



THE 444 NEWS



Building our Union – Strengthening Our Communities

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WINDSOR, ONTARIO

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*From our Unifor Local 444 family to yours, we wish
you a magical Holiday Season with joy, peace,
and good health into the New Year.*

Inside

Work Continues into 2018 . . .	James Stewart, pgs. 3-5
What A Year We've Had . . .	Dave Cassidy, pg. 6-7
Hit The Ground Running . . .	Manny Cardoso, pgs. 8-9
Challenging Times But We Are Ready . . .	Mike D'Agnolo, pg. 10-11
Moving Forward and Making Progress . . .	Doug Boughner pg. 12-13
Windsor Assembly Plant . . .	Tony Greco, pg. 14-15
Skilled Trades Report . . .	Paul Renaud, pg. 16-17
Benefits Report . . .	Ken Kwiatkowski, pg. 18
Recreation Report . . .	Scott Richardson, pg. 19
444 Picnic Day Activities . . .	pg. 20-21
Caesars Report . . .	Dana Dunphy, pg. 22-23
Integram Report . . .	Dave Simone, pg. 24
Sterling Fuels . . .	Michael Merry, pg. 24
Avancez Report . . .	Bill Ross, pg. 25
Northstar Report. . .	Kevin Lander, pg. 25
ZF-TRW Report . . .	Jerry Logan, pg. 26
Youth Committee . . .	Dustin Heggie, pg. 26
HBPO Report . . .	Jennifer Allard, pg. 27
Dakota . . .	Armand Gervais, pg. 27
TransAlta Report . . .	Luc Chartier, pg. 28
Gateway-Point Edward Casino . . .	Linda Spence, pg. 28
Auto Transport Services . . .	Dave Skidmore, pg. 29
AWC Chrysler . . .	Mark Bourdeau pg. 29
Gateway-Dresden Raceway Slots	Jason Kearns, pg. 29
Retirees' Report . . .	Gerry Graham, pg. 30-31
Retiring Members . . .	pg. 31
Obituaries . . .	pg. 31
Veterans Committee . . .	Rob Lindsey, pg.32
Women's Committee . . .	Sue McKinnon, pg. 33
Education Report . . .	Wayne MacLean, pg. 34
Human Rights . . .	Barb Lowe, pg. 35
Windsor Machine & Stamping . . .	Christine Taylor, pg. 35
Environment Committee . . .	Richard Labonte, pg. 36
Union In Politics . . .	Ray Hachey, pg. 37
Employee Family Assistance . . .	Bruce Malcolm, pg. 38-39
Community Services . . .	Sue Najem, pg. 40



At a NAFTA rally held in Windsor, Local 444 President James Stewart addresses participants about all the flaws and very serious concerns with the current negotiations being held between Canada, USA and Mexico.



Local 444 Officers, Windsor Assembly Plant Representatives along with FCA management, together in a collaborative effort, bring to the workplace during National Suicide Prevention Week, – raising \$10,000 and making a donation to the Canadian Mental Health Association on behalf of Local 444, WAP membership and FCA.



In London Ontario, Unifor National Assistant to the President Shane Wark is seen swearing in James Stewart and others representatives to the Canadian Auto Council Executive.

WORK CONTINUES INTO 2018



By
**JAMES
STEWART**
PRESIDENT,
Unifor Local 444

It has been a challenging year for our local union, to say the least, and it certainly doesn't look like it will ease up anytime soon. Employers continue to attack workers rights, wages and benefits right across all of our units.

From Rim's Transport where the employer refuses to give one improvement in a long dragged out round of bargaining.

Southgate Residence where retirement home workers continue to be treated significantly different than nursing home workers even though they do similar work.

NorthStar Aerospace where our members are facing all kinds of workplace challenges including the introduction of standard 10-hour work day due to what we believe is caused by mismanagement.

Gateway Point Edward and Dresden Casinos where our members face significant changes as these casinos go from public to private ownership.

ATS, where it has taken over a year to resolve simple grievances that should have been easy and had common sense resolutions from the company.

FCAT where after eight months, there are still no clear answers as to whether this division of WAP will have a long-term future or . . .

Caesars Windsor where the recent, unnecessary and wrong-headed decision to close the Artist

Café is causing strife with our members right across the entire casino. The bad news never seems to end. Your local union is waging war on many fronts as we fight to fix these issues and put resolutions in place that benefit our members.

Caesars

My very first meeting as president, with the management team from Caesars, was a meeting where they announced the closure of the Artist Café. Less than two months before the Christmas season, this terrible decision was delivered to our members as they showed up to closed doors at the Artist Cafe where they were scheduled to work.

Your union leadership is thoroughly shocked, disheartened and in the end disgusted by this decision of Caesars Management. They have set a tone for the upcoming round of bargaining that can only be described as war-like. There can be no doubt they are laying the

groundwork for a major fight with our union in the spring.

Let me be as clear as I possibly can; improvements in wages, benefits and workplace rules mean nothing if our jobs continue to be eroded by this management group. We must all be prepared to make our job security the number one issue in the future. All new outlets in Caesar's must have our members working in them. When they eliminate full-time jobs, they should be replaced with new full-time jobs elsewhere in the facility.

The expansion of cheap non-unionized labour like that being used by outlets like Tim Hortons, Spagos and Johnny Rockets must not expand. In fact, I call on these workers to join our union. New outlets need to be unionized, and we need to make sure the collective agreement reflects that. Demand Sheets for the upcoming round of bargaining will be out soon, and I'm asking that our members give

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At a rally pertaining to current negotiations on the NAFTA agreement, and taking a moment for a photo op is President James Stewart and other Local Unifor Presidents, area MPs and activists.

President's Report

... cont'd

us the mandate to take this management team on and make job security a major priority moving forward.

FCAT

Another unit that continues to work under tremendous pressure and disrespect from the company is our transport division at FCA. As of this writing, I am slightly optimistic as the company has signalled to our union that they are willing to work with us based on the cost-saving proposal we submitted to them this past August. Unfortunately, we don't exactly know what that means at this point, and we will be meeting with them several times between now and the end of the year to find out.

The decision by FCA to close our sister depot in Toledo this past month certainly doesn't send a good message to the FCA fleet of drivers. Our FCAT drivers and

skilled trades have been working under the threat of closure since March. These drivers didn't and don't deserve this as they have continuously provided outstanding service for both the Windsor and Brampton assembly plants over the years, and no outside company can provide equal service. Your union has continually driven this message home in all of our meetings. The closure of our FCAT department was slated for September 24th, and the fact that we are still here is a sliver of hope, but our drivers deserve long-term security. This ordeal is slowly coming to a head as both the company and union have the end of this year as a target to resolve our differences.

As I see it, there are three possible outcomes at this time.

1. That the company recognizes the cost savings we've put on the table and accept our proposals to save the department into the future.

2. We go to arbitration, and an arbitrator agrees with the union interpretation of the collective agreement, and we have a reprieve

temporarily until we get to bargaining in 2020 where we will have a significant battle on our hands or . . .

3. We go to arbitration, and an arbitrator disagrees with the union interpretation of the collective agreement, and we lose the department in whole in a short period.

Obviously, we are putting our best foot forward to resolve the issue without arbitration as this gives us the best chance to save the department beyond the next round of bargaining and arbitrators are never a sure thing when it comes to these types of decisions. As soon as we know the ultimate direction this takes we will have a meeting with our FCAT drivers. Please try and remain patient and stay tuned.

Collective Bargaining

The Local is always extremely busy bargaining collective agreements on behalf of our members. Over the past twelve months or so, we have negotiated and ratified contracts with FCA, Integram, TransAlta, Gateway Dresden Casino, Gateway Point Edward Casino, NorthStar Aerospace and ElringKlinger.

Talks are currently ongoing with Sterling Fuels where we have now filed for conciliation; Rims Transport where we have finally met with a conciliator and hopefully have information for our members soon; Etna Foods where we are in the process of conciliation and as of this writing we are setting up meetings with our Southgate Residence members on information about their tentative agreement.

As we move forward over the course of the next few months, we will begin bargaining with TRW, HBPO, Dakota, Oakley, Avancez and Caesars Windsor. As you can see, bargaining never ends.

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Local 444 was well represented at the recent Ontario Federation of Labour Convention held in Toronto where many issues and resolutions were passed affecting the lives of the working class.

President's Report

... cont'd

NAFTA

The renegotiation of the North American Free Trade Agreement is important to all of us.

Manufacturing has been the base of the middle class in Canada since World War II. The current NAFTA agreement has been devastating to that base. Jobs have steadily been taken from us and moved to Mexico and the so-called "Right to Work" jurisdictions in the United States.

Twenty-four years ago, when this agreement came into effect, we were promised from the government at the time that not only would our Mexican counterparts be lifted out of poverty but also that our middle class would flourish under this all-new NAFTA.

In actuality, the exact opposite has happened. Our middle class and manufacturing jobs have been tragically reduced and continue to disappear at a rapid pace. Fifty percent of the Mexican population still lives in poverty. Government-controlled unions do nothing to improve wages, benefits or safety

regulation for workers in that country. Auto manufacturing employees make \$6/hr, and parts manufacturing employees make about half of that. Nine of the last 11 auto plants have been built in Mexico where these wages are stagnant, and safety regulation is non-existent.

CANADA HAS NOT SEEN ONE OF THESE NEW PLANTS. Not only has NAFTA been the problem but almost every single free trade agreement Canada has entered into has advanced this agenda of making Canadian jobs precarious and ultimately forcing our wages and benefits into a downward spiral.

As a union we believe in trade, we depend on it. However, any new agreement should be based on fairer, reciprocal trade. It should have a chapter that explicitly protects the rights of workers to advance themselves.

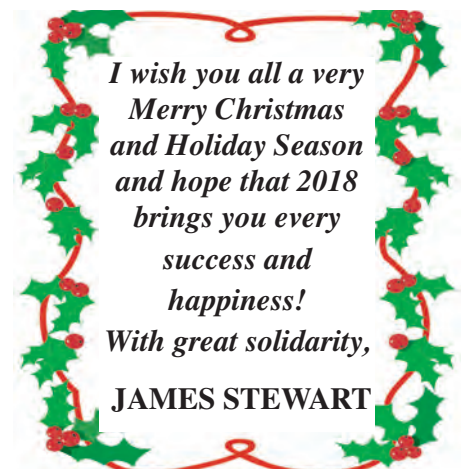
The Mexican policies that stifle unions and the "Right to Work" legislation in many U.S. states should be banned in any agreement that recognizes the rights of working people in all three countries. Only when the citizens and workers in the NAFTA region are treated equally will a real and balanced trade be reached where all three countries can genuinely say that

they all equally benefit. Unifor has been playing a pivotal role in these negotiations and will continue to push for this equality.

In Conclusion

As the end of this year approaches you can see that the challenges are significant. I can unequivocally say that although they are substantial, your local union and the leadership in all of our facilities are up to the challenge. We are committed to not only protect our rights, wages and benefits but also to move the needle forward in all of these respects. Our members deserve no less.

