



THE 444 NEWS



Building our Union – Strengthening Our Communities

EDITION NO. 428

WINDSOR, ONTARIO

APRIL, 2017

BOB WHITE

CELEBRATING A LEADER

Bob White was a true working class hero. Founder and President of the CAW until he was elected president of the Canadian Labour Congress in 1992, he championed fairness for Canadian workers and workers around the world. Please join Bob White's family, and his labour movement family, to celebrate his life, his fearless leadership and his relentless commitment to social justice.

Friday, May 5
3:00 pm to 6:00 pm
Room 106, Metro Toronto Convention Centre

255 Front Street West, Toronto Ontario, M5V 2W6



Hosted by the White family, Unifor, and the CLC



Inside

Earned Success . . .	Dino Chiodo, pgs. 3-6
Serving The People . . .	Dave Cassidy, pg. 7-8
Challenging Times . . .	James Stewart, pgs. 9-10
ZF-TRW, Dakkota, HBPO, Avancez, Northstar Heligear, Etc. . .	Mike D'Agnolo, pg. 11-13
Caesars, Choice Nutritional Foods, DHL, Slots at Dresden Raceway, Ingram, Etc. . . .	Doug Boughner pg. 14-15
Windsor Assembly Plant . . .	Tony Greco, pg. 16-17
Skilled Trades Report . . .	Paul Renaud, pg. 18-19
Benefits Report . . .	Ken Kwiatkowski, pg. 19
Caesars Report . . .	Dana Dunphy, pg. 20
Recreation Report . . .	Scott Richardson, pg. 21-22
Integram Report . . .	Dave Simone, pg. 23
Sterling Fuels . . .	Michael Merry, pg. 23
Peterson Spring . . .	Kelly Lindsay, pg. 24
ElringKlinger . . .	Michele Grubb, pg. 24
Avancez Report . . .	Bill Ross, pg. 25
Northstar Report. . .	Kevin Lander, pg. 25
ZF-TRW Report . . .	Jerry Logan, pg. 26
HBPO Report . . .	Jennifer Allard, pg. 27
Dakkota . . .	Armand Gervais, pg. 27
Windsor Machine & Stamping . . .	Mary Oriet, pg. 28
Point Edward Casino . . .	Linda Spence, pg. 28
TransAlta Report . . .	Luc Chartier, pg. 28
Auto Transport Services . . .	Dave Skidmore, pg. 29
AWC Chrysler . . .	Mark Bourdeau pg. 29
Dresden Raceway Slots	Jason Kearns, pg. 29
Retirees' Report . . .	Gerry Graham, pg. 30-31
Obituaries . . .	pg. 31
Retiring Members . . .	pg.32
Women's Committee . . .	Sue McKinnon, pg. 33
Affirmative Action . . .	Barb Lowe, pg. 33
Youth Committee . . .	Dustin Heggie
Employee Family Assistance . . .	Bruce Malcolm, pg. 35
Education Report . . .	Wayne MacLean, pg. 36
Environment Committee . . .	Richard Labonte, pg. 37
Union In Politics . .	Ray Hachey, pg. 38
Bob Probert Ride . . .	pg. 39
Community Services . . .	Sue Najem, pg. 40



Seen wearing red in support of Equal Pay Day which was held on Tuesday, April 11th is Unifor Local 444 Executive Board Members.



Unifor Local 444 President Dino Chiodo gives an update to the Environment Committee of the environmental disaster currently happening and the potential major safety concerns at Sterling Fuels.



Seen are the 2016 Tax Clinic CRA Community Volunteers; Front row, left to right: Ann Dishman, Jill Ferris, Pat Parent, Tammy St-Denis, Ray Hachey, Sandy Vctor, Kaitlyn MacLean, absent was Dinelle Booker who offer free income tax preparation to Ford Local 200 and FCA Local 444 retired members along with all the workplaces that we represent. This program has been available for the past 8 years provided they meet the criteria of the taxation program guidelines and has been very successful and as of the writing nearly 600 members have used this free service.



By
DINO CHIOLDO
PRESIDENT,
Unifor Local 444

Earned Success

We have not seen hiring like this in decades at the Windsor Assembly Plant. Manufacturing seems to be on the rise and it looks as though FCA will need to hire more people before long. The W.A.P. has now surpassed the population of its peak of the 1990s; at over 6000 employees the Windsor Assembly Plant membership is proving to be innovative and responsive to company and market demands.

The world has seen impressive styling and optimization of gadgetry and function ability of the best vehicle on the market with the implementation of the Chrysler Pacifica. We have certainly proven we can build the best vehicle on the market as long as they can engineer it properly and FCA marketing doesn't scare the customers away with pricing points that are set unrealistically high.

Our members are the reason that the Chrysler Town and Country and Pacifica have won almost every auto related award there is to win in their categories and the reason that these vehicles are truly the best on the road!

W.A.P. Transportation Department

As long as we can remember,

the threat of losing our transportation division at the Windsor Assembly Plant has existed. Every one of our drivers has heard it, many times over the years, as the corporation has continually used it as a threat; This is the first time in all those years that the company has effectively moved against us in fulfilling it.

It is no secret that the corporation has delivered Local 444 official notice, that they intend to outsource our FCAT (Fiat Chrysler Automobile Transportation) department here in Windsor.

They have also stated that Windsor is just the start and have signalled their intention to eliminate all of its FCA employed drivers

who deliver parts to and from our assembly plants.

Let me be clear, under the collective agreement the company must give us at least six months written notice if it intends to sell any part of its operations. There is other contract language that Unifor believes protects our members for the duration of the current collective agreement. That is the issue we are fighting, right now with the company.

The outsourcing notice isn't the point that raises the ire of your local leadership. The outrage we have is because it was only six short months ago that we were sitting at the bargaining table with

...cont'd on next page



On April 9th, a Departmental meeting was held at the Fogolar Furlan Club with the members of our FCAT Transportation Departments, to address FCA's recent decision to outsource our trucking departments. Everyone's questions were answered at this meeting and we'll keep everyone up to date on any developments.



President's Report

... cont'd

the company and not once did they raise the idea of outsourcing this division.

We bargained hard on behalf of our FCAT members, making sure we improved language for the department. FCA had every opportunity to give our union notice of outsourcing at that time.

We could have had this fight then, and at the very least we could have informed all our members of what transpired in that debate. Unfortunately, the company didn't give us that opportunity and instead decided to give us notice six months later.

Many of our members who retired since we ratified that agreement may have held off had they known there was some potential for a retirement incentive in the future.

Your union does not accept this notice from the company. We have officially told FCA to retract the recent outsourcing notice. Both the National Union and the Local Union have sent that message, to all levels of the company's management team.

Our FCAT drivers and skilled trades do an incredible job for the company and deserve the full respect of the company. These are good jobs and deserve long-term protection.

We recently met with the FCAT drivers from Windsor and had a frank discussion on this topic and the message we are sending the company is crystal clear. We are

not interested in selling our transportation jobs (or any other for that matter) to participate further in a race to the bottom. We have some of the most skilled, highly trained transportation drivers in the world and why they would even consider this move makes no real sense to us.

Gaming and Hospitality

The gaming and hospitality industry is a constantly evolving segment of the Canadian market that employs thousands of workers and is an important economic driver for the region of Southwestern Ontario in particular. The Local 444 family of members in the gaming industry has increased once again with the addition of the new members at the Slots at Dresden Raceway. They complement the existing members that joined Local 444 last year at the Sarnia facility and of course, our second largest facility in the region under Local 444, Caesars Windsor, members for quite some time.

Although this industry is challenging, to say the least, our members work hard every day to make these facilities the absolute best at what they do and provide the absolute best in customer service and satisfaction. It is because of our members that the gaming and hospitality industry in this region is so successful!

Trump'd again!

The U.S. is the destination for more than 85% of what is built in manufacturing in Canada. Auto parts and major components flow

back and forth across the border around the clock; auto is certainly Canada's most valuable export.

President Trump, in the U.S., has talked about renegotiating NAFTA. Quite frankly we agree; as Canadians, we have been saying that NAFTA is a terrible deal for Canada since its inception. As a Union, we have been critical and we have maintained that too much auto investment and production has moved to Mexico, for more than a decade.

Since 2009 Mexico has gained eight new assembly plants, while we have seen two closed in Canada. We are not saying that Mexico should not have an auto industry; what we are saying is it needs to be proportionate, and not based on undermining jobs, pay and working conditions within NAFTA.

In North America, we require a greater balance regarding auto investment and employment. Consider as recently as 2009 Canada and Mexico each built about 2.5 million vehicles per year. But moving into the next few years, projections have Mexico producing more than Canadians by a 2 to 1 margin.

When it comes to 'Free Trade,' Canada and the U.S. are the losers thus far as we remain the dumping ground for auto exports from around the world. In Japan, less than 5% of vehicles come from outside Japan. In South Korea, it is in the range of 2% or 3%. And China is now a global exporter, sending vehicles to North America for the first time.

... cont'd on next page

President's Report

... cont'd

The EU also keeps its production and jobs locked up. If and when we look at re-negotiating NAFTA, Canada's politicians need to stand up for this country and remember that we too have power and leverage with the Americans.

We have a vast manufacturing sector and we need to keep in mind that the U.S. wants our energy, metals, and resources; we can leverage this need in our overall discussions. This is the time to concentrate on trade, and we need to utilize the skills and abilities of persons in the industry that understand it and know the effects of the jobs we have been losing.

I can see one positive with Trump as the President of the United States with his strong push to bringing jobs back to the auto heartland in the U.S. Midwest being a good start, as long as no one tries to shut the door on Canada. We are deeply integrated into the U.S. Midwest auto cluster and combined with a good, new trade policy this could work in Canada's favour; only time will tell.

As for Trump's overall policies; I am not impressed, but if it takes a right-wing voice to crack open a serious discussion about balancing global trade and restoring North American manufacturing, so be it. Just everyone remembers we've been saying these things from a progressive perspective for 20 years, so it's not at all about agreeing with Trump.

Sterling Fuels

I would like to make sure that our membership knows that there may come a time very soon that you will be called upon to help the members of Local 444 from Sterling Fuels. Our members are working at a facility that has a management team that does not care about their safety or that of the community. This ship fueling facility is so poorly managed and so unsafe that we could quite seriously have a Lac Megantic situation on our hands if we are not

diligent in responding to this grossly negligent employer.

The mere fact that they do not care about the lives of our members or the surrounding community shows just how callous they are. I invite you to go to the Local 444 website at www.uni444.ca and click on the link for the Sterling Fuels campaign website to see some of the outrageous conditions our members are being made to work under.

... cont'd on next page



On March 13th, at the Sterling Fuels Press Conference, President Dino Chiodo addresses the media along with concerned activists pertaining to the Sterling Fuels worksite located in Windsor.



Congratulations To Our Steward Body

I would like to congratulate each of the Chairpersons, Committeepersons along with our workplace Representatives who were recently either acclaimed or re-elected in their position. They have received the highest honour achievable in being elected by their peers. It's with their combined efforts and support from our great membership that we continue to forge new ground in making our union great.



Dino Chiodo and area politicians City Councillor John Elliott, MPP Lisa Gretzky, MP Brian Masse, Liaison Officer Mike D'Agnolo to Sterling Fuels, along with the Youth and Environmental Committees are being updated on the situation at Sterling Fuels.

*Rerepresentatives
of Local 444
are seen at their
most recent
Steward Council
meeting.*



Unifor Local 444 was saddened when we heard that Bob White had passed away. Bob was dedicated to the labour movement and was a visionary who was always seeking social justice for the working class. Bob was a leader, a colleague, a friend, a mentor, and a confidante to those of us who learned from him and leaned on him for advice.

To his best friend and



Robert "Bob" White
April 28, 1935 – February 19, 2017



wife, Marilyne, his children Todd, Shawn and Robyn (Michael), his sister Rachel, his three grandchildren, Jordan, Taylor and Landon, we offer our sincere condolences and friendship.

God bless, and farewell to a true working class champion who will be sadly missed but never forgotten.

DINO CHIODO,
President, Local 444

Serving The People

A big congrats to all the reps (WAP and Feeder plants) that won their elections or were acclaimed.

Thank you to all the reps who served this recent term that are now moving on to another job or retirement. Your time and dedication to the job did not go unnoticed and we appreciate your service.

To the candidates who put their names in to run, though were not successful, kudos to you for stepping up and putting yourselves out there. It is not an easy thing to do and not nearly enough of you try.

One of the key foundations to unions is democracy. The more the membership has a say . . . the stronger we will be!!

CONCERNS

"Worrying is like a rocking chair; It gives you something to do but doesn't get you anywhere"

At the time of this writing I am receiving many calls/texts and emails of unsettledness out there. I don't blame you and I understand your burden. Let me try to ease some of it.

Where there is VW Smoke . . . there is Fire . . . maybe.

There is nothing official on Volkswagen merging but there is some

smoke. My first thoughts on the subject is that I have read decent reports on how VW treats their workers and the company was very impressed with how we put together their VW Routan. In general, I know that our minivan would be a huge upgrade in ANY auto company's portfolio! Going through a merger is nothing new for us and if it happens we will get through it like we always have . . . together!

SALES MOVING IN THE RIGHT DIRECTION

Yes, there have been years where our days of orders at this time have been higher but there have also been years where our days of orders have been lower and we were laid off. It's how this business works.

