lawrence Retired
Paonessa, Tommaso. Retired
Reaume, Helen Retired
Roath, Gary. Retired
Sabelli, Carlo Retired
Santos, Julia Presteve Foods
Schertzer, Michael Retired
Shepley, Glen Retired
Sing, Avtar Caesars
Sladic, Petar Retired
Smith, Robert J. Retired
Soulliere, David Retired
Storjohann, Hebert Retired
Taylor, James Retired
Tennant, Morris Retired
Tong, Alfred Retired
Vince, David. Retired
Vint, Carman. Retired
Vujovic, Milan Retired
Wales, Douglas Retired
Wherritt, Thomas Retired
Worley, Daniel Retired
Yeryk, Charles Retired



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Visit our new Website: www.uni444.ca

31st Annual Easter Seals Windsor-Essex Telethon

Sunday, April 13 / 10 a.m. - 4 p.m.

CBC Windsor 9 - Cable 10 / TV Cogeco Cable 11

Make your donation today at

www.eastersealstelethon.org/windsor

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)

NAME	DEPT.	DATE	NAME	DEPT.	DATE
Baillargeon, David	9010 Chrysler	1/1/2014	Laforest, Lawrence	9390 Chrysler	1/1/2014
Bason Gary	9020 Chrysler	1/1/2014	Leblanc, Tim.....	9021 Chrysler	1/1/2014
Beaton, Douglas	9074 Chrysler	1/1/2014	Lescinsky, Ronald.....	9390 Chrysler	3/1/2014
Beresh, John	8852 Chrysler	10/1/2013	Letourneau, Jamie.....	9020 Chrysler	1/1/2014
Bolton, James	9371 Chrysler	1/1/2014	Lewenza, Kenneth	9370 Chrysler	10/1/2013
Bond, John	9371 Chrysler	1/1/2014	Lipari, Vito.....	9040 Chrysler	3/1/2014
Burke, William	9077 Chrysler	1/1/2014	Luu, Quang	9020 Chrysler	11/1/2013
Bussey, Daniel	9040 Chrysler	2/1/2014	Masse, Marcel.....	9390 Chrysler	1/1/2014
Chartier, Bryan	9015 Chrysler	1/1/2014	McNorton, Robert.....	9040 Chrysler	12/1/2013
Chase, Bruce	9950 Chrysler	2/1/2014	Merritt, Ted.....	9350 Chrysler	1/1/2014
Conrad, Patrick	9040 Chrysler	1/1/2014	Miller, Frank	8852 Chrysler	1/1/2014
Crichton, Anna	9330 Chrysler	1/1/2014	Moldovan, Mihai	9020 Chrysler	3/1/2014
Crispin, Lucille	Janitorial Casino	3/1/2014	Murray, David.....	9074 Chrysler	1/1/2014
Crozier, Bill	9310 Chrysler	1/1/2014	Musson, Bradley	9310 Chrysler	1/1/2014
Culos, Jim	8301 Chrysler	2/1/2014	Mustapha, Muka	9350 Chrysler	1/1/2014
Czilli, David	9371 Chrysler	1/1/2014	Parent, Richard	9950 Chrysler	1/1/2014
Darby, George.....	9040 Chrysler	1/1/2014	Pettypiece, Randy	9040 Chrysler	1/1/2014
Dawson, Ken	9390 Chrysler	1/1/2014	Rakidzioski, Krajo	9020 Chrysler	1/1/2014
Dickens, Dave.....	9390 Chrysler	1/1/2014	Reaume, Robert	9310 Chrysler	1/1/2014
Doe, George	9371 Chrysler	2/1/2014	Richard, Guy.....	9015 Chrysler	1/1/2014
Faria, Manuela	9310 Chrysler	1/1/2014	Samuda, Dennis	9020 Chrysler	1/1/2014
Forrester, Robin	9020 Chrysler	1/1/2014	Sawatzky, Peter.....	9010 Chrysler	1/1/2014
Gagnon, Dennis	9390 Chrysler	1/1/2014	Smith, Scott.....	9020 Chrysler	11/1/2013
Gibson, Robert.....	9330 Chrysler	2/1/2014	Strilchuck, Gary	9021 Chrysler	1/1/2014
Goodison, David	9330 Chrysler	2/1/2014	Taylor, Gerald	9020 Chrysler	2/1/2014
Hucker, William.....	9040 Chrysler	1/1/2014	Torti, Frank	9020 Chrysler	1/1/2014
Johnson, Kenneth	9020 Chrysler	2/1/2014	Urbano, Anna	9040 Chrysler	12/1/2013
Jones, Patrick	9350 Chrysler	1/1/2014	Walsh, Larry	9390 Chrysler	1/1/2014
Jones, Douglas	9040 Chrysler	3/1/2014	Watson, Larry	9350 Chrysler	3/1/2014
June, John	9079 Chrysler	3/1/2014	Wilson, Michael.....	9330 Chrysler	1/1/2014
Kelly, Timothy	9021 Chrysler	1/1/2014	Wyzinski, John.....	9950 Chrysler	1/1/2014