I hope each and every one of you find time over the upcoming holiday season to enjoy some real quality time with your family and friends.



Seen are members from Local 444 who attended the picket line in Ingersoll supporting CAMI workers from Local 88 workers who were on strike which ended after four weeks.

"What A Year We've Had"

It's What We Do

I would like to welcome all our brothers and sisters back from our month of down time. Our bodies could always use the rest, but it is good to have our plants back up humming and doing what we do best! Before we know it, Christmas bells will be ringing.

A Nice Choice

I would like to applaud the choice of the Ontario College of Trades for appointing our WAP chair of Skilled Trades, Paul Renaud to the Industrial Divisional Board. I am confident Paul will serve us all very well.

Your Chance to be in Skilled Trades

In 2012, I was proud to be a part of the team that brought the apprenticeship program back to Chrysler after a 11 year hiatus. We bargained for 100 spots that were filled then, and in 2016 we bargained for another 50 that need to be filled. Gaining a trade will be a positive changing experience in your

life. If this is something you believe is a good fit for you and your family, then you are in luck. I am pushing the company to begin the testing process in early 2018. Stay tuned!

Recently we ran our Women and Skilled Trades program and I am hoping the program inspired some of the attendees to apply for the next round of testing. It was a great time chatting and answering their questions in Port Elgin.

Deutschland

I was the fortunate candidate chosen from the Canadian Labour Congress to represent Unifor on a study trip to Berlin. Germany is well known for being head and shoulders above the rest in practices of their Apprenticeship program. Needless to say, they lived up to their reputation. I did a lot of listening and made a lot of notes. Mostly, I came away with the fact that we have much work to do in Canada. I am making a lofty goal to see a Pan-Canadian Apprenticeship program implemented in my time.

You Are The Union

You are The Union! You the mem-

By
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CASSIDY**

Secretary
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bership. You must not consider The Union as the local, the executives and the steward's with yourselves as a sort of outer fringe. You are The Union!

It is only through you that the Union can adapt to the changing conditions of the workplaces! You are the voice and the motor that drives our purpose!

Please consider a New Year's resolution to having a more active role in your union. Round table discussions, committees, meetings, etc. We need you. We need your ideas, your thoughts, your concerns, your abilities. You bring the ability to make us all better and stronger everyday.

Thank You

I am humbled and grateful to be elected (to a 4th term) as your Unifor Chairperson of the National Skilled Trades Council of our great country.

As these elections go by, I am more and more grateful. This one in particu-

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Seen at the recent National Skilled Trades Council convention held at Caesars Windsor are the newly elected Executive Council and whereas Local 444 Sec.-Treas. Dave Cassidy, was again elected National Chairperson.

Dave Cassidy Report . . cont'd

lar will always hold a special place in my heart because of my personal guests who were there to witness the event; my wife Jen my kids and especially . . . my Mom.

I have always held the simple belief that it is never about me, but the people I serve.

I am proud of all the work we have accomplished together and I eagerly await the work this council is planning on tackling this term.

In Closing

Then let us be merry and taste the good cheer,

And remember old Christmas comes but once a year.

From my family to yours,

*Merry Christmas and
a Happy New Year!*

“Keep the main thing the main thing”



Seen addressing the Build A Dream audience is Unifor National Skilled Trades Chairperson and Local 444 Secretary-Treasurer Dave Cassidy. Dave stated that the Build A Dream program is a great avenue to attract and encourage female students to pursue careers in Skilled Trades and underrepresented occupations.



On behalf of the National Skilled Trades Council, Chairperson Dave Cassidy lays a wreath at Windsor City Cenotaph on Remembrance Day.



With his opening remarks National Skilled Trades Council, Chairperson Dave Cassidy welcomes everyone to the Skilled Trades Council held at Caesars Windsor. Also seen is National Unifor Secretary-Treasurer Bob Orr swearing in the newly elected National Skilled Trades Executive Board

Hit the Ground Running

I would like to start off my first ever 444 News report by thanking all the members of our local, both active and retired, who came out to participate in the election for 1st Vice President. Personally, I will also offer my thanks to all those that supported me through the entire process as well as the ballot box. I have the utmost respect for those who also put themselves out there to be judged by their peers in the hopes of representing the membership. I hope the membership respects the willingness and sacrifices made in their quest to strengthen our union and keep the process of electing our leaders democratic. I apologize to any of you that I wasn't able to reach as our membership is quite large and the number of hours in a day is limited. I intend to meet as many of you as possible and more importantly put in whatever it takes in addressing the issues most important to you the membership.

It is simply amazing to me that every time I sit across from an employer, they have nothing but praise for their workforce "our most important assets" but when it comes to bargaining a fair deal for those same employees we are always met with insulting proposed cutbacks and takeaways. What we must make them understand, time and time again, is that much like the machinery and facilities, the workers need to be taken care of and maintained.

Point Edward and Dresden Casinos

Of the past six weeks, I have been fortunate enough to spend three preparing and bargaining two

collective agreements at both Dresden and Point Edward Casinos. Gateway. The new owner, came to the bargaining table with numerous concessions, attacking everything from benefits, time off, pensions and a denial of any wage increases.

The bargaining committees from each location were acutely aware of the membership's needs and bargained many times long into the night, never losing sight of the member's goals. The committee eventually outlasted the company as they realized we were not going to back down from our members' demands. This resolve has made it possible to deliver an agreement providing Point Edward employees parity with others in the industry, along with substantial wage and pension gains and protection of benefits and time off, at both sites.

The agreement was overwhelmingly accepted in both locations. This experience has allowed me to gain great insight into the struggles that our service sector members

By
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face and probably just as importantly, prepares me for future dealings at all three of our Casinos.

Caesar's Windsor

It is beyond my comprehension why an employer would treat our members, their employees, with total disregard approaching the Holiday Season, let alone six months before the expiration of their current contract.

Without our great hospitality members the Casino would not be as recognized as an industry leader and make the millions in profits that they do every year, the fact is, customers, keep returning because of the fantastic unionized staff at Casino Windsor. The shuttering of the Artist Café by the Casino management with absolutely no notice given to the members was just one more example of this management

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During a bargaining session, 1st Vice President Manny Cardoso is seen having a discussion with the Bargaining Committee members from the Dresden Gateway and Point Edward Gateway Casinos.

Manny Cardoso Report . . . cont'd

team kicking an already abused workforce when down. We disagree with the company's assertion that the Artist Cafe isn't viable. The fact is, this closure is to the detriment of the patrons as well as the members. Caesars would not even consider steps proposed by your union that could have lessened the impact on our membership. It would appear that, by their actions, Caesars is positioning itself for what could be an ugly round of bargaining.

FCAT

Your local Leadership along with the department committee has and will continue to put in countless hours to maintain the transportation division for the life of this agreement and beyond. I encourage the membership to remain hopeful and supportive until a resolution is met. Recently, an update included information relating to meetings that FCA management, including Sergio Marchionne, is interested in the union proposal and wishes to continue discussions to save the department past 2020 bargaining.

Talks are ongoing, and we know that if FCA is as determined as we are to find a solution it will include the long-term viability of the good paying Windsor jobs in our transport division.

Southgate Village

After another challenging round of bargaining we were able to reach a new collective agreement for our members at Southgate Village. These Sisters and Brothers have issues unique to the healthcare sector as they are predominantly Personal Support Workers.

The bargaining committee comprised of Nathalie Malott, Sharron Bento, Brenda Dejong along with Jack Robinson, James Stewart and myself were able to deliver a fair and equitable agreement that meets the needs of our members. The new Collective Agreement was ratified at 83.3%.

ESA

The Ontario government recently conducted its final round of public hearings on the proposed changes to the Employment Standards Act (ESA) and Labour Relations Act of Ontario (LRAO). As the Bill approaches, it's third and final reading the Government has concluded consultations to provide specific sectors exemptions from the proposed legislation.

However, there remain many insufficiencies in the proposed changes that will leave many workers vulnerable.

The manner in which a union is certified under the current proposal still leaves sectors consisting mostly of women, youth, racialized workers, and newcomers vulnerable to opposition campaigns that include lies and intimidation from employers.

The act still designates victims of domestic violence leaves of absence from work as unpaid when those individuals and their dependents are most vulnerable. This can create situations in which an abused person must decide between putting food on their table or the safety of themselves and possibly any affected children.

"Deeming" remains to be a mechanism by which WSIB reduces or eliminates the amount of compensation for loss of wages as a result of a workplace injury. It will allow WSIB to take advantage of the new minimum wage to negatively affect injured workers.

Bill 148 does go a long way in improving old standards in the min-

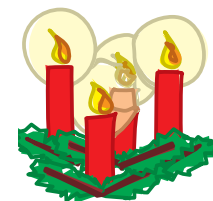
imum wage and its ties to inflation moving forward as well as including an additional week of vacation, two paid emergency days, stronger regulations around temporary work agencies and new employee rights around shift scheduling to mention a few. Until Bill 148 is passed, however, none of these advances will take place.

One realization that has come to light through consensus of employers and employees alike was the lack of knowledge and understanding of the fundamental rights and responsibilities under both the Employment Standards Act and the Labour Relations Act of Ontario. It is recommended that the updated Acts do more to raise awareness and the level of compliance to better improve the lives of workers in all sectors of the economy.

Local 444 and Unifor as a whole does commend the Ontario Government and its initiative in the first independent review of the ESA and LRAO in many years. The changes proposed in Bill 148 will go a long way in helping struggling workers and their families and aid in the composition of a fair society and thriving economy.

Windsor Machine

I must make mention of Mary Oriet, the past Windsor Machine Chairperson and thank her for her commitment to her membership over the past years that she has been elected. In saying that, I also would like to congratulate Christine Taylor on her election to the position of Plant Chairperson whom I look forward to developing a working relationship.



*From my family
to yours, we wish
you a safe and
Happy Holiday
Season and a
very Merry
Christmas.*

Challenging Times ... But We are Ready!

Congratulations to all of our recent workplaces that have ratified new collective agreements in 2017. Our work is far from over, with 2018 approaching fast we have a good number of facilities with their collective agreements ready to expire. In October quite a few of our facilities were laid off, I want to welcome everyone back and hope everyone took this time to rest their bodies. I recognize the hard work everyone does in these facilities.

ZF

We have experienced a lot of changes at ZF these last couple of years from numerous hires to layoffs, from combining jobs to shift changes and none of this has been easy for you the members.

I would like to thank everyone in regards to your patience with the work cells. When we bargained this we all knew it would be a long process with all the changes hap-

**By
MIKE
D'AGNOLO**

*2nd Vice President
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pening in your facilities. The good news is we are almost there and implementation of work cells are around the corner.

Shortly into the new year priority sheets will be coming out for the upcoming bargaining in 2018. I encourage all of you to participate in filling these sheets out to give us the best opportunity to bring back a collective agreement you can be proud of.