Folks, I will tell you when it's time to panic and it's not time to panic.

Company recently said it does not foresee any layoff weeks from now until September. Keep in mind, this March was the Pacifica's best sales month so far this year. We all see more and more of them on the roads and owners love them!

The Pacifica continues to earn a plethora of awards and accolades in 2017, landing on Kelley Blue Books list of the **"12 Best Family Cars of 2017"** in the best minivans category,

By
**DAVE
CASSIDY**

Secretary
Treasurer
Unifor Local 444

E-mail:
dcassidy@uni444.ca



and **"2017 North American Utility of the Year."** . . . You want it built right, build it in Windsor! IT'S WHAT WE DO!

TRANSPORTATION... A LINE IN THE SAND

As we all have heard, the company wants the transportation department outsourced. This will clearly cause more headaches and problems for the company and they know it! Our Transportation department is easily the most effective and efficient department in its class. The notion of outsourcing is a huge slap in the face to all of us and we are going to fight like hell for it! I encourage you all to harden your resolve to fight against outsourcing our departments! This has to be our line in the sand!

SKILLED TRADES

Met several times with the Minister of Labour Kevin Flynn, and the good folks of construction and building trades of Ontario, in hopes to craft new legislation. We want new legislation associated with the Ontario College of trades around what scope of practice (lines of demarcation), and risk of harm would look like moving forward.

There is an ugly trend where companies want to use non compulsory trades at a cheaper rate to do the job of compulsory trades. This practice is NOT safe and is NOT right!

We are pushing for legislation that makes ALL trades compulsory (proper training, proper apprenticeship, proper license, etc) and the CLEAR demarcation of what is the scope of your trade and (equally as important), what IS NOT inside the scope of your trade.

. . . cont'd on next page



Dave Cassidy, Local 444 Secretary-Treasurer and National Executive Board member is seen swearing in newly elected representatives.

Dave Cassidy

... cont'd

When trades encroach on each other's work, we all lose. Skilled labour isn't cheap and cheap labour isn't skilled.

WAP SKILLED TRADES

I want to thank Louie Ferrari and John Hush for their service and wish them the best on their retirement! Congrats to Paul Renaud Chairperson, Kim McMaster Committeeperson, Representatives Andre Gagnon, Jim Bonneau and Wayne Samwell on their elections. Now we need to hit the ground running!

There are a number of unresolved issues I am not happy with and for the sake of saving trees I will narrow it down to just four.

ISSUE #1

The biggest issue being OT hours available to apprentices. The company still looks at the apprentices as a cost instead of an investment which is making the task SO MUCH more difficult than it has to be!

We are working and finding ways

to utilize them on down times so that when they graduate, they will be able to perform the appropriate work. Just being able to run a line that they have sat at for the last four years does no one ANY GOOD! We need to collectively find ways to get these apprentices trained PROPERLY.

ISSUE #2

Since January, there has been approximately 20 trades retire and NO backfill for hiring!!?? The company has been sitting on requisitions to hire for almost two #%^*n years!! Pathetic!!

ISSUE #3

Leader rates that we bargained in October still have not been paid as the company continues to challenge who should be and who shouldn't be getting the rate, I know Paul and Kim have been working diligently on that very subject and I expect this issue to be resolved very quickly.

ISSUE #4

The company still does not realize the fact that in order for us to keep the machines up to speed or even running they MUST spend the money. The

committee continues to clash heads with management over this issue. What is unbelievable to me is that we all know how this ends; we know that when it's too late the company will have to pay what they need. Why wait until it's too late and it costs you more?

Needless to say I will be in constant "discussions" on these issues

BENEFITS

We continue to have a couple normal new contract hiccups here but nothing too

earth shattering both Ken and Brad in the union office at WAP handle the intake well. When and if retirees need assistance they call us at the hall.

RETIREES

In March there were a total of 5 employees that retired from WAP. The company has sent letters to the retirees and anyone who is turning 65 this year explaining what your new pension will be. If you are turning 65 then you should have or will be receiving those letters shortly.

HOUSE KEEPING

The Spring Port Elgin schedule is up in your workplaces so make sure to check it out. They are VERY popular these days so sign up quickly spots are limited. A quick reminder to make sure that if you move you change your address with both the company and the union office here at Turner road 519-258-6400

Spring is here and so is baseball. Currently my Tigers are above 500! . . . I may not be able to say that by my next writing so I am taking advantage of it! Go Tigers!

Keep the main thing the main thing.



Dave Cassidy, Local 444 Secretary-Treasurer and National Chairperson to the Skilled Trades Council, is seen addressing the recent Council meeting which was held in Niagara Falls, Ontario. Congratulations were given to Louie Ferrari who recently retired and was a member of the National Skilled Trades Credential Committee.

Challenging Times

As of this writing the company FCAT (Fiat Chrysler Automobile Transportation) has just given our union the contractual 6-month written notice that is required before they can outsource our transport division. This is infuriating to the leadership of our union. It's only a few months ago that we sat down and bargained improved language for this division allowing new hires the ability to transfer here as part of the 807 process. The company had every opportunity to give us this notice at bargaining and failed to do so.

Our transportation drivers have lived with the threat of outsourcing for 20 years. They have made sacrifices in the past to make our FCAT group more competitive and efficient in order to ensure the long-term viability of this department. It is a slap in the face to our transportation membership for the company to put us on notice this way.

Your union is working with our legal department, our national union and our local leadership to make a business case and put pressure on FCA to withdraw this notice and recognize the importance of keeping this division within the WAP-FCA group. We intend to fight this decision by the company. We will continue to meet with the company to drive this message home and will meet with our FCAT members as information becomes available.

ATS

Our car haulers continue to face challenges, as the management team proves difficult to deal with. It's no secret that the morale is low. We have had several meetings to

try and resolve issues surrounding seniority dispatch and associated grievances, delay time pay (especially on bridge crossing), the rouge bridge delay and unjust discipline just to name a few.

We thought we had a resolve to the issue around seniority dispatch but the FCA-HR department shot down what we thought was a fair compromise to resolve the grievances and establish a process that made sense moving forward. The fact is that the company does not want to manage a fair dispatch process.

This issue has gone on long enough and we have now put the company on notice that we obviously can't resolve this through the normal grievance procedure and are forced to move this to an arbitrator to make a decision. We don't make this decision lightly as we never know what way an arbitrator will rule but our drivers need an answer

By
**JAMES
STEWART**

1st Vice President
Unifor Local 444

Email:
jstewart@uni444.ca



one way or another and we are getting nowhere trying to talk sense to the current management.

That said, we have a new terminal manager in Sal Valente. Hopefully this change will be a good move and we can start resolving some of the issues fairly and morale can start to be restored in this car-hauling group. Time will tell.

RIMS

We begin our bargaining with our RIMS Transportation division on April 4th. Doug Boughner, 3rd Vice President, will be taking over this group as the local officer liaison. I will be working with Doug and your bargaining committee through the bargaining process and to resolve some of the outstanding grievance issues.

...cont'd on next page



In memory of the late Charlie Brooks, seen are family members along with 444 officers James Stewart and Dino Chiodo who graciously donated \$50,000 to the Windsor Canadian Mental Health Association, on behalf of the membership, to kick-start the Sole Focus Project which addresses mental health.

James Stewart Report ... cont'd

AWC

On March 29th our AWC members at the Walker Road site had a referendum on whether or not to rotate shifts like that at WAP. Chute and Drive-Away had separate votes. If any of the two divisions had voted to rotate shifts the process would have begun at the beginning of May 2017. This democratic process resulted in both units voting to keep the current steady shifts. No change will take place in May as a result.

FCA

In-plant elections have just finished and I want to thank all of those who, win or lose, put their names forward to represent our members at the Windsor Assembly Plant and all of our feeder plants and facilities that have had elections in the past few months. It is an honour and a privilege to be elected and it should not be taken lightly by anyone elected.

Social Media

All of our units have had members warned or disciplined about social media. Just recently WAP management has disciplined a member on the basis of something allegedly posted on a social media site. Please be very careful about what you post on your own social media sites in relation to the workplace or any employees of your workplace. Discipline issued for these "offences" is proving very difficult to defend as they are often very public in nature and the companies are being more aggressive in challenging our union on members

that have been accused of these infractions.

The winter has come to an end and the weather is beginning to warm up. I hope all of you are

able to enjoy some vacation time with your family over the spring and summer months. Be safe and have fun. Life is too short and we all deserve to enjoy the ride!



Local 444 was well represented at the Kick Off for the Sole Focus Project to bring awareness and to raise funds for local mental health initiatives throughout Windsor-Essex County.



Seen are Local 444 Bargaining Committee and members employed at Auto Warehouse Company – CHUTE reviewing the contract deals at their ratification vote which was ratified by 78.6%.



ZF - TRW, Dakkota, HBPO, Avancez, ElringKlinger, Peterson Spring, Sterling Fuels, Northstar Heligear

What a few busy months around the local to start off 2017...

I would like to start off my report thanking everyone who took part in the election process. Whether you were on the committee, ran for office or scrutineered during it, I salute every one of you.

For all the workplaces and bargaining committees that have recently bargained Collective Agreements, congratulations on the hard fought gains that you were able to achieve for the members in your facilities; it is encouraging to see all the member's priorities tabled in bargaining so their voices can be heard.

Any of our plants that supply Windsor Assembly Plant must be aware of potential down dates the weeks of September 25, October 23rd and 30th, November 6th and 27th. This is never easy being so

**By
MIKE
D'AGNOLO**

*2nd Vice President
Unifor Local 444*

mdagnolo@uni444.ca



close to Christmas. Hopefully, with the knowledge of this possibility the brothers and sisters of these facilities can prepare themselves to lessen the financial blow.

ZF/TRW

As of March 4th our pension plan converted to a contributory defined pension plan where you can now contribute 1.5% with a company match. This is encouraging and look forward to grow on this opportunity in future bargaining. Everyone needs to retire one day with dignity and this membership has made it clear that this needs to be enhanced in the future.

I would advise all the members of ZF to be very careful with your face book or any social media when it comes to how it can affect you at work. It is not unusual for companies to use our social media against us.

With the recent elections in your facility I want to congratulate Jerry Logan. Jerry works tirelessly for not only ZF workers but all workers. Sometimes the word change sounds good but the reality is that we need activists that will go above and beyond. I can tell you the one constant is Jerry's fight for workers rights.

I would also like to congratulate and acknowledge this team the members elected to represent them moving into March 2018 bargaining. Jerry Logan Chairperson, Shawn Hamlin-Shift A Committeeperson, Kyle Longmuir- Shift B Committeeperson and Mike Bagley - Shift C Committeeperson.

I would also like to congratulate all the incumbents and new Stewards who were elected.

Dakkota

As of March 4th, 2016 your Defined Contribution Plan was created and now that March 4th, 2017 date has come, you are now eligible to contribute 1.5% with a company match. I can't express enough, the importance for our members to contribute their 1.5% to get the most bang for their buck.

None of us are getting any younger and it is important that we all plan our retirements.

Dakkota also held its elections and I am pleased to announce Armand Gervais was re-elected. Armand strives to make his place a better work environment for all and we can all be assured he will continue down that path.



Second Vice President Mike D'Agnoles, at a special Northstar Aerospace meeting, is seen addressing concerns from the members.

...cont'd on next page

Mike D'Agnolo Report ... cont'd

I would like to thank Jackie Iorio for her role as Committee-person the last three years. I want to welcome Michelle Carr as your new Committeeperson, she will be joining Armand and Kim Bartlett on your 2018 Bargaining Committee.

HBPO

March 4 2017 all the members at HBPO can now contribute 1.5% to their Defined Contribution Plan and all indications are that this membership will make it a priority in 2018.

Jen Allard was recently re-elected in your facility. I was very pleased when I learned about the support she received from the sisters and brothers at HBPO, I know Jen touches all shifts and continues to push the envelope with this management team.

I would also like to congratulate your committee Karen Field and Jay Rivard and your new steward Travis Gerard.

Avancez

It has been just over a year since Avancez took over from Oakley and the transition has been slow but progressing.

We have had some issues in tire load, and as of this writing they are looking at a better tire hook to meet the demands of all body sizes. Avancez is also looking at the possibility of an indicator light to recognize when the line is low.

As of March 4 2017 we can now contribute 1.5% to your defined contribution plan with a company match of 1.5%. We are definitely moving in the right direction.

ElringKlinger

We recently ratified Elring Klinger's Collective Agreement on April 2nd with a 73.3% approval and 100% skilled trades. The members at this facility had a number of issues that needed to be addressed and this bargaining committee did not waiver on the needs of this membership.

We were able to achieve raises, pension enhancements, paid lunches, a PPH day and other gains through this process. Although we were not able to bargain post retirement benefits in this round we were able to at least achieve a one time payout for members who have 20 years of service and 60 years of age of \$5000.

I would like to recognize Michele Grubb, Carrie Steeman, Steve Gagnon, Chris Myers and Mike Renaud for the hard work through the bargaining process.

This group left no stone unturned and held ElringKlinger to task. I would also like to thank all the officers and support staff at the local for all the support they provided through the bargaining process.

Peterson Spring

As of this writing it has been about six weeks since I took over this assignment. I have had an opportunity to get acquainted with your bargaining committee and learn about the jobs you do inside your facility.