Retirees' Chapter

By
GERRY GRAHAM
*Chairperson,
Retirees' Chapter*



Recently, Tim Hudak feels vindicated with Chrysler's decision to shun government funding. Did the Conservatives even make an offer to facilitate Chrysler's long range investment, to be shunned, I didn't hear any. Watch out – anytime a Conservative says they want to save your money with tax cuts, – we will lose essential services. Example: Not for Profit Hospitals, Long Term Care; Day Care; Universities; Colleges; Hydro; home heating for seniors; police; firefighters, and the list goes on.

And yes, private clinics will be popping up in every town and city in Ontario with high co-pay referrals and user fees because that's what they do for profit. That's what

“for profit” is all about, making money for equity investors and not caring. Only those elite with money will be able to afford to jump the queue and get faster and better services such as hip, knee replacements and cataract surgery.

The U.K. has tried this and now admits it made a huge mistake and instead of saving dollars it is now costing them a hell of a lot more for health care. The PC leader Hudak calling Sergio Marchionne a corporate welfare bum shows real class, the lowest class. The Conservatives are trying to drive a wedge between the public and private sector, between the middle class and the working class and his goal is to eliminate organized labour.

For four years now and as First Vice President of United Seniors of Ontario we have been meeting with the minister of health responsible for seniors and long term care at Queens Park. Over this period of time we have had face to face meetings, discussions and submitted many resolutions mainly thru the United Senior Citizens of Ontario, UNIFOR for Canada and four affiliate organizations in and across Ontario for an Ombudsman for health, hospital and long term care in Ontario. The last meeting we had with the minister was on March 3rd at Queen's Park. He announced that Ontario will now have an Ombudsman, the last province in Canada to do so.

The Ombudsman is Andre Marin. I have written about him before and he is a superstar in his field and other countries would love to have him. Last year his office handled 14,000 complaints in Ontario. Keep in mind the legislation must still be introduced by the minority provincial government, debated and approved by the Legislature. It's not a slam dunk yet.

What will this do? Universities, school boards; hospitals long term care; nursing homes; community care access centers; patients and citizens will now be made accountable to the sweeping powers of the provincial watchdog of ombudsman André Marin. The Ombudsman is the court of last resort for any citizen, as long as Hudak keeps his nose out of it.

There is more to this and I will keep you posted as this is good for democracy. We also discussed the practice of forcing seniors to take a full driving test at age 80. As a result we were able to change and it make it easier. Here are some of the highlights of the new programs

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In attendance with nearly 1400 retirees, pictured are many of the retirees at the annual Retirees Christmas Dinner which was held at the Caboto Club.