Dakkota Integrated Systems

With the collective agreement expiring March 4th, 2018, it won't be long into the new year when

your priority sheets will be out. I am asking all the members here to fill these sheets out. You the members dictate what the demands are at the bargaining table and myself along with your elected committee will present all of them to the company.

As always, this time of year the United Way Campaign is upon us, and although it will probably be done when you receive this, I am confident in congratulating all of you for your donations to this worthy cause that gives back to our community.

HBPO

It has been almost three years and your concerns have not gone unheard, regarding rotations, Jen and your committee have continuously been on top of this issue and if needed we will find resolve at the bargaining table. Rotations are never easy in any of our facilities but a good balance amongst the jobs must be established.

With your collective agreement expiring in March, we will be distributing priority sheets shortly after you return in the New Year. I hope you all contribute and write the changes you would like to see on these sheets.

Avancez

It has definitely been an interesting couple of years for all of you in this facility, from moving to a different company to new management, along with that a new way of doing what you all have done for years. I must commend you all because everyone knows how hard change is and it is because of you that this company has been successful.

Your last collective agreement, we were able to marry the expiry date with the other three to main-

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At the recent Ontario Federation of Labour Convention held in Toronto, Chris Buckley accepts his nomination and was elected President for his second term.

Mike D'Agnolo Report . . . cont'd

tain consistency in your contracts, saying that bargaining is right around the corner and your priority sheets will be out shortly in the new year. This is your contract and my hope is you all participate in filling out these sheets to give your bargaining team a clear direction.

Oakley

This has been a tough three years at this facility with three remaining workers and one on lay-off. The management team there continues to be hopeful that they can retain new work. As it is now they continue with one service job and our hope is something come to fruition in the near future.

Heligear Northstar

It has been a crazy year at this facility, with a lot of changes. In June, a new three-year Collective Agreement was ratified but not without controversy. This company has made trust a big issue, but these workers have pushed back and have been united and steadfast at challenging the unfair practices that have gone on and I commend all of you.

Companies have always held us, the workers, accountable and I think we are starting to see changes in the management team that recognize they had to look internally to see the root of the problem. Some of the positive changes are starting to show but we have a ways to go, saying that Rolls Royce and General Electric are providing this facility with more work and they continue to hire. The company has also expressed that they will need to expand the facility for the additional work that we will be gaining.

Sterling Fuels

There have been so many changes at this facility in 2017, unfortunately, we had to challenge them through Health and Safety. Since that time, I am happy to say that they have made the changes onsite so our members can feel safe in their environment.

These workers are the heartbeat of this facility loading and unloading ships and trucks through extreme weather conditions. Hopefully, in the near future, we can add rail to this facility.

Peterson Springs

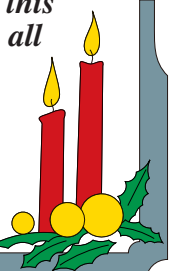
This facility has gone through a lot of uncertainty since the beginning of summer, with the announcement of layoffs which kept getting moved back and continuous overtime. One would think this company is sitting in a strong position. Unfortunately, as many as fifteen good paying jobs are in jeopardy if this company doesn't fill the void of the GM 671.

Elringklinger

Since taking over this assignment we have witnessed this facility continue to grow and thrive. We have our challenges here that continue to go on from management working to an exaggerated number of engineers compared to our skilled trade department and mold techs. We all need to be aware of who is doing what and report to your representatives when you believe management is doing our work. When walking through this work place you realize how cramped some areas are, with forklifts and workers constantly in the same area. I encourage everyone to be aware of your surroundings.

I would like to take this opportunity to wish all of you and your families Joyous Holidays and a Merry Christmas.

Mike D'Agnolo



Second Vice President Mike D'Agnolo representing Local 444 members lays a wreath at the cenotaph at Windsor City Hall on Remembrance Day.

Moving Forward and Making Progress

By
DOUG BOUGHNER

3rd Vice President
Unifor Local 444

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A Month of Ups and Downs

After spending the last six weeks prepping and bargaining with Gateway Casinos (formerly the OLG) at Dresden and Point Edward with the good success, we were dealt a sucker punch by our other Casino employer – Caesars Windsor. It seems no matter which way we turn there seems to be a concerted action by employers to take back from our members. Very profitable companies continue to chop their workforce instead of reward the workers for the successes the company has made on the backs of their workers.

The Downs

Recently, Caesars Windsor showed just how little they care about our members with the closure of the Artist Café. If you can imagine, the Casino gives free meals out to their preferred patrons which are then redeemed in the Artist Café which the company then uses as a loss on their balance sheet.

This apparent loss of money because of the amount of free comps given out has fallen on the backs of the workers. The result of this action taken by Caesars will result in some 40-60 jobs lost in the facility. The company has begun a direct attack on our regular full-time workforce with the elimination of more than 60 regular full-time jobs, replacing them with around 30 full-time utility jobs. This is entirely opposite to what the company has said in multiple meetings over the past year, “it is not our

intention to replace regular full-time jobs with full-time utility jobs.”

When the company met with us one week before closing the Artist Café, we were left with the impression that they wanted to work with your Union to reduce any layoffs and attempt the best transition possible through this process. It was very clear after two very long meetings, the company had no interest in working with us or our members on this issue. Of our multiple suggestions surrounding bumps, posting, reduction of the size of the Artist Café, training, and retirements we were met with a loud and clear “NO” from the company on all fronts. The façade they put forward of working together on this reduction was just that, a complete façade.

The final straw came when

Caesars refused to notify our members what was taking place because they thought they would get poor customer service from the employees if they told them ahead of time. Even once the news was on the floor, the management staff still denied and outright lied to the workers who asked the questions.

Two months before the Christmas holiday season . . . and this company does not have the decency to notify its workers of an upcoming layoff. This is complete and utter disrespect and poor treatment of their workers on behalf of Caesars Windsor. To add insult to injury the company hosted a ‘Seven Star’ party at Spagos, the 3rd party, non-unionized vendor, one night after they closed the Artist Café. This function would normally

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Members from the Point Edward Casino review the details of their new collective agreement which passed by 88.1 %

Doug Boughner Report ... cont'd

be held in a ballroom with our workers servicing the event. At the same time, UNIFOR was holding its Skilled Trades Conference in the hotel, spending thousands of dollars on hotel rooms and conference rooms along with frequenting unionized establishments inside Caesars.

Caesars Windsor should be completely ashamed of the way they have dealt with this issue.

We will not take this disrespect of our members and we are committing to fight this from every angle. We have submitted multiple grievances on this reduction along with issues that have come up through the bumping process. With bargaining just around the corner in 2018, it is very clear that Caesars has picked a fight with their workforce and our Union as a whole!

And Now the Ups – Point Edward and Dresden Casinos

I would like to thank the hard work of the bargaining committees at both Dresden and Point Edward. For some, this was the second time going through the bargaining process but for a few, it was their first, very eye-opening experience to see how the bargaining process works and the number of hours that goes into putting an agreement together. It was inspiring to see the level of commitment and self-sacrificing put forth by both bargaining committees during this process.

The committee was able to stick to the main goal of bargaining the two sites simultaneously to increase the pressure on the company. This

did create some struggles through the bargaining process but the strategy we put in place worked and two solid three-year collective agreements were attained. We were able to resist attacks on our benefit plans as well as make gains in wages and pensions in this round of negotiations. We were able to get the 2% wage increase back for the Point Edward workers that the OLG gave to its non-union sites to try to get them not to join a union after the signing of the last contract. We were also able to make some improvements to the dealer language which was of extreme importance to our members at Point Edward. With strong ratification numbers of 94% at Dresden and 88% at Point Edward, I believe we have met the need for the membership. We will continue to push management as we forge a new relationship with Gateway Casinos.

Thanks to All

We have recently had elections at Windsor Machine and Stamping for

all positions. I would like to welcome Christine Taylor as the new Chairperson. I would like to congratulate Manny Caruana on his acclamation as committee person and Tamara Bradley, and Ian Romney on their acclamation for shift steward.

I would like to personally thank Mary Oriet for her passion and commitment she showed over the last three years. Mary was always bringing the issues of the workers forward and holding management accountable for their actions.

In closing, I would like to congratulate Manny Cardoso on his successful campaign to fill the role of 1st Vice President of Unifor Local 444. I worked along side Manny at WAP as committeepersons for some years and I look forward to working with him again.

I would like to wish the members of Unifor Local 444 a very safe and Happy Holiday season and a Merry Christmas to everyone.



Third Vice President Doug Boughner is seen addressing members on the details of their new collective agreement from Point Edward Casino.

Windsor Assembly Plant

We would like to welcome all of the new hires to the Windsor Assembly Plant family. Seeing new members integrated into the plant is truly a good sign that W.A.P. is moving in the right direction. These jobs provide opportunities for the next generation of workers to secure full-time employment with our city's largest employer providing a much-needed boost to the local economy. Windsor Assembly Plant members have always been amongst the most generous and giving workforce in our community.

For those new to the plant, you will have the opportunity to participate in the upcoming annual food drive campaign. This Food Drive will take place at all gates on December 15th on all three shifts. I point this out as the community counts on the generosity of our members to help those who are less fortunate than we are, especially as

**By
TONY
GRECO**

*Chairperson,
Windsor
Assembly Plant*

*E-mail:
anthony.greco@
fcagroup.com*



the holiday season approaches. If you can, please support this cause by donating canned food goods or cash on December 15.

As many of you are aware, FCAT has been a contentious issue at the Windsor Assembly Plant since the company issued outsourcing notice in March. To bring everyone up to date, your Union Leadership working on this issue did meet with the company on November 3rd, 2017, to discuss the proposal submitted in August regarding finding cost savings and ultimately securing the department long term. After reviewing the

Union's proposal, the company has indicated that they have an interest in working together to develop a solution that will save our Canadian FCAT division beyond 2020 bargaining.

Your entire Union Leadership recognizes that this whole ordeal has placed a lot of stress on our members in the FCAT division and are working diligently to find a solution for our members. A permanent solution will allow everyone to come to work without this issue hanging over the department.

The company is in the process of conducting a TPT audit. TPT's should have or will be receiving a letter from the company requesting documentation proving they are currently in school; this will need to be returned to hourly employment by the date specified in the letter they receive. Along with the letter, TPT's will be receiving an outline of what is expected of them working at the Windsor Assembly Plant.

The \$2,000 lump sum bonus, which was bargained in 2016 negotiations, will be paid out on

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Taking time out during the orientation for a photo op is the WAP United Way canvassers and we ask that you consider contributing to the worthy cause for our community.

Windsor Assembly Report . . . cont'd

Dec. 8th, 2017, for all eligible members.

I would like to congratulate Steve Morgan who was acclaimed to the position of Committeeperson in Trim and Jeff Rusnak, also acclaimed to the position of Shift 1 representative in the trim division. I would also want to thank Manny Cardoso on behalf of the entire Steward Body at W.A.P. for all of his work as the Committeeperson in trim and wish him all the best in his new position as 1st Vice President of Local 444.