Within three weeks of taking on this assignment the company had reached out to our Local with news that they had lost GM 672 program. It is never easy when we lose work but this could impact this membership by a third of its population.

We have had meetings with Peterson Spring and all indications are that they are trying to mitigate this situation by finding other work to replace it.

Our local has also been involved in discussions to try and get Peterson Spring an opportunity to put an RFP bid with Ford Motor Company on their new 7X Engine they will be producing at the Essex Engine plant.

... cont'd on next page



Seen left to right is the Local 444 Bargaining Committee members from ElringKlinger: Mike Renaud, Michele Grubb, Carrie Steeman, Steve Gagnon, Chris Myers, Mike D'Agnolo as they have just recently ratified their new collective agreement by Production 73.3% and Skilled Trades by 100%.

Mike D'Agnolo Report . . . cont'd

Sterling Fuels

Well, it has definitely been a roller coaster ride with this company the last two years. Through this time I can assure you we tried to keep an open line of communication with this employer on all the Health and Safety issues as they came up and as they were being ignored.

It is never our goal for our members to do work refusals; it has always been our goal to find alternatives and options prior to work action in correcting whatever the problems are in all of our facilities.

Inside of two years we have unfortunately been in front of the media twice with the unsafe practices that this employer subjects our members to and clearly enough is enough.

Something as simple as deluge showers and eye wash stations we have been addressing since I came on board at the Local.

An industry that deals with fuels, oils and asphalt needs to be reminded of the harm that these products can cause if our members don't receive immediate attention.

With the recent orders handed down by the Fire Department (32 in total) from not having access to the property in its entirety to a fire rescue plan to labeling of tanks, it is clear that they have no regard for our safety or laws.

We had asked about a rescue plan at the dock, Imagine this employer offered a body recovery plan. They wanted our members to call Lasalle Fire and Rescue if one of their co-workers fell in instead of training them to give our sister

or brother the best opportunity of survival but again it came down to a price of a boat not a life.

I need to acknowledge Mike Merry and all the workers at this facility for their dedication to their jobs and more so for their dedication to changing an environment that only knows the bottom line, which unfortunately is the almighty dollar sign \$\$\$\$.

We will make this a safe place to work, preferably it would be with Sterling Fuels support.

Northstar Heligear

With the recent elections at this facility, I would like to congratulate Kevin Dunn as your new Chairperson. Chris Thrasher and Dave White are your elected Committeepersons and congratulations to both of them.

Sitting down with your new bargaining team reviewing your priority sheets, it was clear that they all knew the mandate by the

membership that was put in front of them and their eagerness to address all the issues leads me to believe you are in good hands going into bargaining.

We have a significant amount of demands and I can reassure you that all the priorities that were handed in will be tabled.

Mike Slaught decided not to run for re-election and I would like to thank Mike for his dedication and his willingness to represent this facility through the years. I would also like to recognize Kevin Lander. Kevin always had this membership's back and continues to support his union. Thanks Guys!

In closing, as you read my report you could see there are ups and downs within our facilities, but the one thing you can always count on is the solidarity of this entire membership. We will always stand shoulder to shoulder for the injustices that go on in our community and our workplaces.



Mike D'Agnolo, Vice President of Local 444, who is the Liaison Officer to Sterling Fuels is seen at a press conference which was held at the workplace.

Caesars Windsor , Choice Nutritional Foods DHL, Slots at Dresden Raceway, Ingram Windsor Machine & Stamping Point Edward Casino

By
**DOUG
BOUGHNER**

3rd Vice President
Unifor Local 444

E-mail:
dboughner@uni444.ca



As 2017 kicks off it is clear we will have some serious challenges in the year ahead. With FCA giving us the notice to outsource FCAT (transportation division) only a few short months out of bargaining is a slap in the face to our Union.

The “modernization” plan is in full swing at our OLG sites, and this year will be an important year for the members at Point Edward Casino and Slots at Dresden Raceway members. The new provider has been named and we will go into bargaining with Gateway Entertainment and Casinos before the end of the year. The workers at these two workplaces have showed tremendous patience while this process unfolds.

With the theatrical politics in the USA threatening the jobs of Canadians from all industries, our own government here in Ontario and Canada forcing lower income workers and seniors to make the choice to pay their electric bills or feed themselves and their families.

In our own community, the City of Windsor made the decision to allow unlicensed UBER drivers to enter our communities, officially, and drive our loved ones around with minimal accountability. The safety of a licenced cab with in-car-cameras, gives us the security that the driver has been approved to transport passengers.

The year 2017 will have its challenges but rest assured Unifor Local 444 will be at the forefront of these concerns, to protect the active members, but also our retirees and the communities in which we live.

Caesar's Windsor

The company has taken a hard line on social media. We have had

numerous issues with disciplines over the content of members' social media accounts. Caesar's Windsor is not the only employer that has taken the stance to take employees on for the content on their personal pages of social media sites. We have had almost every level of discipline issued and I would ask that our members be very careful about the content of your accounts. I firmly believe and ask that members remove any and all ties to their employer off their accounts, including any pictures while in uniform.

It is much more difficult for the company to challenge an employee for content on social media if that person is not tied to their employer on social media.

I would like to thank everyone who took the time to run in the past election, and also to congratulate all who won elections or were acclaimed to their positions. I look forward to working with all of you moving forward.

Magna - Ingram Windsor Seating

Through part of FCA bargaining we were able to bargain a quality initiative where the Local Union Representative is able to attend quality reviews for the vendors.

This is an important initiative because it is clearly in the best interest of Unifor to be able to bring the voice of the members to those quality reviews. I was able to sit in my first quality review in February between FCA and Ingram. We as a union clearly understand the importance of quality and the role it plays when bidding on any work.

Last week, while walking the floor doing a quality review I was able to talk to many of the workers and I was extremely impressed with the knowledge and care that the workers of Ingram have. It is clear to see that the workers understand the importance of quality and how that ties into

...cont'd on next page



Third Vice President Doug Boughner gives details of the new Collective Agreement to the members at the OLG Slots at Dresden Raceway which was ratified by 92%.

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

the continued success of IWS.

Not to say our review did not have some frustrations from some of the employees. Many of you shared the same feeling that the need for management to recognize that you are the experts when it comes to building seats and that the resolution to most issues can be dealt with through listening to the workers. Dave Simone and I will be meeting with management to bring those frustrations forward.

Point Edward Casino

The waiting is over! The announcement of the new service provider has come and the transition is only four weeks away. We have met with Gateway, the new service provider, and we are hopeful that we can make some progress on some of our issues with them. Hopefully we will see some investment in the facility and a will to attract some new patrons.

We had a unit meeting on March 21, 2017 and I would like to thank those who took the time to attend. We were able to sit as a group and discuss the issues important to the workers. We will set another meeting about 6 weeks after Gateway takes over so that we can report any new issues that come up with them. We will adjust the time so that other shifts are able to attend.

Slots at Dresden Raceway

I would like to congratulate the Dresden workers on their new collective agreement and welcome them to Local 444. The transition to Gateway, the new service provider is about four weeks away and we are looking forward to the change. It is our hope that Gateway will work with Unifor in a positive manner to address the members concerns, and all indications are,

that is the case.

We have met with the management team of Gateway and they have assured us they would like a smooth transition with the workers. As with Point Edward Casino we hope that Gateway will invest in the workers and expand operations to draw more patrons to the site. We were able to have our first unit meeting on March 20, 2017 in Dresden and I would like to thank those who took the time to come out. We were able to have some good discussions and answer some questions the members had. We will be scheduling another meeting about six weeks after the transition date of May 9, 2017 so we can discuss any issues that have arisen during the transition. We will be looking at different times so that we are able to get the most members to attend.

I would like to thank the workers who took the time to run for election and also congratulate those who were successful. We will be working closely with this site to help the new representatives with training and dealing with the issues of the members.

Windsor Machine and Stamping

We were able to meet with management at this facility over the last few weeks on some major issues that the workers had. We had some good conversations with plant manager Mike Sheehan about the future of both Plant 3 and 4. We were assured that work will continue at both sites and that the "GEN 3" line will be operational in April.

Members have had many concerns about the amount of work being sent out and rightfully so. We have experienced some layoffs and uncertainty was high. It was nice to get some reassurance that they were moving some small running parts to other sites but the main work will continue at Windsor Machine. We will contin-

ue to monitor this situation as closely as possible and keep the members up to date.

Choice Nutritional

I would like to congratulate the members at Choice Nutritional on their recent collective agreement. With a new owner of the company, the relationship between the Union and Company has improved. It seems the new owner is interested in building the business and updating the technology of the vending machines. They have been very open to addressing the employees' concerns and also open to listening to the employee feedback.

DHL

Things remain quiet at this workplace. The employer and the members have a very close relationship and if the workers have issues they are addressed accordingly. It is encouraging to see an employer that looks after their employees and makes a profit of its business and not off the back of the employees.

Southgate Residence

I have recently been given the assignment of this unit. I was able to meet most members of the committee and tour the facility during a recent grievance meeting that we had with the company. We were able to resolve the grievance with the company and I look forward to working with this group moving forward.

RIMS Transport

I have recently been given the assignment of this unit. We have collected all of the demand sheets from the workers and have all the demands prepared.

We had the initial meeting with the company and they have received our demands. We will be meeting with them in the near future

Windsor Assembly Plant

I would like to start this article by congratulating all who were successful in their elections which took place in February. The democratic process of elections is a fundamental right of every member and I encourage those who feel they can make a difference to the betterment of the membership to continue to bring ideas forward to the leadership. New ideas and different perspectives are always welcomed as I have always believed the more we discuss different points of views ultimately we look at the issues as a whole picture rather than from just one angle.

With the New Year came the retirement of a large number of members that have decided it was time for them to move to the next chapter of their lives and enjoy time outside the workplace. On behalf of the entire membership, I would like to wish these members all the best in their retirement. With these retirements came the hiring of new members, and on behalf of the entire membership, I would like to welcome all those recently hired to WAP.

As many of you have seen, there has been an increase in WCM activities on the shop floor. From daily improvement meetings (D.I.M.'s) in each center expressing the importance of quality and building the product correctly in the station, to team leader board reviews being restarted, the importance of WCM and moving the plant forward has never been more significant. The company has made it very clear from the beginning that WCM will ultimately dictate the

By
**TONY
GRECO**

Chairperson,
Windsor
Assembly Plant

E-mail:
anthony.greco@
fcagroup.com



future of Windsor Assembly Plant. While some areas of WCM are the company's responsibility to initiate and sustain, we as the workforce have the responsibility to ourselves and each other to do what we can to ensure the plant is moving in the right direction. We should not and cannot assume someone else will do it for us. What WCM does provide us as workers is a voice, a voice we can use to fix things we see need fixing.

At negotiations in 2016 there was a great deal of discussion

around WCM and some of the challenges we are facing, one being a lack of knowledge or understanding of what and why we even participate in WCM. At the table we made arguments in regards to education around WCM, understanding not just what the program is about but why it is important.

With that being said, we were able to negotiate a pilot program at WAP of a Canadian WCM Academy which will be starting up shortly. The idea behind this is to have an interactive environment between the classroom and the shop floor, where entire cells would go up together, are educated on the process but more importantly are able to ask questions and get real answers regarding the process. Then once educated and informed take that knowledge back to the shop floor to build a better vehicle for our customers which ultimately ensures the future of the plant for generations to come. Now some will say this is just a company program and it

... cont'd on next page



Congratulations are in order to Frank Harshaw, Kelly Milligan and Trish Bradt for their efforts and a big THANK YOU goes to the members of the Windsor Assembly Plant. \$7,000 was raised from the "Cupcakes for Cupsakes" fundraiser towards the Windsor Regional Hospital Breast Help Centre in refurbishing a waiting room.

Windsor Assembly Report . . . cont'd

will be all one-sided, the usual song and dance and yes, if we allow it to just be us as workers sitting in a classroom, listening to theory and not participating, then I would agree. However, if we take this opportunity to engage the company, to hold them accountable to their program, to give ideas to make the plant better for us as workers, then this can be a positive experience for all of our members.

We, as a Union have always said, listen to the members on the shop floor, give them a voice and they will build a perfect product, not for the company but for ourselves, to secure our future. I am explaining this so that we all go into this next chapter of our work lives with the mindset that we now have the ability to control our destiny concerning the plant. Please seize this opportunity to make it a better place, don't just look at it as some-



Giving graciously to the United Way 2016 Campaign, once again, Unifor Locals 195, 444, Retirees 444, 1498 and ONA Local 8 are seen with the final result from the facility which raised \$1,260,609.17.

thing you are taking because the company is requesting you too.

I also want to take a moment to express the importance of all of our members staying off of social media when it comes to the workplace. The company has a very strict policy when

it comes to social media and the workplace, included in this are pictures taken in the workplace. Please do not post anything in regards to the work environment, coworkers, management or pictures in the workplace. The company has made it very clear they will not tolerate this behaviour.



Children from FCA members are seen at the 7th Annual FCA-Chrysler Kids' Environmental Artwork Program as they all had a wonderful time and with a record turnout. A big thank you goes out to Joint Workplace Environment Committee member Richard St. Denis for helping put this event together.