RETIREES CHAPTER... cont'd

we discussed and lobbied for at Queen's Park. Eliminate the knowledge test and replace with screening tools such as vision test and a common place written test and driver record review. It's so simple a grade school kid can pass it. If you fail that there will be a work-shop and if you fail that you may have to take a road test. However if you have two demerit points or a previous accident you will be required to do the work shop and/or a road test at a cost of \$32, same as before and failing that you may be sent to your doctor with a form to be signed. No other costs are involved. Like I said, it is easy.

Example: One test asks to draw a circle then write in the numbers of a clock then show where the hands are at 10 after 10 that kind of stuff. At the end of the day this will keep seniors driving for as long as they can safely do so. And I will stress safely do so. These enhancements will reduce the burden on drivers and are expected to improve road safety and weed out the real problem drivers. As we want to keep all our retirees and the public safe on our roads. 98% of seniors at age 80 will pass the first test. This test will take 1 and ½ hour. Half the time it took for the old test. This will start April 27 2014. Talking to retirees about this their only concern was, why should they have to pay \$32 it should be free or ½ cost \$16. Looks good on paper we'll see what it's like when they put it in practice.

As more seniors are feeling the high cost of living with no real increases in the OAS or GIS, it is important for all of us to write, call or sign a petition with your MP and get involved in our rally.

Oct. 1st is the international day for seniors and recognized by the United Nations. We are trying to get a United Nation flag this year to raise at city hall and we expect a good turnout. We are mobilizing all organizations in every town and city to demand a significant increase in the OAS as everyone in Canada receives this.

Just some house cleaning here. The UNIFOR Local 444 Income tax clinics will be a go again this year and we thank them for this. There are specific dates starting mid March and ending April 30th. Hopefully some of you may receive this in time to take advantage of this great program. Income criteria single \$45,000 couple \$60,000 no rental property no foreign income etc. Do not come down to the Local. Call first because you must make an appointment: 519-256-3453 ext. 226 if you think you are eligible.

At our April meeting we will have Jerry Dias the President of UNIFOR Canada and the 3rd most powerful person in Canada as reported by McLean's Magazine. See you there! It will be a good one.

April 27th, our 4th Swing into Spring Dinner Dance will take place at Lakeside Park Pavilion Kingsville again this year from 5 p.m. to 10 p.m.; Dinner at 6 p.m. More and more UNIFOR retirees are coming out for this. If you live in the county or want to spend a spring day in Kingsville then come on out. Tickets: \$15 and must be picked up at Kingsville arena prior to the dinner. Tel. 519-733-2123

On a final note, our thoughts and prayers go out to Gary Parent and Rick Reaume and we wish them both a speedy recovery. Until we meet again and we will, Take Care.

RETIREES ANNUAL SPRING LUNCHEON

Wed., May 14th 2014
Caboto Club
at 12 noon.

Tickets will be on sale at the Local Union Hall Monday, April 28th and Tuesday, April 29th from 8:00 a.m. to 2:00 p.m. both days. Still \$10 each
Bring your union card. Associate Members, make sure your dues are up to date.

No refunds
First Come First Served

UNIFOR LOCAL 444 EXECUTIVE BOARD

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YOUR HEALTH

DIABETES AND HEALTHY GUMS

Dr. Patrick J. Nagle (Periodontist)
Dr. Douglas Chan (Periodontist)

Diabetes is a serious chronic disease that is on the rise in Canada. It poses a challenge not only to those living with the disease but also to their families, communities and the health care system. Diabetes is one of the most common diseases in Canada. According to some experts, it is becoming a global epidemic. In the adult population aged 20 and older, the prevalence rate is near 8% or one in 11 Canadians.

Periodontitis (gum disease), is a chronic inflammatory disease characterized by destruction of the supporting structure of the teeth (periodontal ligament and alveolar bone). Nearly half of North American adults aged 30 and over suffer from some form of periodontal disease. Scientific studies confirm that diabetes is a major risk factor for periodontitis; susceptibility to periodontitis is increased by approximately three-fold in people with diabetes, especially uncontrolled diabetes. There is a clear relationship between degree of diabetes control and severity of periodontitis.