I want to congratulate Dave Cassidy who was re-elected as the Chairperson of the Windsor/Essex County Skilled Trades Council and was also appointed to the Board of Governors for the Ontario College of Trades. Congratulations also go out to Dave Cassidy and Paul Renaud for being acclaimed to their National Skilled Trades Council positions of Chairperson and

Trustee respectively.

I would like to congratulate James Stewart who was acclaimed to the Chair of FCA Master Bargaining and Vice-Chairperson of Auto Council at our Council in August; the entire leadership unanimously supported these acclama-

tions. I would also like to congratulate James who was elected by the Executive Board, per our bylaws, as the President of Local 444.

On behalf of the entire Steward Body at Windsor Assembly have a Merry Christmas and Happy Holiday Season!



President James Stewart is seen at the bargaining table strategizing with both Point Edward and Dresden Casinos as the deadline nears and both were successful in achieving positive gains at both facilities



In recognition of National Suicide Prevention Week, WAP members are seen partaking in the week long event knowing we must do more on the issues of mental health.



Taking to the court at a Basketball All-Star game supporting Hospice of Windsor and Essex is team Face to Face All-Stars, Unifor Local 444 President James Stewart and Secretary-Treasurer Dave Cassidy VS Team Rafih Style Magazine All-Stars



SKILLED TRADES REPORT



E-mail: paul.renaud@fcagroup.com



By PAUL RENAUD
Skilled Trades Chair

The Skilled Trades population is currently 658 including the apprentices plus we have two temporary licensed mechanics in jitney repair, one temporary licensed painter, one temporary licensed mechanic at VCC and one temporary licensed carpenter at ARDC. I would like to welcome the ten recently hired electricians at WAP, nine from the street and one transfer from Brampton, which is some good news but it still does not address the manpower issues in the Trades. We are continuously pushing for more hiring in many Trade groups. Since early 2015 when the company started to hire to get us back up to our numbers, approxi-

mately ninety new Trades were hired but we have lost sixty-three through attrition, with more retirements on the horizon.

WAP/WCM

We are currently meeting with the company on opportunities for work during the Christmas shutdown. The Christmas canvass is now open until December 10th and the overtime hours will be frozen as of December 11th. Those hours will be used to populate the shutdown package. The cutoff for cancellations will be in December and after the 20th the entire list will not be recalculated due to cancellations, and the open spots will be filled.

During the four week downtime in October, there were no Trades on layoff. There were many different training courses offered to help get us caught up on licensing, Health and Safety requirements, TSSA regulations and technical training. The company also put on a forty hour WCM training course that we had been asking for to help educate the Skilled Trades in WCM. Well over two hundred people attended this course which will help in the understanding of what WCM means to the Trades and overview of the different pillars and expectations. There were also many projects on the floor that were completed by our Trades.

The apprentices are now allowed to trade shifts within the division they are currently scheduled for with management approval. They must make sure that the apprentice coordinator and the overtime office are informed of the move to allow proper scheduling of overtime. Just a reminder to the

...cont'd on next page



Seen above is Paul Renaud accepting his nomination as Trustee and was elected to the National Skilled Trades Council.



Unifor Local 444, WAP, Skilled Trades Chairperson Paul Renaud meets with Local 444 women in Port Elgin at the Women in Skilled Trades and Technology Course.

Skilled Trades Report

... cont'd Paul Renaud

apprentices that the skill set books must be signed off as you complete the skills listed. The skill sets should be signed off by the journey person that you are working with. Another issue that has been brought up is the fact that as adjunct employees apprentices are not allowed to lockout the equipment alone, there must be an authorized lock put on first. We have been discussing the timing on the next group of apprentices that were negotiated last year. There are fifty apprentices negotiated for the three plants, Windsor, Brampton and Etobicoke, but there are no numbers yet of how many each plant will get. We are tentatively looking at mid to late 2018. When the timing gets solidified, we will be communicating to everyone on the floor to ensure all production members have an opportunity to apply.

The first three Saturdays in December are tentatively scheduled to run production prior to the Christmas Holidays.

The next WCM audit was originally scheduled for the week of December 11th, but has now been postponed until January.

WECSTC

The next Windsor and Essex County Skilled Trades Council meeting is December 14th at 4:00 pm at Local 195 hall on Somme Ave, all Skilled Trades are welcome to attend. Elections were held at the meeting in September where Kim McMaster was acclaimed as a Trustee, Dave Cassidy was elected

as Chair, and I was acclaimed as Vice Chair of the Council. Congratulations to all who were elected to the executive and to the committees. We held the Unifor National Skilled Trades Council meeting in Windsor on November 10th – 12th. It was well attended with approximately 160 registered guests, delegates and staff. The tri-annual elections were held at this meeting and I would like to congratulate the re-elected executive, led by Chair Dave Cassidy. This meeting saw many delegates reporting on their respective facilities from across the country on their challenges, successes, and ongoing struggles.

The grow wall project that we have been working on at the old Forster high school building is beginning to take shape. There have been many groups going through the facility to look at the progress to date and they have been very impressed with what they see. We will still need volunteers moving forward to help this project along. If you are interested in donating some time, please contact me. I would like to thank all the volunteers that have been out to help.

FCAT

Union Leadership met with top management of the company recently and they informed us that they felt a resolution could be found to save the FCAT division based on the cost-saving proposal we submitted in August. We have meetings scheduled to see if the proposal can be tweaked to protect the department past 2020. Should we be unable to reach a solution, we reserve the right to enter into binding arbitration.

I was in Ottawa on behalf of the Skilled Trades to lobby the Liberal Government regarding the current NAFTA negotiations. I was able to raise concerns that we have in the current agreement concerning Skilled Trades and the auto industry and what the future will be if these concerns are not addressed in the new NAFTA agreement.

The last Skilled Trades Union Education Program for this year was held on November 20th-24th, in Port Elgin. I have had the opportunity to speak to the last few classes about our facility and our apprenticeship program. When the dates are released for 2018, I will communicate them to all Trades. I was also invited to speak to the Women in Skilled Trades and Technology course in Port Elgin where I went over the requirements for an apprenticeship at FCA among other topics.

I would like to conclude my report by congratulating Dave Cassidy for being appointed to the Board of Governors of the Ontario College of Trades (OCOT). As I have reported before, we need to get our own Trades on the different boards for OCOT to have our input on the future of Skilled Trades and apprenticeships in Ontario.



On behalf of the Skilled Trades Committee, I would like to wish everyone a very Merry Christmas and a safe and Happy New Year.

BENEFITS REPORT

Windsor Assembly Plant



By **KEN
KWIATKOWSKI**

E-mail: ken.kwiatkowski@fcagroup.com

We would like to welcome all recently hired FCA members to Local 444. The following is a schedule of benefits for members hired after September 24, 2016. If you have any questions regarding your benefits, don't hesitate to call Brad or Ken in the benefit office at: **519-973-2845** or **519-973-2664**.

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

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

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

(Hired July 03, 2017 eligible November 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 July 03, 2017 eligible August 01, 2018)

- 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 your 11th year.

Lump Sum Bonus

During the 2016 negotiations the company agreed to pay a \$2,000 lump sum bonus in each 2017, 2018 and 2019 to full time employees hired prior to the ratification October 17, 2016, and who performed work for the company in the respective payment year. Payment for the 2017 lump sum bonus will be a separate payment made on December 08, 2017. Full time employees hired on or after October 17, 2016 and performed work for the company in 2019 will receive a \$1,000 lump sum payment prior to the 2019 Christmas holiday period.

Life Insurance Beneficiary

Whether you're **ACTIVE OR RETIRED**, it is important to keep your beneficiary designations up to date. Named beneficiaries on insurance policies and retirement plans usually supersede instructions in wills. By periodically reviewing your beneficiary designations, especially after life events such as marriage, death, divorce, etc. you can rest assured that your assets will be distributed according to your wishes.

Change a Beneficiary

You can review and update your beneficiary designations by contacting Benefit Link by phone 1-877-854-5465 or online:

<http://resources.hewitt.com/benefitslink/>

If you choose to go online, a pin # is required from benefit link to access your account. To obtain a pin # contact Benefits Link. The following is an example of your beneficiary page.

Employee Life Insurance

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	XX-XX-XXXX	0-100%

AD & D Insurance (accidental death and dismemberment)

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	XX-XX-XXXX	0-100%

Optional Group Life Insurance (If elected)

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	XX-XX-XXXX	0-100%

Pre-Retirement Death Benefit (if applicable)

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	XX-XX-XXXX	0-100%

If you make changes to your beneficiaries, Benefits Link will send you a Beneficiary Designation Form. Review the form for accuracy sign and return to Benefit Link.

Please take the time to review and update your beneficiaries to protect your loved ones.

Recreation Report

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



Each year the Recreation Committee works hard to ensure we host first-rate events that our members will enjoy with their families. Year 2017 was no exception as the committee once again put forward another year of well-organized and well-attended events. Thanks to all our members who participated throughout the year and enjoyed these events hosted by the Recreation Committee.

The members of the Recreation Committee deserve a great amount of gratitude for their continued countless volunteer hours in making events such as the 40th Annual Brooks Golf Tournament and the Family Picnic very enjoyable for our members during the course of the 2017 year. The success of all our events relies on the dedication of the committee members.

The Recreation Committee would like to take this opportunity to wish everyone a safe and joyful holiday season.

CHRISTMAS ICE SKATING FESTIVITIES

On December 28th, the Recreation Committee will be hosting the ice skating event at the WFCU Centre (Main Bowl) from 11:30 pm till 1:00 pm. This is our annual family Skating event. Hot chocolate and Timbits will be served and everyone will have a chance to skate and take pictures

with Spitfires Mascot "Bomber". This event provides all of our members an opportunity through the holiday season to take a break from the incredible pace of everyday living to enjoy some time skating with family.

SPITFIRES TICKETS

The Windsor Spitfires are offering to our members a discounted ticket price of only \$17.00 for



Charlie Brooks Golf Tournament Winners from left to right: Men's Division - Jeff Newman, Jordan Davison, Pat Cloutier, Ted Paquette, Sponsor's Division - Jeff Ostrow (Hyatt/Lassaline), Scott Richardson Chairperson Committee, Co-Ed - Division Ray Rogers, Laurie Grondin, Dave Harris, Mark Kappes.

Upcoming Events

- **UNIFOR REGIONAL 10-PIN BOWLING TOURNAMENT**
Sunday, January 28th, 2018,
Superbowl Lanes, Windsor
- **UNIFOR MOONLIGHT BOWLING TOURNAMENT**
Saturday, February 24th, 2018
Rosebowl Lanes, Windsor
- **UNIFOR CRIBBAGE AND EUCHRE TOURNAMENT**
Sunday, March 4th, 2018
Branch 143,
Canadian Legion, Windsor
- **UNIFOR RETIREES EUCHRE TOURNAMENT**
March 14th, 2018
Branch 143,
Canadian Legion, Windsor

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

selected games. The games are December 31st vs Saginaw, January 21st vs Flint, February 25th vs Erie and March 18th vs Saginaw. The tickets are available online at www.spitsgear.com/local444.