SKILLED TRADES REPORT



By PAUL RENAUD
Skilled Trades Chair

E-mail: paul.renaud@fcagroup.com

The Skilled Trades population is currently 659 including the apprentices, plus we have one temporary licensed mechanic in jitney repair and one temporary licensed painter in the Paintshop. The four temporary toolmakers working in department 9023 have been firmed up. There have been 20 retirements in the Trades since the end of December 2016 which has left some departments with a shortage of manpower. We are actively pursuing the company to hire in the Trades to fill the openings created by retirements.

ELECTIONS

With the elections for the in-plant committee now complete, I would like to congratulate Kim McMaster for being re-elected as Skilled Trades Committeeperson, Jim Bonneau, Andre Gagnon and Wayne Samwell for being elected as the new Skilled Trades reps. I want to thank Greg Bourdeau for his commitment to the Skilled Trades over the last three years. Louie Ferrari and John Hush did not seek re-election and have chosen to retire. I would like to thank them for their many years of dedication to the Skilled Trades and wish them all the best in retirement. As we move forward, we have a strong committee to help us through the busy times ahead.

WCM/WAP

As the company prepares for the gold audit in WCM, currently

slated for the week of April 10th, there will be many challenges along the way. One of the challenges we face is getting the company to understand that equipment and building maintenance is not a cost but an investment in the products that we build. The money that is saved during production (by repairing the equipment, performing predictive maintenance and doing PM's on the equipment, during periods of downtime) should be accounted for as cost savings which help the plant achieve the build.

Without the proper maintenance and commitment of the Skilled Trades we would not be able to accomplish this. AM activities also must be done in a more consistent and uniform basis. There should be no difference in the way that activities are performed between the three Centres.

At WAP things have slowed over the last few months, as we have traditionally seen over the years, and the company is trying to save money on maintenance and repairs. As the build slowly ramps up over the next month the work of the Trades will need to ramp up also to keep pace.

Most of the apprentices are either currently attending or scheduled for Trade school in the next few weeks, some for basic and some for intermediate. We are now just over two years since the first group started and it has been mostly positive. There have been a few

issues along the way, with the biggest issue currently being the slowdown on overtime and the apprentices not getting a chance to work on the equipment during the downtime on the weekends. They need to get the hands on experience of repairing and doing PM's on the equipment when it is not running.

The joint apprenticeship committee met recently to address several current issues including weekend work, mentoring, additional training and schooling. Just a reminder for the apprentices; call the overtime office, at 519-561-9601, to check on overtime opportunities for the weekends while attending school.

ARDC

At the Automotive Research and Development Centre (ARDC) there is a newly constructed warranty lab, nearing completion, where our mechanics will work on issues that continue to plague the company in warranty costs. The other labs are busy performing tests on new and future product. The brake dynos are up and running now and the chassis dyno is running tests while they wait on final approval of the cell. Most of the testing done in the facility is unique and we are the only facility in the corporation performing many of these tests.

WECSTC

The Windsor and Essex County Skilled Trades Council (WECSTC) are currently involved with a project in the community which will grow fruits and vegetables, indoors, on vertical grow walls. The project is located in the old Forster High School and is in conjunction with Science City which is also located in the building. This project could have a major impact on community groups, food banks, First Nations people and a whole host of others

...cont'd on next page

BENEFITS REPORT

Windsor Assembly Plant



By **KEN KWIATKOWSKI**

E-mail: ken.kwiatkowski@fcagroup.com

An updated benefit booklet is now available on Dashboard. This booklet will allow you to view detailed information regarding our benefit plan. To obtain the booklet, go to the dashboard main page and under the heading **Pay & Benefits**, select **Health Plans**. Half way down the Health Plans page you will see a heading Health Care Benefit Information, click on **Health Care Program**. The following page you will see highlighted **Health Care Benefits Booklet (EN)**.

GreenShield app. (GSC on the Go®)

GSC on the Go® is GSC's free mobile app, and offers 24/7 access to your benefits from your mobile devices. Simply go online to one of the app stores and download.

Some of the features you'll enjoy:

- Submit claims right from your mobile device (if applicable)
- Access the Change4Life health portal (What's this?)
- Get directions to providers who submit claims directly to GSC
- Check your coverage for a drug, and email or download any required forms directly to your doctor
- Instantly check your coverage eligibility
- Show your ID card electronically

New Hire Information (*Hired After September 24, 2012*)

First day of the month after your active employment begins

Group Life Insurance – prorated life insurance proportional to wage grow in (years 1 – 10).

- Contact Benefits Link to elect beneficiaries (1-877-854-5465).

After 90 days

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

1st Day of the 4th Month following the Date of Hire

(Hired Jan 01, 2016 eligible May 01, 2016)

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

1st Day of the month following 1 Year of Seniority

(Hired Jan 01, 2016 eligible Feb 01, 2017)

- CAW Legal Services has been eliminated, no coverage for new hires.
- Dental, Vision & Hearing – commences on the 1st day of the 13th Month
- Child Care

After 3 Years Seniority

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

After 5 years Seniority

- S.U.B. – supplementary unemployment benefit (65% of gross pay combined with Employment Insurance)

After 10 Years Seniority

- Dependent Children Scholarship Program, starting in 11th year.

Skilled Trades Report

... cont'd **Paul Renaud**

to help them become more self-sufficient and be able to supply their own fresh food. This can also create opportunities for good jobs in the community by manufacturing these stainless steel walls. We will be looking for volunteers to help set up the walls and perform any work needed to get them running. If you are interested in helping in any way, please contact me. Stay tuned as this project is just getting off the ground.

STUEP

The Skilled Trades Union Education Program in Port Elgin will be run on the following dates in 2017: May 8-12, Sept 18-22 and Nov 20-24. If you have not attended phase three of the program and are interested in going please contact your rep on shift.

OCOT

I would like to conclude my report by addressing the Ontario College of Trades (OCOT). As has been previously reported, we have been involved in demonstrations, meetings with government Ministers, lobbying of the government and campaigns to help form OCOT and maintain its autonomy and structure. These are the things that are happening at a higher level, but there is still something that all of us can do, and that is to apply for positions on the individual trade boards. These are the boards that help form the direction of each individual trade, establish priorities and move ideas forward to keep the trades at the forefront. We need to have our voices heard, and this is the forum for that. Go to the OCOT website and click on "volunteer to lead" and follow the instructions.



CAESARS REPORT

By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



As of this writing the casino population is approximately 2300 with 8 members on lay-off. First and foremost, I would like to thank Mark Morin for all his years of hard work and dedication. Mark was one of our health and safety instructors for 10 years and then 3 years as a health and safety representative and he was also the co-chair of the joint health and safety committee. No matter what role Mark was asked to do over the years he always gave 100% to the job, the union and the membership.

March 10th, the company put us on notice that they were cancelling all temporary job postings. During the meeting they informed us that they looked at leave of absences over the previous and eighteen month period in each classification and re-evaluated the staffing levels in the affected areas. The result of this was that they posted 60 new permanent positions. These positions were a mixture of full time, full time utility and part time jobs.

Unfortunately at this time we do not have the contract language to force the company to post temporary jobs or any language that stops the company from cancelling temporary jobs. We feel the company took this position due to having to cancel all temporary jobs at shift pick time only to turn around and re-post them. We in the office are NOT convinced that the discussion to cancel temporary jobs was a good discussion. We feel operationally the department needs temporary positions in order to run properly. Our fear is that we will see part time

hours fluctuate more often. During prime time we foresee more part time workers working full time hours and in non-prime we foresee potentially less hours in order to adjust to the number of people on leave of absences. Your committee people will be monitoring the schedules every week so we can address these issues as they arise.

All shift picks and first round of vacation picks will commence the week of April 16, 2017 with the second round to follow.

The Forum Tower will be undergoing a much needed and long overdue renovation starting in September of this year. The renovation will run until approximately March of 2018. The only possible way to get this done due to occupancy levels in our two hotels

is to close 1-2 floors at a time. The renovation will consist of replacing all the carpets, the wallpaper and the furniture. Our Augustus break room also received a makeover the week of March 20th. There has been no update to this break room since it opened in 2008. A newly updated break room is refreshing for our members that work on the Augustus side.

I would like to take this opportunity to remind people about social media. You may be asking yourselves why does she keep writing about social media? The answer is I am trying to educate everyone on the perils and the way the company utilizes this forum to their benefit. Every day I hear about companies all over Canada taking a stance on what they see on social media websites. Companies across this country are terminating employees for what they post on their social media accounts. Please make sure you are using good judgment when using social media and do not post anything that could be perceived by the company as portraying them in a negative light. If the company sees a post that they perceive could negatively affect their brand, they have and they will take action!



On International Women's Day, Local 444 members Sue Gibbons and Terry Weymouth, along with Kristin Douglas - Director of Community Engagement from Welcome Centre Shelter for Women, Karen Waddell - Executive Director from House of Sophrosyne and members Sue McKinnon, Dana Dunphy and Charlie Virga took a moment for a photo-op. Both agencies graciously accepted the \$2000 each which came from Unifor Regional Council and Unifor National through the Social Justice Fund which is part of a total of \$146, 000 donated to similar organizations nationwide.

Recreation Report

By
SCOTT RICHARDSON
Recreation
Chairperson

E-mail:
scott.richardson@fcagroup.com



BROOKS GOLF TOURNAMENT

Our Recreation Committee is preparing for the 40th 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 4-person scramble format tournament.

The tournament is scheduled for **Sunday June 11th** at Roseland Golf Course. Entry forms are available in your workplace Union office, at the Local 444 Hall or on our website at www.uni444.ca with a return deadline of Friday, April 21st. Members must deliver their entry form to the Local 444 Hall during the hours of 8:00 am-Noon and 1:00 pm-4:30 pm, 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 starting times will be on Sunday May 7th at 12:00 pm. at the 444 Hall.

TIGER BASEBALL

We have secured tickets for two games for this upcoming season. The first game is Sunday, July 16,

2017 at 1:00 pm vs the Toronto Blue Jays. Tickets are \$45.00 and can be reserved at the Local before June 9th. The second game is



Members from the Recreation Committee are seen preparing the events to be held this year for the enjoyment of all members.

Upcoming Events

• UNIFOR FISHING TOURNAMENT

Saturday, May 21, 2017
Deadline May 15, 2017
AMA Sportsmen Club
Amherstburg

• UNIFOR REGIONAL GOLF TOURNAMENT

Sunday, May 28, 2017
Deadline May 15, 2017
Roseland Golf Course

• 40th CHARLES BROOKS GOLF TOURNAMENT

Sunday, June 11, 2017
Deadline April 24, 2017
Roseland Golf Course

• BOB PROBERT RIDE

Sunday, June 25, 2017
All styles of Bikes welcomed
For more info, visit
www.hdgh.org/probertride

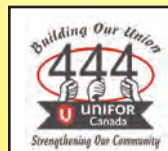
• 444 FAMILY PICNIC

Sunday, July 31, 2017
Vollmer 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).



Sunday, September 24 at 1:00 pm vs. the Minnesota Twins. Tickets for this game are \$40.00 and can be reserved at the Local before August 18th. 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.

...cont'd on next page

RECREATION REPORT ... cont'd

ANNUAL FAMILY PICNIC

Sunday, July 30th, is our Annual Family Picnic day at the Vollmer Complex in LaSalle where you can spend some time with your family; on rides, in the pool, ice skating or just enjoying the day at the complex.

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

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

Wristbands go on sale at the Windsor Assembly Plant, Caesars Windsor and the Local Union Hall. The date and times of sale will be posted in each workplace as we get closer to the event, so watch the posting boards for further information.

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

Change of Address & Phone Number

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

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

or

Email: **info@uni444.ca**

BIGG WIGGLE WEEKEND FRIDAY, JUNE 16th SATURDAY, JUNE 17th



**Unifor
Locals 444
and 2458
Proud
sponsors
of the
Optimist
Club,
St. Clair
Beach**

**TASTE of
TECUMSEH**
FOOD - BEER - WINE - SPIRITS - MUSIC
LAKEWOOD PARK



MUST BE 19 YEARS OR OLDER

PARTY UNDER TENT & ON GROUNDS, RAIN OR SHINE
ADVANCED TICKETS \$12.00 AT THE DOOR \$15.00

TICKETS AVAILABLE AT:

Lacasse Printing, Cara Pasta, Wrap Shack, Sandwich Nook,
Anne's On The Avenue, Tecumseh Laser Centre, Canada Salvage,
Aura Hair Salon, Healthy Mama, Rivers Edge, Sandy's Riverside Grill, The Tribe Gym

FOR MORE INFORMATION ON TICKETS OR SPONSORSHIP CALL 519-996-6507

INTEGRAM

By **DAVE SIMONE**

Chairperson, Integram Seating

E-mail: integram444@magna.com



At the writing of this report the plant population is 1095 members with no one on lay off. In our assembly department the RU/RT build ratio has caused the company some issues as of late. The business plan was based on a 70% RU build and a 30% RT build. Since it takes more manpower to build RU (more jobs required) than RT, the higher ration of RU was supposed to make up the difference in the required manpower.