BUT WAIT! There is emerging evidence to support the existence of a TWO-WAY relationship between diabetes and periodontitis. Not only does diabetes increase the risk for periodontitis BUT periodontal disease negatively affects the body's ability to control blood sugar.

Diabetic patients worry about

problems developing with their kidneys, their hearts and their eyes. In a scientific paper published in 2012, the authors reported that end stage kidney disease is three-times more frequent in diabetic patients who have severe periodontitis compared to diabetic patients without severe periodontitis. Furthermore, the risk of death related to a combination of heart disease and kidney failure is three times higher in diabetic people with severe periodontitis than in diabetic patients without severe periodontitis.

In severe periodontitis (late stage gum disease) the treatment sometimes involves removal of hopeless teeth and minor gum surgeries. **HOWEVER**, in the early stages of gum disease the infection can be stopped and stabilized by good oral hygiene and more frequent periodontal dental cleanings.

The perceived problem is that your dental plan only covers a restricted amount of time for cleanings and also only once every 9 months. As a result of this, many patients including pensioners on fixed incomes are paying "out of pocket" to get these extra cleanings.

THERE IS AN ALTERNATIVE. Most Unifor patients in the Windsor area are unaware that their dental coverage will allow more frequent cleanings (unlimited in most cases) as long as they

are provided by a periodontal office. A Periodontist is a dental specialist who treats diseases of the gums. Most patients are unaware that they can go to a periodontal office and have their cleanings covered. Also, some periodontal offices, in the Windsor area, do not charge specialist fees so your extra cleanings may be covered up to 100%.

To connect with a periodontal office, you can ask your dentist or hygienist to refer you OR you can call a periodontal office directly without a referral. Before treatment or cleanings can be started, any new office will need to do an exam and perhaps some current x-rays which should also be COVERED by your plan. If you are planning to visit a periodontal office, you can always call to speak with the receptionist who will explain to you what to expect with your specific plan. Also, you can request that a pre-determination or estimate be forwarded to your insurance provider and the company will reply directly to you about your coverage. However, after the initial appointment, if the periodontal office is not charging specialist fees, you should find that you have full or close to full coverage for any or all treatments.

ORAL AND PERIODONTAL HEALTH SHOULD BE PROMOTED AS AN INTEGRAL COMPONENT OF DIABETIC MANAGEMENT.

Take a Stand to Save Our Local Hospitals



Ontario Health Coalition for quality public health care for all

Our local public hospitals are under threat

Ontario's government has announced plans to bring in new legal regulations to cut services from our community hospitals and outsource them to private clinics. These proposals come on the heels of years of cuts to local hospital services. They are all part of a plan to dismantle community hospitals.

"The government's plan is the *opposite* of the vision of a local community hospital where patients can, in one stop, access quality public medical care."



The Ontario Health Coalition is concerned about plans to cut local hospital care. Local hospitals would lose nurses and other care staff. Patients would have to travel further and pay more for care.

It took more than a hundred years to build our local hospitals and the services they provide to our communities. But now, after years of cuts, the government is planning to close local hospital services and move them out to regional clinics owned by private companies.

"It flies in the face of what communities have been building for decades", reports Natalie Mehra, executive director of the Ontario Health Coalition, a public interest group.

"It's the opposite of the vision of a local community hospital where patients can, in one place, access quality public medical care."

Under the government's plan, services that patients need, like MRIs, CAT scans, cataracts, colonoscopies, endoscopies and day surgeries would be cut from local hospitals. Local hospitals would have to reduce the range of services they provide to patients to compete for funding with private clinics. Patients would have to travel from clinic to clinic across a larger region to get care. Local hospitals would lose nurses, surgeons and vital care staff to private clinics that take the easiest and cheapest patients. Heavier care patients would be left for community hospitals with fewer resources to provide for them. And patients face more user fees and extra-billing in private clinics.

Patients charged thousands of dollars for services at private clinics

They were told that private clinics would be faster and cheaper, but patients across Canada and England are finding just the opposite.