STAY CONNECTED

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

KATIE ADJIN • BRANDON ALLIET • BOB ARNOLD • JOHN BACON • STACEY BAKER • DAVE BAKE
 • CARLO DILUCA • NICK DIMITRIOV • ABBY DIMITROFF • JAMIE DIMITROFF • JENNIFER DRUMMONI
 JENNIFER JEWELL • GREG KIPPING • DEWEY KNIGHT • DEWEY JR. KNIGHT • EMILY KOTSIS
 DIEGO MUZZONE • STEVE PARE • RATAEL PEREZ • BRITTANY PHILLIPS • SCOTT PLUIME
 • DOUG BOUGHNER • GORD DRUMMOND • JEFF DRUMMOND • JIM WHITE • JACQUE



A Special Thank You to Our

JOHN SEXTON • SUE GIBBONS • DENNIS SEIMON • DRAGON SINADINOVSKI • JORDAN SI
 KRISTIN LOVRIC • BECKY LOVRIC • TENA MACLEAN • KAITLYN MACLEAN • COLIN MAC
 LAUREN GAGNON • ANDRE GAGNON • STUART GARRICK • TOM GAUDETTE • ANISS
 GAVIN CARDOSO • MANNY CARDOSO • LILEIGHH CARTIER • MARRIA CHASE • PHIL CHIODO • S

KER • LEO BARRETT • SHAWN BEZAIRE • JON BINNS • KATHLEEN BOYCE • TOMHAS BOWMAN •
 OND • MARK DUFOUR • CHRISTINE DUFOUR • LISA DUFOUR • STEVE DZUDZ • JOHN ENRIGHT •
 IS-WILDER • SUSAN KOVOSI • KEN KWIATKOUSKI • TYLER LABREQUE • VANESSA LANGEMAN •
 MERS • TYCE PLUIMERS • RAE POWER • BILL QUINN • NATALIE RAINHARD • TRISH RATSOY •
 UELINE WHITE • ALLAN WHITE • JONATHAN WHITE • HAILEY WHITE • JAYDEN WILSON •



DON BONDY • SHELBY BORGERON • LORI BREUTIGAM • DAECA CARDOSO • LOGAN CARDOSO • LIAM CARDOSO •
 LOUIE FERRARI • JERRY FRANCIS • MADISON FRANCIS • DAVE FRENCH • JANE GAGNON • AJ GAGNON •
 ZACH LANGEMAN • RICK LENARUZZI • JEFF LEWSAW • ROB LINDSEY • BRAD LITFIN • RICHARD LONG • PAUL LONGMUIR •
 WINSTON REID • SCOTT RICHARDSON • BILL ROSS • WISSAM SALMAN • MIKE SANKOFF • MATTY SEARS •

Our Family Picnic Volunteers!

SINADINOVSKI • KRISTINA SINADINOVSKI • RICHARD ST. DENIS • BREANNA STAMCOFF •
 MACLEAN • AIDAN MACLEAN • WAYNE MACLEAN • TODD MACVICAR • KIM MCMASTER •
 SSA GRAY • NAZRRE GJINNAJ • LAURIE GREEN • RAY HACHEY • KENDALL HARRIS •
 SAM CHREIDAL • DAWN CLARKSON • RACHELLE COHOE • MIKE D'AGNOLO • REBECCA DEHOOP •

CAESARS REPORT

By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



At the time of this writing, we have approximately 2300 members. On November 8th the company closed the Artist Café. With this closure, in the end there will be 174 workers affected, but only 23 are currently on layoff.

There is no greater slap in the face than coming into work for your shift only to be told that your restaurant has been closed effective immediately.

During our meetings with the employer, we asked them to do a number of different things instead of closing the outlet.

1. We asked them to look at reducing the hours of the Artist or to scale down the size of the Artist Café. We asked them to move the Artist to where Legends is and Legends to where the Artist is.

The response from the company was NO we are closing it.

2. We asked them to do Casino wide incentive buyouts NOT by age but by seniority. We asked them to offer \$10,000 lump sum plus Letter of Understanding #7 plus one year of Health and Welfare Benefits.

The response NO, we are offering just to the area's affected age 60 and over at \$500 per service year and one year of Health and Welfare Benefits.

3. We asked that everyone affected is afforded the right to keep working until all the bumps and job postings were complete.

The response was NO. They will all be able to work until the bump starts on November 13th.

4. We asked that all the job postings be posted once the bump was com-

pleted. This way no one would be disadvantaged through the process.

The response was NO. Postings will be posted prior to the bumping process.

5. We asked them to open Market Buffet or Legends for breakfast so our patrons would have the option to utilize the unionized outlets.

The response was NO. Legends are not designed for that. The kitchen is too small and breakfast in the Market Buffet is not profitable for us.

THEN to add insult to injury to the workers affected by the layoff, the company held a private party for our seven – Star players in Spago's. These parties have historically been held in our ballrooms with the service being provided by our unionized members.

We had a battle over the company eroding our 40 hour work week when the intent of bargaining a Utility

Fulltime position was never to erode regular Fulltime status but rather to afford part-time who work 32 or more hours a week full-time benefits. This issue will definitely be of high priority in our upcoming round of Collective Bargaining.

On November 15th Culinary called the day Steward Lenny Armstrong into a meeting on the "spur of the moment notice" to put him on notice that the culinary department's intent to introduce shifts less than 8 hours including 6.5 hours and 4.5-hour shifts. Please note this meeting was held on DAY THREE (3) of the bumping process. People had already bumped into the Part-time Cook position without knowing the company was going to change our 8-hour shifts to less than 8-hour shifts. They didn't even have enough respect to meet with the Committee Person Vinny DiStefano or myself. The company knew that we were both out of the office that day.

We have filed a grievance on outsourcing our work which results in a layoff. Our grievance is that the company has violated Article 75 of the Collective Agreement. They are encouraging the customers to use Spago's and Johnny Rockets

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Seen is Dana Dunphy and others being sworn into the Unifor National Executive Board at the most recent Unifor National Convention held in Winnipeg. Dana will now be representing the hospitality and gaming sectors.

Caesars Report ... cont'd

especially in terms of breakfast service. When we asked the company where will the customers go for breakfast that are not staying in the hotel? Their response was Spago's or Johnny Rockets.

If what is occurring in the casino as we speak five months before our deadline is any indication of how bargaining is going to go, this will be the toughest set of bargaining we have ever faced. There is no time like the present to **STAND TOGETHER** as one and not be divided. All of our issues and concerns are real. We have to rally around each other. We have to find a way to stop the erosion of our unionized jobs.

In speaking about bargaining, as all of you know, our deadline is April 4, 2018, at 12:01 AM. Our office will be handing out the priority sheets at the end of November. We are asking that they be returned to our office by December 31, 2017. I cannot stress enough how important it is for each and every one of you to fill one out. These sheets are where we get our bargaining demands from. We have approximately 2300 members, it would be awesome to have 2300 sheets returned to us!

I want to take a minute to explain the process that we will go through over the next 5 months.

1. Priority sheets will come out at the end of November.
2. Priority sheets returned by the end of December.
3. January, the Bargaining Committee will put the demands together.
4. February/March BARGAINING!
5. March, Strike Authorization Vote
6. April 4th, 2018 12:01 AM Contract Deadline.

The strike authorization vote

DOES NOT mean we are going on strike! The strike authorization vote shows the company that you, the members, support the Bargaining Committee in the event a strike is necessary.

A high Strike Authorization Vote is IMPERATIVE!!! Make no mistake, we are in for the fight of our lives!

Bargaining is a very demanding and stressful time for everyone. We as

a bargaining team will do everything we can to keep you informed through our newsletter "CASINO TALKS".

Congratulations to our fellow Gaming workers in Point Edward and Dresden on successfully ratifying your Collective Agreement!

In closing, I would like to wish everyone a Safe and Happy Holiday Season!



Caesars Windsor representatives and members are wearing purple supporting "Shine The Light" campaign which is about violence against women.



Seen are the bargaining committee members for Gateway Point Edward and Dresden Casinos who successfully ratified their collective agreements, Dresden by 94.4 % and Point Edward by 88.1 %.

INTEGRAM

By **DAVE SIMONE**

Chairperson, Integram Seating

E-mail: integram444@magna.com



At the time that this report was written the plant population is 1020 members, with no one on layoff. During the recent 4 week lay-off period, we had up to a maximum of 60 members working though out the lay-off doing inventory. This was done by plant wide seniority. Our maintenance dept., including skilled trades, were in during this period and received training which included confined space.

Our members will receive their second 2% raise starting November 6. This was negotiated in our latest agreement. We will receive another 1.5% and 1.75% raise in the next 2 years.

Our Benefits Rep, Lloyd Philips has done an outstanding job during the 4 week lay-off helping our members with their E.I. claims; to ensure that they received money from E.I. and also to help our members with the paper work needed to receive our top up money through our SUB plan. Lloyd has been an incredible asset to our members since becoming our full time benefits rep in 2011. Lloyd has been assisting our members tirelessly with both WSIB claims as well as all benefit issues that they may encounter including, short term and long term disability claims. Lloyd puts in long days to help ensure that our members are taken care of and receive the money that they and their families need. Lloyd has decided that he will be retiring this year. Lloyd will be greatly missed by our members. We wish him all the best in his upcoming retirement.

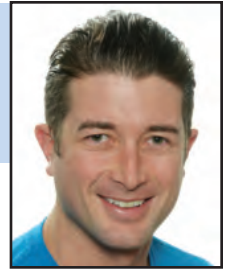
I would like to recognize the incredible job that this entire membership does day in and day out. Our members are constantly focused on sending quality seats to our customer. This becomes harder and harder to do as there is always line balancing and reductions that occur in a manufacturing environment, not to mention that cycle times are always challenged. Our members are the number 1 reason that we continue to be a dependable, successful supplier.

Lastly, I would like to wish everyone a Merry Christmas and Happy New year.

Sterling Fuels

MICHAEL MERRY, Chairperson

Email: mike.a.merry@gmail.com



I hope everyone enjoyed their downtime during October and I am sure everyone is happy to be back to work before the holiday season. Sterling has been steady in the meantime with ship and truck traffic. Some of the major improvements on the site are continuing as the overhead a/c pipelines and new bunker pumps look to be ready for the spring. We should be busy from now until January right before the locks close and ship traffic declines. The new lab is almost complete and over winter break our operator's office will be redone as well. The Tanks are all low which should call for a busy winter doing cargos.

On January 1st, Sterling will be separated from McAsphalt. Our parent company was sold to Kolas and we are currently remaining independent from that sale. It will be interesting to see how things change in the New Year.

Our health and safety employee officer is continually making improvements and is exactly what this facility needed. I am very pleased to see things going in the right direction so far and proper improvements being made and addressed.



Local 444 Secretary-Treasurer and NEB member Dave Cassidy is seen swearing into office newly elected Representatives.

Avancez

By **BILL ROSS**

Chairperson, Avancez
Email: billross@cogeco.ca



As of this writing, Avancez has 44 members with no one on lay off; three on light duty and one on a various leave.