Since the RT build is at approximately 70% and the RU is at approximately 30%, the company is saying the “trapped labour” for RT is causing them issues in their business plan. Our members have felt this as of late, as there have been many line balancing trials going on as the company is trying to find ways to handle this “trapped Labour” issue. None the less, our members continue to build top quality seats on time, every time, with a constant and continued focus on quality. Our members know and understand that quality is the most important aspect in building a seat, and this is why we continue to have the best seat builders in the industry.

In our foam department, there has also been line balancing going on as the company has been looking at ways to reduce manpower on the RU race track. The rework, inspection and material handler classifications have been affected. The line balancing has caused some frustration amongst our members as the balancing translates to less members doing the jobs.

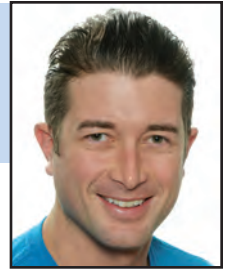
I would like to thank our H&S reps and Ergo reps who have been busy lately attending these P.E.R.s, taking notes and making observations in both the foam and assembly departments. Their involvement will give necessary input in the event that we need further time studies or ergonomic assessments in relation to the line balancing. Our foam department is no different than our assembly department in the fact that our members know that quality is first and foremost.

Lastly, I would like to congratulate all of our members who ran in our recent elections and who either won or were acclaimed to their positions. I would personally like to thank all of our members for your support in my acclamation as Chairperson. This is the first time that this has happened here at Integram. I am honoured to represent you for the next 3 years.

Sterling Fuels

MICHAEL MERRY, Chairperson

Email: mike.a.merry@gmail.com



It is rough start to the season

Well, it is no secret that things at Sterling aren't going well. We have a lot of orders against the site. It is simply disappointing to know how unprepared this site is for dealing with any health and safety issue. Thirty-two orders from the Fire Department, multiple work refusals not addressed, and the rail hasn't made any progress. I want to welcome back all of our laid off employees for another season.

We have just finished our week of training and it was another brutal one at that. The staff has been trained on MED A3, – a one day course on ship duties. We spent a day getting our VHF radio operators certificates, and another day on our pleasure craft license. We have yet to do any water rescue training, the boat isn't the right size, the PPE is all wrong and the eyewash station and shower won't meet standard, I'm betting. It is very frustrating how much this employer has become willing to gamble on keeping its doors open. With April 3rd, right around the corner, I am hopeful that the real people responsible for all this mismanagement will be held accountable.



At a membership meeting, Chairperson Mike Merry addresses the members about the ongoing challenges being faced at Sterling Fuels.

Peterson Spring

Kelly Lindsay, Chairperson

As we entered into the new year, January and February were busy months for us with quite a bit of overtime being worked. Our new Flex "N" Gate part is up and running in full production, along with the Cummins and Select parts we currently run.

The Refurbished FUL 10 heavy wire coiler operators have been working on sample parts for Polaris as well as some PAC parts. Hopefully we can gain new work and get this piece of equipment running on a daily basis.

As the end of March approached us the company announced devastating news that our current GM 672 program that was due to taper off by the end of 2018 will now be done sometime within the next few months. With no new work set to come into our plant there will most likely be a significant layoff in the near future. It is sad to say that with our current plant population at only 44 people and losing this work, it could affect many employees with a lot of knowledge in Spring Manufacturing and most of which have 20+ years seniority.

We have a long road ahead of us and will be facing a lot of challenges, in doing our best to keep as many employees working as long as possible.



ElringKlinger

Michele Grubb, Chairperson

We wrapped up Negotiations at ElringKlinger on March 31/17, which was the expiration date of the previous agreement. It proved to be just as tough a round of bargaining as it has in previous years. We were able to touch the top nine issues that the employees requested on their proposal sheets. These issues were, 20 minute paid lunch for all employees working in a facility with a three shift rotation, Wages, Pension, Benefits just to name a few. Although we were not successful in attaining post retirement benefits we were able to acquire a \$5,000 payout for anyone with 20 years of service and is 60 years of age upon retirement. We had our ratification meeting on April 2/17 with a vote of 73.3% + 100% from the Skilled Trades in favour of the new Collective Agreement.

I would like to thank the entire Bargaining Committee for the hard work they put in to this Collective Agreement.



Michele Grubb is seen addressing the membership on details of the new 3-year agreement.

New Owners . . . New Attitude!

Your Only Fully Unionized Chrysler Dealership



WALKER AT TECUMSEH

519 - 256 - 2303

Avancez

By **BILL ROSS**

Chairperson, Avancez
Email: billross@cogeco.ca

As of this writing, Avancez has 38 members with no one on lay off; 1 on light duty and 3 on various leaves.



I would like to take a moment to thank everyone who contributed to our United Way Campaign this past year. For our first year, and short notice, we had good participation from our members. In 2017, I'm hoping we can start our campaign earlier and match or beat our 2016 contributions. I would like to thank Mike D'Agnolo for the BBQ and Stacey Van Roie for coming to Avancez and educating the members about United Way and what it does for Windsor.

This past Christmas Season we sponsored a family of 6. Our members participation was amazing and I am looking forward to making this an annual event. Every child/family deserves to have a special Christmas and together if we can put some smiles on a family face it certainly puts a smile on mine.

Effective March 4th the company now has to match all members who contribute an extra 1.5% to their Defined Contribution Plan. It is important that we build on this in the future so we will all have an opportunity to retire with dignity.

It has been a little over a year since Avancez opened and we've been through a lot of changes. The process has been slow and steady but we are making progress.

I would like to congratulate everyone who participated and who have won their positions in the past elections in all the facilities.

Unifor Local 444 Apparel

Just in time for Spring and Summer, with men's and women's union apparel will be arriving daily at

The Tuck Shop

Upstairs at the Union Hall

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

CASH AND DEBIT

Northstar



KEVIN DUNN, Chairperson

Email: wunion@nsaero

I would like to start out by thanking all of my brothers and sisters at NorthStar for voting and believing in me through a time so close to the end of our Collective Agreement. I would like to also thank Kevin Lander and Mike Slaughter for their dedication and representation of the members in the past years.



I am looking forward to working with my Committeepersons, Dave White and Chris Thrasher, for the next three years and hopefully longer. Chris has just recently been elected and Dave has been on the Committee for the last six years. We know each other very well and I am confident that we will work great together.

Currently in our plant, we have 63 unionized employees with four that are probationary and one off on long-term disability. NorthStar is expecting to increase our workload and hire 30 new members before the end of the year. Some of these workers will be coming from our sister plant in Milton, shortly after their unfortunate closure in September.

Some of the new work includes the Trent 7000 project, which will increase to the existing Trent 1000 we currently have now. Most of the parts are the same components so they will be run side by side. The company also plans on building a clean room to support the new G.E. Assembly work that is coming from Milton in the 3rd quarter.

We are currently working five days at nine hours, with optional overtime on the weekends. The Company informed me that after the new Collective Agreement, that their intentions are to be open 24/7, with 2-4-10 shifts and weekend shifts that consist of three 12-hour shifts. Most of the members are not happy with this due to age, families, and the lack of language to support this shift in the contract.

Our Collective Agreement is expiring on May 31, 2017. We recently handed out and collected the priority sheets. On March 21, the Committee and I met at the Local with Mike D'Agnolo, 2nd Vice-President, to prioritize these documents. The members have a lot of concerns and requests and I know it is going to be a long road ahead, but I am confident that with our combined efforts and support from the membership, we can obtain a contract that is fair for everyone.

We have been very busy since our last edition of the 444 news. Our seniority list has grown to 310 members and we have five currently working through the probation period with 31 senior members out on various leaves between the two facilities. Plant 1 continues to run two full production shifts with a Skelton crew on midnights sequencing parts. Plant 2 has three shifts, midnights is a little light as less production and more sequencing of the batch build parts are done on this shift. We have had some short shifting mandated at plant 2 and we are doing everything we can to keep members earning the 40 hours a week we all need; thus far the company has been pretty good about not forcing us home early but we are a little nervous if the Pacifica build does not increase.

We just finished our elections at the plants for our bargaining committee and in plant representation I am proud to say we added two elected spots at Plant 1 bringing our total amount of elected reps to 9 (5-stewards, 3 committee and 1 chair). This is our largest team to date and I would like to thank all those who participated in the elections and congratulate the following on their respective positions; Nancy Hebert-Shift B Steward at Plant 1, Melissa Haskett(Moe)-Shift C Steward @plant1, Shawn Hamlin-Shift A committee@plant2, Ryan Harball-Shift A Steward at Plant 2, Kyle Longmuir-Shift B committee at Plant 2, Andrew Gatti-Shift B Steward at Plant 2, Mike Bagley-Shift C committee at Plant 2, Mitchell Capaldi-Shift C Steward at Plant 2.

I would also like to send a heartfelt thank you to the members who

voted Logan and gave me the honor to represent this amazing workforce for another three year term. I am committed to doing everything I can to grow our team into the best representation possible and fight for what we deserve both daily in the plants and at the bargaining table.

Our new pension language and raise took effect March 4th, I would like to remind and encourage all members to sign up for the 1.5% match, and if you do not contribute the 1.5% the company does not. This is approximately \$13.40/week (at top rate) you will contribute out of your pay and the company matches. I cannot express the importance of preparing for retirement. We have made huge gains in this area of our CBA. This new language will double the amount you contribute from about \$25/week to \$50/week. What a great example of the power of collective bargaining.

A top priority for our new team is getting the Jobs Committee up and running to create zones and the

By
**GERRY
LOGAN**
Chairperson

E-mail:
Gerry.Logan@zf.com



bidding process for zone ownership. We currently are waiting for the PDA's to be finished so we can make sure jobs are divided up fairly from an ergo and workload perspective. This will be a first for us and we will need to lean on our local for support through this.

The Jobs Committee will consist of JHSC members, union representation and rank and file members from the floor as well as the company's delegates we are hoping to meet this month to get the ball rolling.

Sheila Kriz will be retiring at the end of April and her replacement, Elisa Eisenbeiser who started on March 20. Elisa was previously employed at Integram and is well experienced in a union environment. We do not expect a whole lot to change but time will tell...

Solidarity Forever.



Wearing red, Local 444 support staff takes a moment for a photo supporting Equal Pay Day. The gender pay gap is unacceptable, and on average women must work 15.5 months – or 3.5 months into the new year – to earn what a man earns in 12 months.

By JENNIFER ALLARD

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



PLANT POPULATION

is 122 members with none on layoff

I would like to welcome three new members to our team plus also welcome the seven new TPT's.

As we all know summer is almost here and if you want or need certain time off, it is important you submit this prior to April 15th. Any time off submitted after the 15th will not recognize seniority.

The company has recently hired a new HR. We are being told she will be working on all the shifts for a little while to get to know our facility.

Short shifting has been a problem for some time now and has been very frustrating for all of us. Our hopes are that this is going to end soon so we can start earning a forty hour pay cheque on a regular basis.

ELECTION

We had elections on March 9th. Karen Fields and Jay Rivard were both acclaimed as committeepersons and Travis Gerard as our new Midnight Steward. I would like to thank everyone who participated in the election process and congratulate Karen, Jay and Travis. I know these three individuals will do their best to represent this membership the next three years.

On a personal note, I would also like to thank everyone for having the faith in me for three more years, I look forward to pushing the envelope forward for all of us at HBPO.

There are still two vacant positions on Shift 1 and 2, both are in

need of stewards. These positions are important to this Steward Body and I encourage anyone who believes in having a voice for us workers in labour to come forward.

Zorica Ball decided not to run

in this past election, I would like to thank Zorica for her hard work and dedication.

The month of February and March there were a number of elections from other facilities under the 444 umbrella and I would like to congratulate everyone who was acclaimed or elected to their positions.

Easter is right around the corner and this committee would like to wish everyone a great 4 day weekend!



DAKKOTA INTEGRATED SYSTEMS

E-mail:
armand.gervais@yahoo.ca

By ARMAND GERVAIS
Chairperson,



Plant population is at 190 with no one on layoff and 20 on various leaves. With our customer broadcasting low volumes of RUs at this time, we are experiencing short-shifting on a daily basis. Forecasting shows volumes picking up at the end of April – early May. With that said, hopefully we will see the short-shifting stop inside that time frame.

The sign-up deadline for members to contribute 1.5% to a **Defined Contribution Plan** was March 4th. The Company will match your contribution of 1.5%. Anybody who forgot or missed this date can still sign up. Please see Mag in the front office. If you have any questions or concerns about this, please see your rep. on shift, or myself.

Our elections were held on March 9th and the results are:

Shift 1	Michelle Carr Travis Taylor	Committeeperson Steward
Shift 2	Kim Bartlett Kelly Wilson	Committeeperson Steward
Shift 3	Kirk Weiko Armand Gervais	Steward Chairperson

At the time of this writing, we received confirmation that we are up for a United Way Award. Winners will be announced on March 29th at Caesar's Windsor. I want to thank everyone again who supported this great cause. We truly are making a difference in our own community.

Some community events for 2017:

- Moon in June for We Care For Kids – Saturday, June 10, 2017
- Tim Horton's Night Run/Walk for Maryvale Windsor – Sat., Aug.19, 2017
- Kidney Walk For the Kidney Foundation – Sunday September 24, 2017

Windsor Machine & Stamping

By **MARY ORIET**, Chairperson
mary.orient444@gmail.com



The current plant population is 124 with 14 on layoff and four on various leaves. The company has been working on the new gen 3 line in Plant 4. Many of the members have brought up some ergonomic concerns while training, so we have been in contact with OHCOW and are awaiting a date that they can come in to do an ergonomic assessment on the new line. Once the new Gen 3 line is up and running, it is the intent of the company to phase out the old line around the end of March.