Private clinics maximize their profits from charging higher prices to the government health plan (OHIP) and many charge patients extra user fees as well.

In Canada, user fees for medically necessary care are unlawful under the Canada Health Act. Often, private clinics are charging fees to patients in violation of the law.

Here is a sampling of real-world costs billed to patients at private clinics :

\$700–\$1,200 for cataract surgery
\$500 - \$2,200+ for an MRI
\$13,000–\$22,000 for hip surgery
\$350 for a consultation with a specialist
\$1,200 for a colonoscopy

47% more: Private clinics charge the taxpayer-funded public health system in England 47% more than public hospitals for hip replacement surgeries.

Sources: Interviews with private clinics in B.C., Alberta, Quebec and Ontario; the Tyee; British Medical Journal

Cut to the Bone

Since 1990, Ontario has cut 18,500 hospital beds: deeper cuts than anywhere in Canada.

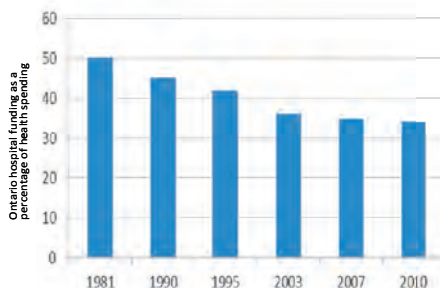
Community hospitals have been the focus of Ontario governments' cuts for years.

In fact, Ontario has cut more hospital beds than any other province in Canada.

We now fund our hospitals at the lowest rate per person of any province in Canada.

Hospital funding has been sharply cut as a share of Ontario's health care budget for 30 years.

Source: Canadian Institute for Health Information National Health Expenditures Database 2011.



Who benefits?

In Canada, we live next to the largest private for-profit health care system in the world.

The United States is home to massive profit-seeking hospital chains and companies that want access to make money from our public subsidies for health care — and they want to bring in U.S.-style charges for patients too.

These corporations, and some home-grown ones also, are lobbying the government to cut and outsource our community hospital services so they can move in and sell health services for their own profits.

Community Services

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On February 22, 2014 the Community Services Committee prepared and donated a luncheon to Street Help Unit 7. We donated enough food to last them the weekend. This is a great place to drop off clothing/shoes/books and food to. They provide in their drop in centre: computers, internet, breakfast, hot meals bottomless coffee and snacks, safe storage of personal items, hygiene products, advocacy, referrals to community services agencies, sleeping bags, backpacks, socks, seasonal clothing and daily food distribution for homeless people. It is located at 964 Wyandotte street east in Windsor. They are open from 9 am to 6pm.

In November we organized another luncheon at Street Help Unit 7 with the aid of the following community partners: Moxie's, Bullseye Pizza (Lauzon), The Leaf, East Side Mario's, Rudy's Kolbassa, Blak's Bakery, Silverstein's, and Lilly Kazzilly's. Thank you to all who helped with this luncheon!

On April 17, 2014 we will be holding our Annual Pasta fundraiser at the Fogolar Furlan. The proceeds from this event give us the opportunity to do the things we do in the community. Our Bikes for Kids campaign is a big success because of this fundraiser. Tickets are only \$10 and are available at the local as well as from



Unifor Local 444 Women's Committee members' compassion and commitment once again is seen shortly after a membership meeting in which they collected food items for the needy.

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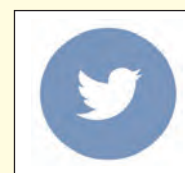


Community Services Committee members.

Bikes for Kids campaign collection this year is on April 12, 2014 at Devonshire Mall from 9 a.m. to 4 p.m. We are participating in their recycle day once again. If you have any gently used bikes to donate please bring them out on this day. We have been able to donate over 1000 bikes to kids in our community through our schools over the past decade because of the generous donations made to this campaign.



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W.A.P. Final Car Breakfast Club is seen donating \$4,522.00 to support the breakfast program at H. D. Taylor Public School and the student nutrition program at Our Lady of Lourdes Catholic School.