I would like to take a moment to reflect on the last year and a half at Avancez.

We started the new contract in 2016 with Avancez with 38 members coming from Oakley Sub-Assembly. As time went on and changes made to the process we have gone from a stick on weight to a pound on weight on the curbside, this change made it possible to add 3 more members to the balancers. A floater position was also added to each shift.

The United Way Campaign that was kicked off in October 2016 was a learning experience for all involved. I am hoping that our 2017 Campaign will collect more from the members of this worthy, local charity.

The 2016 Christmas Season, we sponsored a family of six. Our members' participation was amazing. At Avancez we have decided to make this an annual event and this year we will be sponsoring a family of four. Every child/family deserves to have a special Christmas and together if we can put some smiles on a family's faces, it certainly puts a smile on mine.

Effective March 4, 2017, the company matched all members who contributed 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.

I would like to wish each and every one a very Merry Christmas and enjoy the Holiday Season with family, friends and loved ones.



Northstar



KEVIN DUNN, Chairperson

Email: wunion@nsaero



Seaon's greetings everyone! Another year has almost passed and Christmas break is upon us. This year has been very rocky with a lot of ups and downs - between elections last March, negotiations in July, the unfortunate closing of our sister plant in Milton, and the audit that just recently passed. Work is progressively ramping up with Rolls Royce, and the members have been feeling the heat for a while, but with all the new hires we're taken on the pressure has eased off some. Hopefully, by next year we will be fully staffed and overtime will be more of an option rather than mandated. This is a common goal between the union and management. I foresee this being a reality sometime next year. On behalf of the workforce, I would like to welcome all the new employees to the Northstar family. Our facility continues to grow and I know with everyone working together as a team, we can create a bright future, not just for us, but for generations to come.

Currently, in our facility we have 73 employees; six probationary and one off on long-term disability. The audit that we had at the beginning of October was successful, but not perfect. Some things were found, but we were given time to correct them. There were so many things that needed to get done to convert to this new revision and everyone came together collectively as a team to make it happen. So good job to everyone! All the managers and engineers were going non-stop, working with the members, asking for input, and offering suggestions to make it successful. It was imperative that we passed, as this was a recertification audit that allows us to continue to sell our product.

There have been many changes in the last few months. The biggest one was that the CEO came down unexpectedly and announced that the old general manager had moved on to pursue other things, and that his replacement, Jerry Dube, would be starting that day. Jerry came from Ford and has lots of experience working with unions. He is very excited to be a part of the Northstar team and is committed to getting deliveries and quality back to where they need to be with Rolls Royce. We were told that there is an immense amount of work that our customer wants to give us as soon as we get back on track, and it would secure the longevity of our plant. Also, the Committee and I have been working with the new manufacturing manager, Mike Meixner, who also comes from Ford. He has been very professional; always on top of things and is very easy to communicate with, but most importantly he wants to work with us to fix all the problems that have been going on in the plant. I hope this upward trend continues and we can put these ongoing issues to rest.

I would like to wish everyone a Merry Christmas and a Happy New Year. Stay safe over the holidays and enjoy the well-deserved time off.

ZF/TRW

We currently have 290 full-time employees on our seniority list with 4 currently working through the probation periods. Your bargaining committee continues to push for more hiring instead of relying on "flexible manpower" The bargaining committee wants to thank the entire membership for your hard work, dedication and patience as the build rate fluctuates. No one likes being moved around or put under pressure to hit the numbers! We are trying to plan in advance the best we can with the information provided to us from our customer, one thing is for sure without our hardworking dedicated membership our plants would not be as successful as they are, nor would we achieve the scorecards that were discussed at the all-hands meetings great work by all!

WSIB

With the moving around and increased production our team is concerned about workplace injuries and members reporting them. If you do injure yourself in the workplace it is imperative you report it to the company/union immediately it is also vital to seek medical in a timely fashion if needed. Any delays in this procedure will make the file far more complicated and significantly harder to have the claim approved. If you have any questions or concerns about this process please come to the union office or email me at gerry.logan@trw.com.

ZONES

We have collected all the zone picks for plant 2 and we are working through some roadblocks to get this implemented, we are not at full production yet and the midnight shift runs differently than the swing

shifts, as they batch build and sequence. This has caused the delay as we want to be the same across all 3 shifts. I want to thank Kyle Longmuir, Shawn Hamlin and Mike Bagley for taking the lead on this file our bargaining committee is working together very well and I have a huge amount of confidence in our team.

UNIT MEETING

By the time this goes to print we should have a date and time for a unit meeting, please watch the union boards for this information. I encourage all members to attend to discuss workplace issues and make suggestions to the bargaining committee how we can make our work life better. Local leadership and your bargaining committee will all be present. The unit meeting will be for ZF members and we need a

By
**GERRY
LOGAN**
Chairperson

E-mail:
Gerry.Logan@zf.com



good turnout so please attend and have your voice heard.

In closing, I want to personally thank you on behalf of the United Way and the broader community, our campaign is having a massive impact, last year's campaign helped 777 people or families let that sink in 777 lives were made better because of YOU!!! Our community would look a lot different if it was not for your ongoing generosity. We have one of the best campaigns in the whole region and we should all be very proud and special thanks to our canvassers Moe, Kyle, Shawn, Mike and Nancy without these folks we would not have the success we do, – THANK YOU! I would like to wish everyone a safe and happy holiday season.

YOUTH COMMITTEE

By **Dustin Heggie** – *Youth Committee Chairperson*
Youthunifor444@gmail.com



It is you, the membership that our Youth Committee is established to serve. A very large part of serving the membership is being involved and more educated in the workplace.

It is very encouraging to see young workers throughout 444 who actively participate in Union activities that interest them. From picket lines to Port Elgin, we do see youth getting involved.

The day I was hired, January 4th, 2016, in front of a room full of people, I was informed that one-third of our current workforce inside Chrysler is eligible for retirement.

Regardless, if you ever consider running for rep one day, if you have the ambition to be our Local president or want to get involved in other union activities, your role with your union is up to you.

The Youth Committee is your avenue!

HBPO

By **JENNIFER ALLARD**

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



Currently, as of this writing, the plant population is 121 with no one on layoff. Well, it has been a long interesting year at HBPO, to say the least, and we have made the company starting in the New Year to go back to having Town Hall meetings. This will hopefully ensure to keep the members up to date on what's is happening at HBPO and their policies. In addition, they will also be having meetings with different departments, to hear their concerns whatever they may be, and I'm certain there will be input from the members.

Since the start of this year, we have hired a lot of new members and TPTs and I would like to congratulate all of them to HBPO. It has been a struggle with the rotation and we understand We continue every day to work on it to try and fix, it so please have patience.

In 2018, we go back into bargaining and prior to that, we will be handing out priority sheets for all members so that you can write down what you would like to see changed or added in the collective agreement.

So your aware this season we will be supporting the Hiatus House and with those gifts that are received from us, they will be distributing them out to the families in need in the community.

Starting in the new year we will be preparing once again for the United Way campaign and

hope everyone can make a donation to this worthy cause.

In closing, I would like to wish everyone safe and happy holidays and hopefully, the New Year brings everyone joy, good health and happiness.

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



DAKKOTA INTEGRATED SYSTEMS

*E-mail:
armand.gervais@yahoo.ca*

By **ARMAND GERVAIS**

Chairperson,



AT THE TIME of this writing, our plant population is at 189 with no one on layoff and 15 on various leaves.

With the low volumes of RU being forecasted in production, we are seeing C.I. moves being made in all zones (especially in Zone 1). Sales need to improve going into 2018, so our manpower can be stabilized.

By the time this article is published, our United Way Campaign will have been completed. I won't know the totals for the year, but I want to give thanks to all our vendors for an excellent prize table. I also want to personally "thank" all the members who gave to this worthy cause. All the money stays in our community and these programs are extremely important to all the individuals who need them!

Some of the Christmas events we are taking part in this year:

- Adopt a Christmas Family from the Windsor-Essex Children's Aid Society.
- Supporting a local senior citizen's center with gifts (simple gifts like hats, scarves, and magazine, etc.)
- Supporting Windsor Street Help with jeans, sweatshirts and socks.

During the holidays, the Local will be putting on its Annual Christmas Skating Party. It's a chance to get out with the family and dust off the old blades. Check out our posting board for further information.

With Christmas shutdown fast approaching, the Committee and I want to wish everyone an enjoyable Holiday Season. Enjoy your time off with family and friends. Cheers!

TRANSALTA REPORT

By **LUC CHARTIER**,
Chairperson, TransAlta

E-mail: Luc_Chartier@transalta.com



What a year 2017 has been! We suffered failures, celebrated accomplishments, lived anxious days, were shocked by Mississauga plant closure and mourned the losses of a couple of our retirees.

It was painful to experience all the damage our plant suffered this year. Luckily, we were able to put Humpty Dumpty back together. Despite those failures, we worked hard and didn't let up, and thanks to those efforts we managed to maintain market availability above the minimum threshold. Maintaining our availability is not a high-level measurement of success, but with the anxieties and uncertainties that weighed us down and we still found solutions to the challenges that could have been viewed as impossible to overcome, it really is a success. What a shock it was to see our Unifor brothers at our Mississauga facility all lose their jobs. And then to lose two of our retirees in the same year, Jake Brajic and Maynard Pettypiece will be missed.

What does 2018 have in store for us?

- A new collective agreement that required some innovative strategies in order to achieve gains.
- Potentially new retirees
- Potentially new hires to replace our retirees.
- Hopefully a new deal with FCA to extend our job certainty.
- A partnership between management and the union to bring new focus to ensure all give their best efforts to our workplace's success. We will return to envious availability numbers.

May all have a Happy and Safe Christmas and Holiday Season.



Chairperson Luc Chartier addresses the membership at a recent ratification meeting which their agreement was ratified by 76%.

Point Edward Casino

LINDA SPENCE, Chairperson, P.E.C.



It's been a busy year, to say the least. Gateway officially took over May 9 of this year. The transition process was trying at times, but I feel we are making headway. Payroll is still an ongoing issue, but they assure me they are working hard to overcome the obstacles.

Construction is now in full swing. We have had some noise level concerns which we have addressed and hopefully, these are now at acceptable levels.

The removal of tables has put some strain on our part-time dealer hours, and when all is said and done, our tables will be increasing which is a positive thing. Marketing will be moving to their new location, hopefully before Christmas. The Slot department is busy with slot moves as we move through the phases of construction. Food and Beverage will be also hiring additional staff with the completion of the Match restaurant slated for May/June then work will begin to turn our current restaurant into a buffet.

We also ratified our first collective agreement with Gateway on November 13. Kudos to the Bargaining Committee, for a job well done! We managed to get wage increases, pension improvements while maintaining our vacation time and benefits.

The New Year is looking very bright for the crew at Point Edward. I foresee many more job opportunities in the near future, not to mention the revitalization of our workplace. Cheers to new beginnings!