We had a unit meeting with Dino Chiodo and Doug Boughner in December to discuss the vacation language in the contract and the fact that the company was denying paid vacation requests. We came to an agreement on the following items;

- Vacations will only be paid if there is accrual money in the employee's accrual bank.
- Employees will still be entitled to unpaid vacation request.
- Employees may decide how much they wish to withdraw out of accrual bank. (ex. Take off 40 hours, employees can request any amount in accrual bank).
- Employees can choose to have a payout in June every year, recognizing that the employee will only be granted future paid vacation request if there is sufficient accrual monies in accrual bank.
- The company is to canvass all workers each year to see if they would like a payout in June or carry accrual money over in the accrual bank.
- Employees can carry up to a maximum two years of accrual money in their accrual bank.
- Employees may also cash out accrual money upon request to the company.

We have had an issue with janitors going home early when being forced in on overtime. If the supervisor decides that their work is done, then it is at the discretion of the supervisor to let them leave early. We will continue to monitor this situation.

In closing, I would like to thank the committee for their hard work and all the members for their continued support.

Point Edward Casino

LINDA SPENCE, Chairperson, P.E.C.



AS OF THIS WRITING we have 225 members with no one on layoff. With transition fast approaching, May 9, we have come to a deadlock on several issues. It has been hard to get meetings with the company as they always seem to be tied up with Gateway in meetings. We were able to have a grievance meeting to present our final arguments for two of our outstanding grievances that we feel are very important to our membership. We are awaiting a response from the company to see if we will be able to resolve these issues or we may have to push them to arbitration.

We continue to argue and push on many different issues but it seems that most answers lead to more roadblocks, we look forward to the arrival of Gateway. Although, we are not privy to all the details, in the near future we are hoping there will be a significant investment in our site. On March 21, 2017 we had a unit meeting where we were able to discuss some of the site issues as well as walk through the Gateway benefit packages that were handed out to all employees.

I would like to thank everyone who took the time to come out. We will be holding another meeting shortly after Gateway takes over to answer questions on the transition. Our members are trying to have a positive outlook and are hoping for new opportunities this transition will bring. The Union is looking forward to working with Gateway. If anyone would like more info on Gateway and the different brands of casinos they operate please visit www.gatewaycasinos.com. This site explains the different branding and dining options that their gaming sites offer.

TRANSALTA REPORT

By **LUC CHARTIER**,
Chairperson, TransAlta
E-mail: Luc_Chartier@transalta.com



I am pleased to announce that both Terry and I have been acclaimed in our positions for another three year term. Now, we will need to prepare for the upcoming bargaining scheduled for this fall. We expect challenging negotiations even if we do have a little more certainty and security going into these negotiations than we did the last.

The plant is currently extremely busy converting our base loaded plant to peaking power plant. On top of that, TransAlta has an aggressive cost savings program that is adding to our already over-burdened workload.

Things are quieter and running smoothly at the WAP powerhouse.



Automobile Transport Services

By DAVE SKIDMORE

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



Now 47 drivers on the seniority list at ATS, as one person quit in January. We also have three off long term for various medical reasons, which has contributed to us being very busy lately with almost every Saturday being mandatory for all drivers. With our small workforce, four fewer drivers daily has a huge impact. The recent closure of I-75 South in Michigan has added extra time to our Toledo and Taylor destinations for which the company is currently refusing to compensate us for. Our challenges continue with the company on issues such as seniority dispatch (where it looks like we are headed to arbitration) and delay pay where the new electronic log system doesn't show legitimate delays. Discipline is definitely on the increase for cargo damage, attendance and the seemingly all encompassing Rule 9- 'Failure to make a reasonable attempt'.

The recent announcement regarding the potential outsourcing of FCAT is obviously bad news for all concerned. The company should keep in mind that cheaper is not always better. It also has our drivers concerned about the long term employment prospects at ATS. Seems most jobs now fall into the category of precarious work, as you never know when a corporation will want to give your job to someone who will work for less.

AWC CHRYSLER

By MARK BOURDEAU

AWC Chrysler Operations
Email: mbourdeau5@cogeco.ca



First Quarter Report 2017

As we approach the end of the first quarter of 2017, we at AWC Windsor have experienced steady work for the most part. On January 15, 2017, our members ratified their Collective Agreements. The Chute operations ratified at 78.6% and the Drive Away ratified at 89.2%. Both operations made significant monetary and language gains. The Drive Away also made substantial gains with their benefits.

At our Rail Loading facility, they have been experiencing significant work with overtime. They continue to provide exceptional service with the sorting, inspecting, and loading of the Chrysler vehicles.

I know our team of AWC employees at our Chute Inspection, Drive Away, and Rail Loaders will continue to provide the best service and respect when handling all Chrysler vehicles.

On a final note, as the Trustee Representative for our current and past pension members, I want to update and give all of you who aren't familiar with our situation a brief outline of what is currently taking place. As of December 26, 2016, the ECCCCP Plan has terminated and it will proceed with the wind up process, which could take anywhere from 12 to 18 months. Our current board is cautiously optimistic that they will do their due diligence and preserve obligations during this process.

At our CACL Plan we are continuing to explore all options with respect to the future of the plan. We will continue to communicate to all members when we have more information available.



Dresden Raceway Slots

JASON KEARNS

The currently Dresden Slots has a membership of 46 with 18 full time members and 28 part-time members. The unit elections took place in February to form today's committee: Jody Nichols, Committee person Zone #1 Cheryl Johnston, Committee person, Zone #2 Jason Kearns, Unit Chair. Thanks to Doug Boughner (vice president Local 444) and Charlie Virga (Grievance Co-ordinator, Local 444) and all involved with our Unit elections.

Seniority is now locked with the dates ranging from 1999 to December 2016. The first grievance was submitted to the company on March 2017 for a seniority challenge. The company could not dispute the challenge which resulted in the Union winning the grievance on behalf of the worker.

The site is currently experiencing the slow process of dis-

tributing first time shift bids to the full time employees. The Committee is trying to keep the language in check with how management introduces the shift bids. Our part time employees shift preferences are complete. As the dust settles with core shifts and preferences in place we can now track how the core hours are being distributed amongst the members in each department. The membership is filled with anxiety with the changes in the workplace with the signing of our first contract, along with the fast approaching date of May 9th where Gateway Entertainment will be taking over. The Committee will be working closely with the local over the next month to put the members at ease through the transition.

As it looks on line and in internal memos the new service provider is a hands on employer that wants to excel with its employees. I look forward to working with Gateway Entertainment management and I believe we can have an excellent employee employer relationship that builds on trust and respect, family values and a lasting bright future for all.

Retirees' Chapter

By
GERRY GRAHAM
Chairperson,
Retirees' Chapter



Health Care Trust Plan

On our Health Care Trust Plan, I can still tell you nothing has changed; we are still good. Without our great Greenshield plan that was bargained from your union we would be poor. Our Pensions also remain the same. With the Trump factor in the mix, who knows what he will do in manufacturing; it could very well affect all of us including retirees. Trump still wants to rip up the NAFTA agreement, something we fought against decades ago. This is a huge concern for Canadian Auto Workers and Retirees The USA is our biggest trading partner and Trump has promised jobs, jobs, for USA workers. No mention here for jobs for Canadians. We ship more to the U.S. than they ship to us. However they do rely on Canadian content to keep their plants running. Personally I think he just may be better off if he just stopped talking.

Trudeau made a lot of promises during his election campaign. Now is the time to hold his feet to the fire and make good on those promises.

Your board has attended many ral-

lies pertaining to the Health Care Accord ACT. What are really needed are health care strategies at the federal and provincial level. No senior or retiree should have to retire in Canada into poverty without the health care they need, after a life of hard work. Retirees and seniors are still waiting for increases on OAS, GIS, and CPP that are still on the table. Hydro one, and cap and trade carbon tax has now become a huge issue for our retirees and folks at minimum wages. This is taking our money out of our pockets and now we are waiting for Trump's other shoe to drop. The fight for a Fair Wage must continue.

CETA, another promise our Prime Minister made and yes he did sign the European trade agreement in principle. Folks, if this goes through we will lose a lot more than jobs than the NAFTA agreement. The ironic thing is President Trump has promised the USA will not sign on to CETA. Let's see how long that promise will last.

While I'm on politics, I should mention and include Municipal Councillors and Mayors who are just sitting on the sidelines doing nothing for seniors. Our fight is their fight; they should have the courage to stand up and voice their concerns to the Province and Federal government on behalf of seniors and retirees who voted in the last election instead of out-sourcing good and fair paying jobs to private for profit companies that will not be there for our children and grandchildren. We are watching you!

Health Care

On the new mega hospital I am all for it however I believe they should keep the Windsor Regional and Ouellette Campus hospitals open with the proper staffing. Seniors will be doubling 10 years from now.

Due to the influenza this year, hospitals were 115% over full capacity. As we retirees and seniors age and the natural weakening of the immune system also increases the chances of getting influenza (also known as the flu) is higher for seniors which results in serious complications and much longer hospital stays. They experienced 70% of hospital stays and 91% of death due to influenza.

Although the standard shot is maybe

... cont'd on next page

ANNUAL SPRING LUNCH TICKET SALES

The event will take place at the Caboto Club on

Wednesday May 24th, 2017

Tickets will be on sale at the union hall Monday and Tuesday, May 8th & 9th from 8 am until 2pm. Tickets will be sold on a first come first serve basis with no refunds.



In January Local 444 was well represented at the Zehnder's snow sculpting competition held in Frankenmuth, Michigan. Proudly wearing Local 444 winter attire, Retiree Pat Conrad and his team Bryan Lane, Denis Bolahan and Mark Burchnell take a photo-op and display their sculpture, named "Canadian Bacon".

RETIREES CHAPTER ... cont'd

one way for retirees to avoid getting the flu is not enough. Seniors are less responsive to the standard flu shot because of the natural weakening of a senior's immune system over their lifetime.

The Americans have been using a flu shot called Fluzone High-Dose Seasonal Influenza Vaccine for seniors. It is four times more effective and it is keeping retirees and seniors out of hospitals with faster recover time. Approximately 50 million shots have been administered in the states since 2009. Unfortunately it is not covered by our Ontario Drug Plan. At \$70 a shot a

senior and a spouse would have to pay \$140 and cannot afford it. Can we blame them? Of course not? Pay your Hydro or \$70 for each shot to keep yourself and spouse out of hospital. I, along with others have brought this to the attention of the government and hopefully it won't fall on deaf ears as so many things in the past have.

Our health care system is the jewel of Canada and should never be underfunded nor be under a microscope to keep cutting. There other ways to find money and they should start with the CEO's bonuses and wage scales that are associated and run by the Government, such as the post office, Ontario Hydro, etc., to name a few.

They know about it and most doctors know as well. Talk to your doctor next time you go for an appointment. We had the same problem getting the shingles shots for seniors and retirees two years ago and it is now available free to seniors between the ages of 65-70.

Now we need the provincial government to make this Fluzone High Dose flu shot free for all retirees and seniors as well to all Canadians over 65 plus. At the end of the day it will keep a lot of our retirees out of hospitals and shorter stays.

This is licensed in Canada, available in Canada, and comes from Ontario. Think of all the health care dollars, that can be saved and bring back all our nurses because we are going to need all of them as we age.

UNIFOR LOCAL 444 EXECUTIVE BOARD

DINO CHIODO	President
DAVE CASSIDY	Secretary Treasurer
JAMES STEWART	1st Vice President
MIKE D'AGNOLO	2nd Vice President
DOUG BOUGHNER	3rd Vice President
SANDRA DOMINATO	Recording Secretary
DAVID SKIDMORE	Trustee-Chair, A.T.S.
MANNY CARDOSO	Trustee
SUSAN McKINNON	Trustee-Chair, Women's Com.
FRANK HARSHAW	Sergeant-At-Arms
CHARIE VIRGA	Member-at-Large
CATHY PRESTYKO	Member-at-Large
TIM LACHAPPELLE	Member-at-Large
DARRYL DESJARLAIS	Guide
TONY GRECO	Chair, W.A.P.
PAUL RENAUD	Chair, WAP Skilled Trades
DANA DUNPHY	Chair, Caesars Windsor
LINDA SPENCE	Chair, Pt. Edward Casino
JASON KEARNS	Chair, Dresden Raceway Slots
DAVE SIMONE	Chair, Integram
JOHN BIEKX	Representative, County Units
MARY ORIET	Chair, Windsor Machine Stamping
GERALD LOGAN	Chair, TRW
ARMAND GERVAIS	Chair, Dakkota
JENNIFER ALLARD	Chair, H.B.P.O
BILL ROSS	Chair, Avancez
MARC BOURDEAU	Chair, AWC
KEVIN DUNN	Chair, Northstar
LUC CHARTIER	Chair, TransAlta Energy
MICHAEL MERRY	Chair, Sterling Marine Fuels
GERALD GRAHAM	Chair, Retirees Chapter
SEAN BEZAIRE	Chair, Steward Body
WAYNE MACLEAN	Chair, Education Com.
SCOTT RICHARDSON	Chair, Recreation
GORD GRAY	Editor / Public Relations



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.