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

Linda Spence



Automobile Transport Services

By **DAVE SKIDMORE**

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



We are now down to 44 on the seniority list at ATS, as two more drivers recently resigned. With an additional two off long term on S&A, it will be virtually impossible to keep up with our allotted work even without anyone being on vacation or sick. Hiring drivers would be the easy resolution to this issue, but at this point, it seems the company has no appetite to do that. I don't see getting any more productivity out of the current workforce to compensate for the loss of manpower either. The company's reluctance to hire makes everyone wonder about the long term employment prospects at ATS. Hiring a few new drivers would definitely help morale.

After meeting with HR on a few different occasions, we have made some good progress on the backlog of grievances. Hopefully we can come to an agreement on a seniority dispatch model that will be followed.

With the attempt to renegotiate NAFTA ongoing, the political volatility in the U.S., will I'm sure, make it very difficult to address the issues that really need to change in the agreement. Environmental standards and wage parity among the countries are not part of the Trump agenda. Let's hope some real change is made to benefit the labour movement across the continent, so there will be good jobs for future generations.

In closing I'd like to wish everyone a Merry Christmas and a Happy New Year!

AWC CHRYSLER

By **MARK BOURDEAU**

AWC Chrysler Operations
Email: mbourdeau5@cogeco.ca



At Auto Warehousing, 2017 has been a year that has been quite busy with our operations. 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.

Work at our Rail facility, work has been up and down for most of this year. We are looking forward to the next round of negotiations in 2018, to improve their Collective Agreement.

I know our AWC team of employees at our Chute Inspection, Drive-Away, and Rail Loaders are continuing to provide the best service and attention when handling all of Chryslers' vehicles.

With respect to our pension, as of December 26, 2016, the ECCCP Plan has terminated. From that date, it is going to be 12 to 18 months for the windup process to be completed.

Since January, the CACL Pension Plan has been going through some significant challenges from the loss of members and the respective funding amounts. On October 18, 2017, the Pension Board of Trustees passed a motion to terminate the plan. This will make the plan go into a windup. The board is hoping to have the Administrators begin the process by the first part of 2018. In the interim, we are continuing to meet so we can find a new avenue for our pension contribution to be placed.

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



JASON KEARNS

Gateway-Dresden Raceway Slots

Gateway-Dresden Slots Unit

Iwould like to congratulate our membership at Dresden Slots on ratifying a good contract with Gateway. 94% in favour of language improvements, wage increases, pension increases and a solid foundation for our first agreement. The Dresden membership supported the bargaining team when it was needed most and that allowed the team to secure a good deal for the next 3 years.

National and Local bargaining team: Deb, Jim, Patrick, James, Doug, Manny, Charie, Sandra, and unit committee members myself, Jody and Cheryle. This team's experi-

ence and expertise is priceless and was pivotal in a successful deal with Gateway.

Along with the new agreement now in place for Dresden, Gateway has announced to the employees it will be moving out of Dresden to Chatham in Spring of 2019. Our site will be branded a "Cascades" Casino with "Match", a branded Gateway full serve sit down restaurant. These brandings will surely see membership double or triple in size which is great news for the entire community and our current membership.

The security this investment gives to the Dresden unit is huge and very welcome. We patiently look forward to more promising news from Gateway on our site move.

Retirees' Chapter

By
**GERRY
GRAHAM**
*Chairperson,
Retirees'
Chapter*



ASR Trust Fund

At our last membership meeting, we had Gord Graham, Executive Director of Retiree ASR Trust and he brought us up to date on our Health Care Trust Plan. It was a great presentation and I wish more of our members would have attended. The valuation HCTF is funded at 102.2% and back in 2014, we were funded at 91.4%. As you can see we are in very good shape, thanks to Green Shield, the retirees' executive board and the active executive board that was bargained on behalf of all retirees and we now have the best plan.

Our Retirees using Preferred Pharmacies has also helped keep our plan healthy and our co-pay down. The actuaries have told us the plan is well invested and any worker that was in the plant when this agreement was signed will also receive this plan that should last until the year 2080. Even if Chrysler was to close down, move out of Canada, the Health Care trust fund remains ours, due to the fact Chrysler has made the final payment to the fund. We, retirees, own it, lock stock and barrel and we will take care of it.

NAFTA

With NAFTA on the table, who knows

what they will do in manufacturing, they build everything in Mexico for \$5 an hour, no health and safety laws, and no environmental laws. Yet the corporate bosses just get richer and definitely will affect all of us including our children. Trump still wants to rip up the NAFTA agreement, to benefit the USA and that's something we fought against decades ago and this is a huge concern for Canadian Auto Workers and Retirees. The USA is our biggest trading partner and Trump has promised nothing but jobs, for USA workers and put larger taxes on products going to the USA. This could and will have a devastating impact on jobs across the board in Canada if this takes effect.

Liberals

The Liberals made a lot of promises and now is the time to make good on those promises. Your retirees' executive board has attended many rallies and conferences across Canada and the province pertaining to the Health Care Accord ACT, Pharmacare, Health Care, and pensions. What is really needed is healthcare strategy at the federal and provincial level and also the community level. We should be rallying all our Mayors and

Councillors in Windsor / Essex County to join us as this will also affect them and our community sooner or later. Our concerns are also theirs; they should have the courage to stand up on behalf of retirees and our community. No senior or retiree should have to retire in Canada into poverty without the health care and pensions they paid into, after a lifetime of hard work.

Your Retirees Executive Board put forth a resolution to the Federal and Ontario governments. Seniors/Retirees are still waiting for the outcome of increases on OAS, GIS, and CPP that are still on the table.

Health

As we retirees and seniors age and the natural weakening of the immune system also weakens, increasing the chances of getting influenza (also known as the flu) is higher for seniors which results in serious complications and longer hospital stays. They experienced 70% of hospital stays and 91% of death due to influenza.

So you're aware the provincial government will make Fluzone High Dose flu shot free for all retirees and seniors as well to all Canadians over the age of 55. This is licensed in Canada, available in Canada, and comes from Ontario. Think of all the health care dollars, which can be used elsewhere in our health care system.

On behalf of our retiree's board, we hope to see you at our Christmas Dinner on Dec. 7th at the Caboto Club. Merry Christmas and have a Safe and Happy New Year



Local 444 Retirees getting ready to board the Bus to Port Elgin on Labour Day weekend.

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)*

April, 2017

Edward Tenbroeke FCA
Ronald Kelly FCA
Patrick Renaud FCA
David Marentette FCA
Lorie Glover-Harper FCA
Robert Lynch FCA

May, 2017

Rick Laporte FCA
Mitchell Kasper FCA
Brian Mann FCA
Shelley Harding-Smith FCA
Remzija Ferhatbegovic Ingram
Randolph Sebele AWC
Pamela Davidson FCA

June, 2017

Richard Chernawski FCA

Armando Bennardo FCA
Lawrence Woodrich FCA
Shirley Wilson FCA
Alfred R. Martin Caesars

July, 2017

David Mark Mahovlich FCA
Brian Schur FCA
Susan Ulian FCA
Wendy Leclair FCA
Patrick L. Barron Caesars

August, 2017

Leonard Lukas FCA
Stan Sznajkart FCA
Gilles Remillard FCA
Linda Gagnier FCA
Gus Sahinidis Caesars

September, 2017

Lawrence Quinlan FCA
Joseph Dennison FCA
Bradley Gagnon FCA
Beverly Deelstra FCA
Cheryl Humes FCA

October, 2017

Wayne Tootill FCA
Richard Boldt FCA
Scott Andrews FCA
Bernice Ducharme Elringklinger
Clever Hadnsor FCA
Karen G. Baird FCA
Larry Gelinas FCA
Michael Bronas FCA
Leonard Jones FCA
Valdemiro Melo Presteve Foods
Eric Cheff Rims Transport

Obituaries

*We are sorry to report the passing of the following members since the last issue.
The Executive and Membership of Unifor Local 444 extend their
heartfelt condolences to the bereaved families.*

Klaus Alexander Retiree
John Bailey Retiree
Walter Barnesk Retiree
Tom Bayliss Retiree
Donald Bayliss Retiree
Joseph Betlehem Retiree
Jennifer Bigelow Active
Jakov Brajic Retiree
Lorne Blake Brown Retiree
Bill Brown Retiree
Mircea "Archie" Bucu Retiree
Robert Bulmer Retiree
Andrew Cabana Retiree
Michael Ceshan Retiree
Ralph Chappus Retiree
Harvey Couture Retiree
Douglas Cowell Retiree
Pavao "Paul" Cvitkovic Retiree
Baldo Dedo Retiree
Garry Dietrich Retiree
Dragoljub Dimitrijevic Retiree
Leon Drouillard Retiree
Thomas Dumouchelle Retiree
Leonard Dupuis Retiree
Ernest Dupuis Retiree
Bruce Elliott Active
Steve Elsbrie Active
Dino Farina Active
Arthur Fisher Retiree
Dale Gagnon Retiree
Robert Garrick Retiree
Frank Geddes Retiree
St. Pierre Gilles Active
James 'Jim' Gouthro Retiree
Alvin Grondin Retiree
Antonio Guido Retiree
Thomas Halliday Retiree
Richard Marcus Retiree

Leonard Hart Retiree
Robert Hergott Retiree
Albert John Hewlett Retiree
Thomas Hunter Retiree
Ian Hunter Retiree
Richard Huntley Retiree
Larry Huth Retiree
Ronald Janisse Retiree
Barry Jewell Retiree
Milan Juricic Retiree
Francis Laliberte Retiree
Ralph Land Retiree
Edward Langlois Retiree
Andelko "Andy" Lavric Retiree
Carl Leaf Active
Rober Leniuk Retiree
Donald Lennox Retiree
William 'Bill' Lepain Retiree
Robert Leveque Retiree
Leo Levesque Retiree
Sheldon Macdonald Retiree
Donald Mackenzie Retiree
Victor Malowaniuk Retiree
Antonio Marciano Retiree
Roland Marentette Retiree
Domenico Mariani Retiree
Robert Marier Retiree
James Marriott Retiree
Donald Martin Retiree
Norman Meloche Retiree
Luigi Merucci Retiree
Kurt Miller Active
Kenneth Morris Retiree
Ronald Mulholland Retiree
Najm Najm Retiree
Bryan O'doherty Retiree
Jeffrey Panciuc Active
Bernard Parsons Active

Clarence Patterson Retiree
Maynard Pettypiece Retiree
Kenneth Pickering Retiree
James Quarrington Retiree
Ernie Reaume Retiree
Wayde Renaud Retiree
Constantin Rusu Retiree
William 'Bill' Schaefer Retiree
John Schaffhauser Retiree
Merle Shepley Retiree
Joseph 'Sonny' Siemo Retiree
George Sima Retiree
Richard Skinner Retiree
John Snudden Retiree
William Snyder Retiree
Vlado Sobo Retiree
Robert Solomon Active
Giuseppe Spadotto Retiree
Louis "Lou" St. Louis Retiree
Vaso Stankovic Retiree
Jack "John" Stevenson Retiree
Larry Stewar Retiree
Mervyn Stradeski Retiree
Jozef Sulja Retiree
Jerry Symchyshyn Retiree
Thomas Telfer Retiree
Mauric Tessier Retiree
Terrie Theoret-Bagley Active
Kosta Thomas Retiree
Paul Thompson Active
Dale Trestrail Retiree
Pietro 'Peter' Veroli Retiree
Garth Wigfield Retiree
Randy Williams Active
Gary Norman Winn Retiree
Pietro Zambit Retiree



Women's Committee

By **SUSAN MCKINNON**

Chairperson, Women's Committee

E-mail: womanscommittee444@yahoo.ca



Women and girls have come along way but there is still work to be done!