George Darby Retired
Janko Perica Retired
Melvin Ouellette Retired
Roger Lebert Retired
Giuseppe Fiorvento Retired
Christopher Fleming Active
Sylvia Jackson Retired
Jose Morera Retired
Charles Cournoyea Retired
Christopher Gibson Active
Thomas Avellino Retired
George Ternovan Retired
William Cox Retired
Donald Dayne Retired
Kazimierz Pierzak Retired
Patrick St. Jean Retired
John Kelch Retired
Charles Garvey Retired
Joseph Szarka Retired
William Doering Retired
Gaetan Gagne Retired
Joseph Dremba Retired
Ernie Ouellette Retired
Izzy Renaud Retired
John William Dowan Retired

James P. Dowell Retired
William Fennre Retired
Jaime Costa Retired
Paul Sauve Retired
Jim Caverhill Retired
Leonardo Grado Retired
Kenneth Wright Retired
Leo A. Proulx Retired
Pierrette Wallace Retired
Wilfred Gagnon Retired
Ernest B. Bodechon Retired
Oscar Bechard Retired
Leo Savard Retired
William Wilson Retired
Donald Durocher Retired
Steve Talbot Retired
Jean-Paul "John" Seguin . . . Retired
Randy Van Every Retired
Philip Labute Retired
Steve Chaborek Retired
John Kellerer Retired
William R. Shelson Retired
Abdon Huard Retired
Michael Ade Retired
Juanita Keough Retired

RETIRING MEMBERS

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

This list of Retirees includes inactive members (S&A and EDB) of Fiat Chrysler Automobiles (FCA)

December, 2016

Edward GagnonFCA
Wayne BeneteauFCA
Michael Bringas.....AWC Chrysler

January, 2017

Doreen WhiteFCA
Deborah Watson.....FCA
Dales TweesFCA
Jeffrey Turner.....FCA
Karen TaylorFCA
Richard Suzor.....FCA
Brian SutherlandFCA
Danny Stefanovich.....FCA
Denise SiroisFCA
Rick Sim.....FCA
David Shepherd.....FCA
Prahlad SawhneyIntegram
Laurent RoyFCA
James RobinsonFCA
Christopher RichardFCA
Dale Renaud.....FCA
Scott Penney.....FCA
Gaston PelletierFCA
George ParrFCA
Bernard Paczekaj.....Integram
Ronald OuelletteFCA
Thomas O'Neil.....FCA
Francis O'Connor.....FCA
Rosemarie MorencyFCA
Philip MorelloFCA
Paul MelegFCA
Timothy McInnisFCA
Kenneth McDowell.....FCA
Don McDowall.....FCA
Graham Martens.....FCA
John Malone.....FCA
Robert MaletteFCA
Lawrence MaillouxFCA
John LittleFCA
Gordon LemmonFCA
Davis LarocqueFCA
Anthony Lanoue.....FCA
Ralph Land.....FCA
Paul LalibertyFCA
Marc Laforest.....FCA
Cena KundevskaFCA
Mendo Kolevski.....FCA
Leonard JonesFCA
George Johnston.....FCA

Richard Johnson.....FCA
Vasilka Jankulovski.....Integram
Randy IliffeFCA
John Hush.....FCA
James HickeyFCA
Zdenek HezkyFCA
Jame HergottFCA
Mark Henderson.....FCA
George HatneanFCA
Neil GravesFCA
Steven GraffFCA
Todd GoddardFCA
Richard GauvinFCA
Edward GagnonFCA
Gary Gagnier.....FCA
Dale Flood.....FCA
Peter FehrIntegram
Gordon FarrandFCA
David FairlieFCA
Thomas DumouchelleFCA
David Dufault.....FCA
Robert CsecsFCA
Mike Coppola.....FCA
Gary ConliffeFCA
Chhath Chhem.....Integram
Domenic Caruana.....FCA
Jerry CampeauFCA
John CameronFCA
Dave BuryFCA
Timothy BuhlerFCA
Paul Brown.....FCA
Carey BoutetFCA
Bernard BondyFCA
Zoltan BlumenrederFCA
Wayne BlaisFCA
Wayne BeneteauFCA
Thomas BaloghFCA
Michael AssefFCA
Vivianna AndreattaFCA

February, 2017

Gary Stubberfield.....FCA
Clementino SlotoFCA

Danny SmithFCA
Prahlad SawhneyFCA
Cecil RousseauFCA
Thomas Craig RobinsonFCA
Robert PlackmannFCA
Lori MorFCA
Gord MoghaddamFCA
Scott McPhersonFCA
Lana MarleauFCA
Richard Legault.....FCA
Martin LeblancFCA
Velko JovcevskiFCA
James JourdinFCA
Neil Gillis.....FCA
Michael Gagnon.....FCA
Dale FerencFCA
Mohamad El-MaisFCA
Brian CurtisFCA
Richard CojocariFCA
Larry ChevalierFCA
Rosemry CampbellSouthgate
Todd BruchFCA

March, 2017

Suzanne TonerFCA
Brian ThomasFCA
Rick RaczkaFCA
Joseph Rachwan.....FCA
Gregory ParentFCA
Bruce MoirFCA
Eugene McNamara.....FCA
Larry McKay.....FCA
Daniel MahoneyFCA
Doug Lougheed.....FCA
Brian LambierFCA
Donald Knight.....FCA
Henry Kirst.....FCA
Austin Grant.....FCA
Patricia Godden.....FCA
Lisa GagnonFCA
Louis Ferrari.....FCA
Jeff DanylukFCA
Kenneth CabanaFCA
Gene ButlerFCA
Daniel BedardFCA
Lawrence AlexanderFCA



Women's Committee

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



Women and girls can do anything!

On February 22, Lieutenant Governor launched 150 stories – Terry Weymouth was one of 150 who wrote a 150 word story celebrating Ontario. If you tour the Legislative Building at Queen's Park you will receive a complimentary printed copy of 150 Stories.

"Terry Weymouth worked in the automotive industry until 2005, when she became a National Skilled Trades Training Co-ordinator for Unifor.

As a successful woman in trades, for me what makes Ontario great is the opportunities that our auto industry has provided for women. I'm a third generation auto worker, a licenced electrician, and a national skilled trades training co-ordinator for my union – Unifor.

Thirty years ago, as a young mother and apprentice electrician in Windsor, I was uncertain of my

future. As I sat in my garage, trying to memorize the names of the tools of my trade, I could not have imagined being where I am today. My work with the union has contributed to changing attitudes about who can become a skilled tradesperson, and I have witnessed firsthand the progress that women are

making in the industry and the workplace.

Ontario's auto industry has not only created opportunities for women, it has also helped build a strong economy and contributed to the bright future of all Ontarians."

Terry Weymouth is the new recipient of the Sisterhood Award from Women's Enterprise Skills Training of Windsor – for demonstrating passion and perseverance for women's equality. Terry is actively engaged in the Windsor-Essex County community and continuously supports women's issues.

Congratulation Terry!

Affirmative Action & Human Rights

By **BARB LOWE**, Chairperson
Email: local444humanrights@gmail.com



March 21st was International Day for Elimination of Racism.

With all that has been happening in the United States, such as the travel ban, our attention has been diverted from the divisions here in Canada. We seem blinded to the rise of fear and hatred in our own country. We were shocked when the attack on the mosque in Quebec happened where six muslim men were killed while in prayer. Violent acts of hate, racism and discrimination in Canada are prevalent and on the rise. We hear of Muslim women being spit on, abused verbally and physically, beaten and berated almost weekly. We are still watching as our indigenous women are disappearing or being murdered. We are hearing cries from children on the streets or playgrounds at their schools of being bullied and

beat up by their peers.

Come on, sisters and brothers, we are better than this! We need to open our eyes and be aware that this is happening, to use our voices to let them know this is not ok!. We need to tend to our people here at home and stop the racist and discriminatory practices we are seeing more and more of, not only on social media, but in our own neighbourhoods.

Unifor Legal Services

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



TERRY WEYMOUTH
Terry's story is number 79

YOUTH COMMITTEE

“Just Getting Started”

Congratulations to all the new hires who have been welcomed into the Local 444 recently. My name is Dustin Heggie, Chairperson for the Youth Committee. For those who are wondering what the Youth Committee is, allow me the opportunity to share with you!

We are a group of young individuals, many of us union members for the very first time, who have embarked on a new career and are motivated enough to get involved within their Community, Workplace, and their Union.

When this first started up, I recall asking our leadership, "What are we supposed to do? What are our expectations? Where is, this going?" etc. Through a series of conversations a lot came to light. I was told to "Think big! Think outside the box! Also, do not be afraid to get involved."

So, in the last few months that is precisely what we set forth to-do. Get involved, think big and think differently. We require you, the person reading this, to get involved.

I'm sure you have heard it before, "Come out to a general membership meeting if you want to get involved in the Union" where words are said fast on the microphone, hands go up, votes get passed, 4-5 topics later you feel overwhelmed with what is going on, it's over before you know it and you haven't had the opportunity to say two words. Eventually you're

By Dustin Heggie

Youth Committee
Chairperson



on your way home likely confused a little. And that's okay!

I've been there myself, Maybe even more than once. It is all part of the learning experience.

I'm asking you to come meet some new people who are also looking for their role within our Union whether it be big or it be small.

Our committee is an excellent start point because of our group's dynamic build. Some of our members sit on other committees, sometimes other community organizations or workplaces that are not associated with Unifor come to us for help on campaigns. Some of our members are pursuing great causes such as 'The fight for \$15' or 'Make

it Fair' and others who want to be able to work with likeminded people to give back to the community. We have opportunities that you might not be aware of that YOU might be interested in getting involved in.

Are you familiar with Port Elgin? Are you aware of the McMaster / Unifor continued education program? Are there things you want to learn more about, would like to see done or be involved in?

I ask of you, as your Co-worker, your Union Brother and as the Chairperson to this committee; please, come on out, to listen to what we have to offer and to share your input and ideas. You are an important member to our union and we would love to see you at our next meeting.

We, the youth are the future of this Union. It is important to get involved today. Learn and experience as much as we can so that when the day comes when the torch is passed onto the very large group of new hires that has come through the Chrysler doors over the last 2-3 years, we will be prepared.



Seen are Youth Committee members participating at a press conference at Sterling Fuels denouncing the company's neglect towards the workers, community and the environment.

Employee Family Assistance Program

By **BRUCE MALCOLM**

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



Well, February has passed and we now move closer to Spring and I would like to share some of my own thoughts on what is called enabling. What is enabling? Enabling is a form of misguided love. Enabling is sacrificing, protecting, helping, giving, supporting and of course loving someone who has the disease of addiction. Whether it be drugs alcohol, gambling, etc. you get the picture, enablers help support the addicts disease or recovery.

Families are torn apart by the outcome and consequences of their actions in trying to help an addict toward recovery. Families can always recall and recount the numerous times they gave in to the requests from a loved one where they gave money. Families have bailed him/her out of jail, cosigned loans, given money to pay bills, etc and of course only to find out it back fired. Now the enablers are filled with negative emotions of anger and guilt and then you hear those awful words "You are just enabling him/her, if you want them to get better, let them fall don't give in to their requests. Families are now branded as suckers or bad parent, brother, sister take on the guilt of being labeled as such. Family members are more than ready now to deny even the smallest or reasonable request from the addict or alcoholic.

There are two forms of enabling as I see it, the first one being "negative enabling", one that enables the

alcoholic or addict with money in order for him/her to further their destruction in the disease. Enablers advance the continued addiction, and sometimes this is done to relieve their own sense of guilt because in some obscure way they feel it is their fault. Some examples of this are (as they are being told by the addict or alcoholic):

- Giving money because they need it for a monthly rent or mortgage payment
- Lying to the employer or to the police, other family members, etc
- Giving money to pay off debts
- Allowing the theft of money or goods without creating and enforcing consequences

The other form of enabling is one of a supportive role, which enables a recovery from their addiction. Some examples of this might be:

- Refusing to give money for rent instead writing a check to the mortgage firm or renter
- Refusing to lie to the employer or police about crimes or absence from work
- Agreeing to drive them and support them in group meetings or treatment on their way to recovery
- Making a contract with them with consequences for not staying clean & sober
- Following up on agreed-upon contract of for example of hav-

ing the addict or alcoholic leave home for violating the terms of the contract with the family

Almost every family has had to go through some sort of negative enabling. They have had to be hurt, ripped off, lied too, and played on enough times until they cannot take it anymore. Here lies the opportunity for the family to deny the alcoholic /addict for the right reasons with therapy. With therapy the families can enable addicts/alcoholics with a positive outlet for the wonderful caring love and successful recovery for both the addict and family.

Every one of us can use a helping hand every now and again, so please don't wait until you lose your family, your savings or even your job. We are here to help get you back on track, please call 519-258-3481 and let's get a plan of recovery going for you.

I would also like to take this opportunity to invite any member that may be interested in helping others to participate in the EFAP focus group. To learn more about the Focus Group contact Lori Breutigam at

efapfocusgroup@gmail.com

We also have support meetings every Friday at 1:00pm at the Local Hall, 1855 Turner Rd for Unifor members and families. If anyone is interested in attending these meetings or just looking for a place to talk please don't hesitate come on out.

Education Report

By
**WAYNE
MacLEAN**
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



Be a part of it

The Local 444 Education Committee is a place for our members to come and participate in a way that reflects what they want to see out of their union. Participating in any of the Standing Committees of the Local Union means that you have a voice and are using your valuable time to make a difference in other members lives.

We say it all the time; anyone can attend the meetings of the various standing committees so please, drop in, let us know your ideas, feel welcome.

Area Education Classes

This spring as Chairperson, I will be sitting with representatives from other area Locals as well as National Education Department staff to talk about the educational needs and requirements of our members locally. This training we will discuss happens yearly and pertains to the one-day area schools that take place in the region. If anyone has a particular one day course they would like to see held in this region, please contact me at wmaclean@uni444.ca and let me know.

High School Program

This year has been a very successful year with our High School

Presentation program where volunteers go into high schools and present information related to the relevance of unions in the community.

Every year we have hundreds of high school age teens that participate in this program that gives them the opportunity to apply for the Local 444 Education Committee Rich Montague

Memorial Bursary amounting to \$500 (there are two of them). We are in the process of designing a one-day class that all members' children about to enter University or College can attend at the local union which would then give them the opportunity to apply for the bursary.

This opportunity for Local 444 member children is a big step forward for this presentation as it has always taken place in high schools and you could only apply if you had been a participant. By having a day where we can teach members children at the hall, it opens up the ability for more of our Local 444 family to have a chance at getting one of the bursaries.



Members from the Education Committee take a moment for a photo shortly after their regular monthly meeting.

Environment Committee



By **RICHARD LABONTE**
Environment Committee Chairperson

local444environmentcommittee@gmail.com



As result of the recent election for Standing Committees, this is your Environment Committee for next three years and please understand this is the list of Local 444 union delegates that are the governing body of the committee. However, every 444 member is welcome to participate and forge the direction of our committee. We are very inclusive and we also encourage members to bring their spouse if they wish to do so.

Rick LaBonte – Chairperson

John Bacon – Vice Chairperson

Allison Kozolanka - Recording Sec.

Mark Bartlett - UNIFOR

Environment Community Rep.

Larry Breen, Michael Denunzio,

Charles Grieve, Brad John, Ryan Labbee, Kevin LaBonte, Paula Little, Albert Nari, Timothy Padgen, Jeryn Pinsonneault, Richard St. Denis and Winston Reid.

FACEBOOK

We have a Facebook page entitled Local 444 Environment Committee, please join us by clicking “like” and be informed on latest endeavours and campaign.

EARTH DAY

There was an Earth Day celebration held at Malden Park on Sunday, April 23. It was a fun-filled day for the family. Our committee had the pleasure to educate and entertain the public with our “Environment in Jeopardy” game. There was so much to see and do at

that event and the admission was free.

NEXT MEETING

Our next Environment Committee meeting is on Sunday, April 30 at 9 a.m. at the local union hall on 1855 Turner Rd, Windsor. You are welcome to attend.

STERLING FUELS

I would like to acknowledge and

praise the local leadership for their courage and determination to address the health and safety and environment issues surrounding Sterling Fuels. I believe it is being handled very well and proactively to the potential disaster that could occur. Our committee was notified at the February membership meeting and we have joined the campaign in concert with the Youth Committee. We are monitoring closely and you can be updated by visiting our local 444 web site or our Environment Committee Facebook page.

There is a Facebook page dedicated to issues surrounding Sterling Fuels entitled **UNIFOR LOCAL 444 STERLING FUELS ACTION SITE**. Check it out!



Seen are the Local 444 Environment Committee who actively takes part in the community with all types of well thought-out projects in educating the public and protecting our environment.



Seen are concerned Environment Committee members in protest with signs denouncing the inaction to clean up their property at Sterling Fuels in Windsor.

Union In Politics COMMITTEE

Taxes

It is tax season and many members of our own families may be entitled to a disability tax credit and could possibly not know it. There are companies out there advertising to assist Canadians in obtaining a disability tax credit from Canada Revenue Agency (CRA). They charge sometimes very high fees. This benefit is one that you can apply for yourself without a lot of complications. You do not need to hire a firm to apply for you. This disability amount is a non-refundable tax credit that a person with severe and prolonged impairment in physical or mental functions can claim to reduce the amount of income tax he or she has to pay in a year.

People with one of nine long-term disabilities can benefit from a significant yearly tax deduction, even more if they seek retroactive credits. Anyone who has problems with seeing, speaking, hearing, walking, bowel or bladder functions, feeding, dressing or performing mental functions necessary for everyday life may be eligible for credit. For example: If someone isn't able to walk very far unassisted, they are likely eligible for the credit. Your doctor may think that you need to be in a wheelchair to be eligible for credit, but that is not the case.

Anyone who can't fill out the forms because of poor vision or they can't articulate their thoughts will also likely qualify. Anyone who needs life sustaining therapy to support vital functions, such as dialysis, can also apply. To be considered, the impairment must have lasted, or be expected to last for at least 12 months.

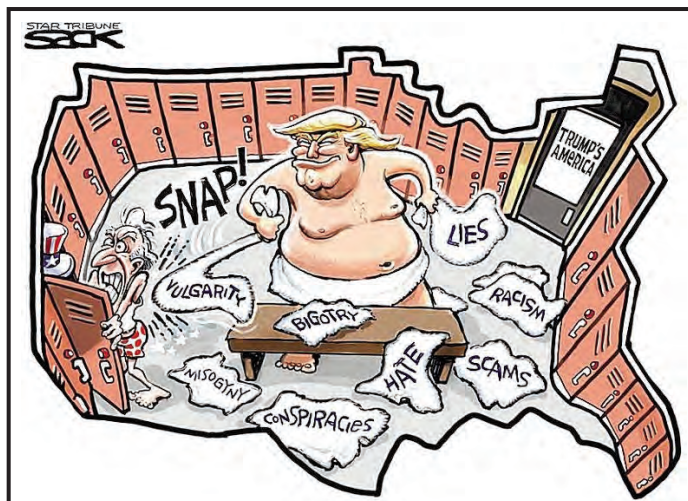
In order to apply for this credit, you must bring a form T2201 to your physician to complete and send it to CRA. If your physician has indicated that your disability began in a previous year, you can ask for reassessment on those tax years. The link for the form T2201 is:

<http://www.cra.arc.gc.ca/E/pbg/tf/t2201-16e.pdf>

Trump

President Trump is not making very many friends these days. With a 37% approval rating, even Republicans are against the proposed changing to Obamacare and the crazy direction he's headed. He is infringing on women's rights, and still wants to build a wall between Mexico and the U.S. There's speculation that the Russians were involved in his election and let's not forget about him accusing Obama of wire taping.

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



His aggressiveness on NAFTA and the certain groups he's trying to ban from flying in and out of the U.S. is causing chaos at the border for our nurses and doctors who are being delayed and denied entry to the U.S. for work at hospitals like Henry Ford. All this in just a couple of months and certainly I'm sure will get crazier as time goes on. That's what you get when you have the 1% in charge and make no mistake, it's going to be a long four years.

Summer Slo-Pitch



**Stay
Healthy**

WINDSOR-ESSEX COUNTY SENIOR SPORTS ORGANIZATION

A non-Profit organization for men and women, ages
55 years and over.

**No experience required -
All skill levels accommodated**

*Get off that couch, meet new friends,
and get exercise!*

For more information visit our website or contact:

Bill Magone, 519-996-9365	bmagone@cogeco.ca
Brian Adlam, 519-735-5438	b_adlam@hotmail.com
Rick Anderson, 519-734-0173	rickanderson@live.ca

Hôtel-Dieu Grace Healthcare

CHANGING
LIVES
together
foundation

7th Annual

BOB PROBERT RIDE

Supporting Cardiac Wellness Programs at

Hôtel-Dieu Grace
Healthcare
CHANGING LIVES TOGETHER

Sunday, June 25, 2017

11:00 a.m. start

Launching from

Thunder Road Harley-Davidson

Registration:

\$20 per rider / \$10 per passenger

9 a.m. registration

Preregister and receive a
FREE Probert Ride gift

Receive a FREE Probert Ride T-Shirt
with \$100 or more in pledges

The Most Wonderful Event of the Year 2016



(519) 257-5234

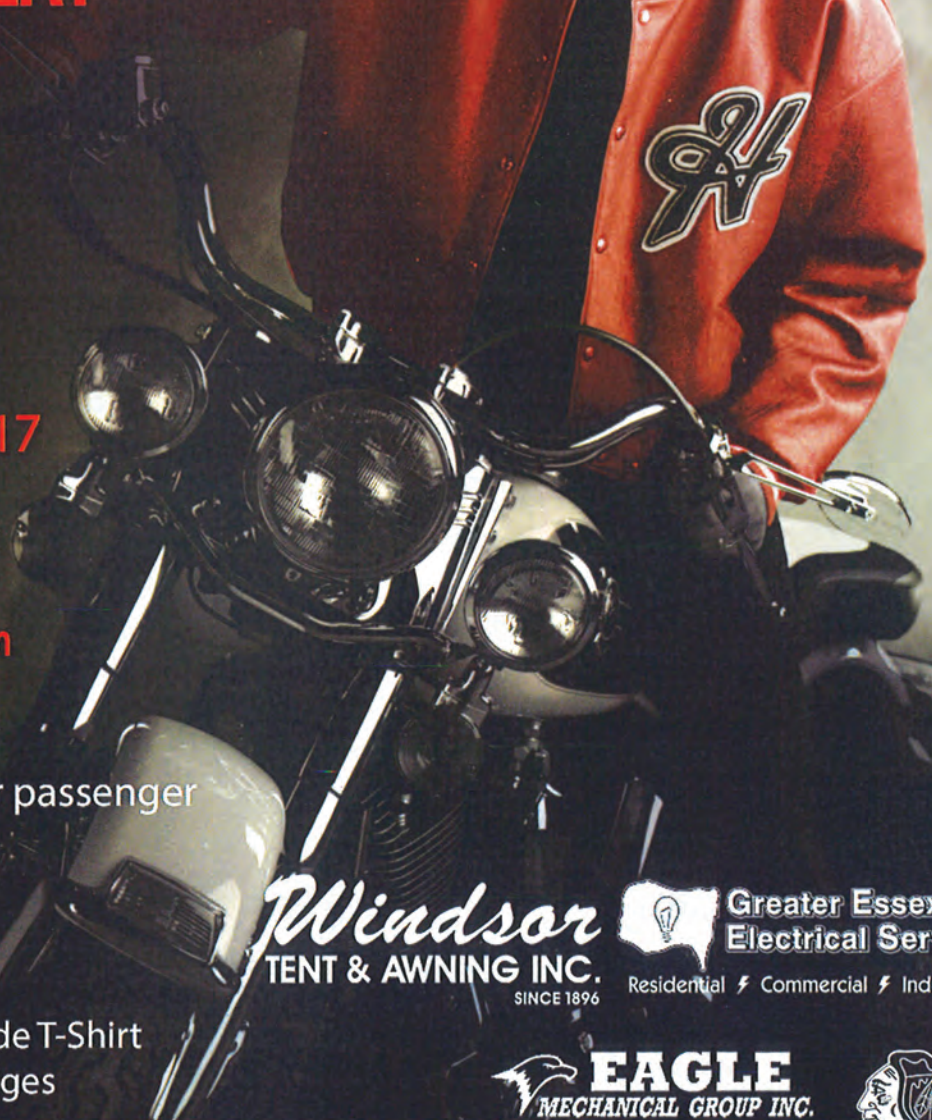
www.probertride.com

www.facebook.com/ProbertRide

@BobProbertRide



proudly
presents



Windsor
TENT & AWNING INC.
SINCE 1896



**Greater Essex
Electrical Service**

Residential ⚡ Commercial ⚡ Industrial



EAGLE
MECHANICAL GROUP INC.



Media Sponsors



Community Services Committee



Sue Najem
snajem@uni444.ca

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



In February the Community Services Committee put together 100 bags for the homeless. We bagged toiletries and snack type items as well as a \$5 Tim Horton's gift card which was donated by the Executive Board. On March 17th, members of the committee and other volunteers went to Street Help and handed out 70 bags to the homeless that were there that day. The remainder of the bags were donated to the Windsor Youth Centre. All the items were well received and appreciated. Thank you to all who were involved with putting this all together.

On April 13th, we held our annual Pasta Fundraiser which turned out to be a huge success and continues to grow. This fundraiser helps us raise money to do the projects and initiatives that we do in our community.

On April 22nd we will be at Devonshire Mall collecting Bikes for Kids from 9 am - 5 pm. Help put a smile on a kid's face. If your kids have out grown their bikes please think about donating them to us on this day. We have collected, refurbished and handed out over 1000 bikes over the years to kids in our community that would not be able to have one other-

wise. This Collection is coinciding with the Devonshire's A.C.T. Recycling Day. This is a great time to start your spring cleaning. Along with bikes, you can recycle computers, batteries, phones, DVD Players, TVs, gently used clothing, tires (limit of 4), microwaves, old medication and more.



Members, family and friends are seen enjoying themselves with great food and prizes at the Pasta Fundraiser



Proud members from Unifor Local 444 Community Services Committee take a photo-op after packing bags for the homeless.