Gender equality is a fundamental human right! Women and girls continue to suffer discrimination and abuse and violence in the world. Women and girls need equal access to education, health care, decent work, and representation in political and economic decision-making processes.

In Ontario the gender wage gap is 30 per cent.

The gap increases even higher for indigenous and racialized workers. Women make up the majority of minimum wage earners, part-time and contract work. This needs to change.

I cannot believe we are still fighting to close the gender wage gap in 2017! This government

needs to address women's economic inequality!

We need to push for change! Take Action - call your MP and MPP and make a difference!

On behalf of Women's Committee - Have a Happy and Safe Holiday Season!



Seen at Unifor Local 200/444 Union Hall are area women who took the Three-day Women Activist Course.



Seen at St. Mary Elementary school are Unifor Local 444 President James Stewart and members of the Women's Committee recognizing the United Nations International Day of the Girl.

Education Report

By
WAYNE
MacLEAN
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



It seems participation is at a low point in our union today. It makes me wonder if that is because we are all so distracted by the day to day pressures of our lives? Kids, sports, work, life, bills, retirement planning etc. can all add up to make us stressed beyond belief. In this day and age though, with so many things going on, so many problems in the world, in our own country and abroad, isn't now the perfect time to get involved in our union? Isn't today a great time to do something that will help our kid's futures be formed? If nothing else, it could be a great distraction from the everyday stresses we are all feeling.

If you are looking to get involved in our union then please come out to an Education Meeting and see what we talk about, bring your ideas with you. Anything you bring forward as

an idea to educate will be discussed! Or if education isn't your thing there are an abundance of different standing committees that need volunteers to help with any number of the ongoing projects they are working on. For a full list of committees see the uni444.ca webpage under the 'Get Involved' tab.

Some upcoming items to look for from the education committee in the new year.

1) We will be hosting a high school age presentation for grade 12 students of our members both active and retired. During this thought out material, the student will learn a little about unions and what they've done for our society. By taking and participating in this short seminar, the student will then be eligible to apply for our Rich Montague Memorial Bursary for their post-secondary education.

2) The local 444 education committee will be hosting author Jeremy Milloy who has written a book entitled 'Blood, Sweat, and Fear - Violence at Work in the North American Auto Industry, 1960-80. In his book, Jeremy takes first-hand accounts and recites stories as well as exploring archived grievances from many years ago to paint a picture of what the industry was once like. A date has yet to be determined for this visit from the author but we will keep the membership as well as community apprised of scheduling.

3) High School presentations are always ongoing, please see any member of the committee or contact me at the above email address so I can get your contact information if you are interested in helping to present the program in local schools.

4) McMaster/Unifor Labour Certificate programs are ongoing, watch the posting boards and webpage to see what courses are coming up.

On behalf of the Local 444 Education Committee, I would like to extend our wishes that everyone has a Happy Holiday season as well as a Happy New Year!

Veterans' Committee

By ROB LINDSEY, Chairperson



I would like to thank the WAP Union Leadership for manning the gates for the Poppy Campaign on November 3rd, 2017. Thank you again, your support is always appreciated. The membership was, again, very generous in donating \$4,464.00. Considering they were laid off for a month, and the membership received short notice of the date for the collection, We were so very proud of the level of giving our facility continues to provide for those in need in our community. Thank you all for your generosity. How different this community would be without the generosity of our Unifor members.

The committee once again helped out at the annual

Veterans Day luncheon which was held on November 10th this year. They brought together 200 Vets with 200 students from local schools in Windsor and Essex County. Don Bondy, one of our members observed a Vet standing over the table he was at with a group of students, pouring over a map he laid out on the table, describing a battle scene and the campaign he was a part of.

All the students were gathered around him intently listening and looking at the map soaking up every word. Later before the students left, Don saw them exchanging cell numbers with this veteran so they could keep in touch. Talk with our Veterans and learn the history "LEST WE FORGET".

To the families, friends, and coworkers who love and support our veterans, and active service men and women, we thank you for being there for them and sharing them with us. To all those family, friends, and coworkers who serve and have served thank you for your service and sacrifice, what would this community and country be like without your commitment?

Human Rights

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



Can you imagine going to a movie theatre, buying your ticket, choosing your seat and then being harassed and ejected from the theatre because you were not supposed to sit there? Then being arrested and jailed for tax evasion of 1 cent that was due on that ticket purchase just because that is all they had on you?

This is what happened to Viola (Davis) Desmond, from Nova Scotia Canada in 1946, who is honoured for fighting for civil rights and challenging racial segregation. Viola refused to sit in the segregated area which was cheaper by 1 cent in price but chose to sit on the main floor and was forcibly removed and jailed overnight. At trial, the government argued it was a case of tax evasion and the statute

used to convict Desmond contained no explicitly racist or discriminatory language. In 2010 she was given free pardon posthumously and the Nova Scotia Government also apologised and admitted she was rightfully resisting racial discrimination. Viola Desmond, an entrepreneur, business person, a woman of colour, who will be a celebrated new face on our 10 dollar bill.

When do we think about and give thanks to the brave and dedicated people who spent their lives fighting for what allows us all better working and living standards that we as Canadians enjoy? Some Human Rights we unfortunately still need to fight for fairness and equality and opposing racism and sexism.

Union members have challenged corporations and governments to protect our rights as workers, some fought to their death for our rights and privileges such as benefits, health and safety, weekends, working hours, seniority, fair wages, holidays and vacation, just to list some things we tend to take for granted. With Remembrance Day just passing we most humbly and sincerely thank our Military, veterans, and those who perished in wars and were more heroes who stepped up to defend our rights and freedoms.

When looking at our commemorative currency, be sure to know who the faces are. These people helped shape our way of life and contributed in making us better than how we were, and to live in peace and freedom, to celebrate our multiculturalism and embrace it

Your Human Rights Committee wishes you the best of the holiday season, health and happiness to you and yours for the coming year.

Windsor Machine & Stamping

By
**CHRISTINE
TAYLOR,**
Chairperson

As I write my first report as your new Chairperson for Windsor Machine and Stamping, I want to acknowledge and thank Mary Oriet for her many years of service.

As you're aware of November 1, 2017, Plant 4 has recently moved in with Plant 3 bringing the company down from two Plants to one Plant with no layoffs. The last few weeks have been a work in progress for management to organize a plan in regards to training and job rotation. Currently, there is an alarm-

ingly high number of light-duty members from Plant 3 with work-related injuries from repeatedly having to work the same jobs over and over again.

The membership is hoping this recent merger of both plants under one roof will create a safer working environment by giving the management more room to plan and implement better quality of job rotation and to help in preventing further work-related injuries from arising.

As you're aware, Gen 3 product demand has increased and

the Company raised production standards from 370 to 400, – that's an increase of 10.8% for each Gen 3 table in which there are nine members working. The real question remains, will more members be obtaining more injuries and can the company reach production deadlines while offering as little overtime as possible to the membership?

Again, this is all about profits and production and I will be monitoring the situation on both issues and hopefully, we can come to a resolution that's satisfactory for both the company and our members.

In closing, I would like to wish everyone a Happy and Safe Holiday Season,

Environment Committee



By **RICHARD LABONTE**
Environment Committee Chairperson

local444environmentcommittee@gmail.com



There have been over 900 forest fires since April in British Columbia this year. The devastation from the forest fires is huge and it had carried on throughout the summer. During the worst phase of the fires, more than 45,000 people have been evacuated from their homes. Currently, there are about 19,000 people still displaced from their homes.

Therefore, our committee went on a mission to help. On Friday, September 29, we put a fundraising event at the Moose Lodge. It was a dinner show featuring four blues acts; BAD MOUSTACHE, THE BLUES SIDE, AARK BLUES

REVIEWS and the main attraction was the legendary singer/guitarist JOE KONAS. It was a very successful night. We raised \$4,464 for the victims of the B.C. Wildfire and we channelled the donation through Red Cross who is handling the affair.

I would like to thank Doug Boughner for being an incredible liaison for the Environment Committee. We appreciate his leadership and commitment to assist us in our endeavours. Doug was always there when he was needed.

On behalf of the Environment Committee, we like to wish everyone safe and happy holidays.



Unifor Local 444 Environment Committee is seen making the donation to the Red Cross for the fire victims of the BC Wildfires.



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



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UPC **Union In Politics** COMMITTEE

Cheryl Hardcastle, MP and the NDP are trying to simplify things for people who are on disability through Bill C-348. This bill will help people who are applying for treatment or items related to their disability. What's happening now is people must fill out forms and apply several times for different things related to their situation and pay the fees for that info several times as well. This red tape is not only taking up patient's time and money but also the precious time of the physicians and it's a waste of our health care dollars.

On November 14, there's a form on Bill C384 which is a private member's bill whose aim is to protect the pensions of workers and retirees. NDP MP Scott Duvall explains the need for something to be done to protect workers. He states that the federal government needs to change the bankruptcy laws in order to do that. Sears Canada recently received court approval to liquidate its assets and close their stores bringing into question what will happen to the employees' pensions. After year of working for their employers workers pensions should be first on the list of creditors.

The NAFTA talks between Canada, the U.S. and Mexico are ongoing. We have many concerns about these negotiations. The new rules must include fair trade; eliminate the Tribunal and the ability to sue other countries. This

is strictly a money grab. As well we need to get rid of the proportional sharing clause and other things having to do with labour rights.

It appears Canada is pushing forward trying to conclude the Trans Pacific Partnership. But there are apparently still some stumbling blocks having to do with intellectual property rights, origin issues related to auto, enhancements environmentally and protections for labour rights.

Ontario is planning to spend \$155 million over three years to create 5,000 new long-term beds over the next four years and 30,000 over the next decade. They say they will also increase direct care in long-term care homes to four hours per resident. They're saying they will also spend \$17 million a year to pro-

By
**RAY
HACHEY**
Chairperson
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vide a new "high dose "flu vaccine, starting in 2018, in order to protect seniors from the illness.

Finally, it is more important than ever that we push for a National Universal Pharmacare program. This type of program would reduce the cost of medications. The government could negotiate a bulk price with big pharmaceutical companies saving us millions. Everyone would be entitled to free medication which in turn would reduce hospital visits. And imagine how beneficial it would be when it comes to our Health care Trust fund! It could save us millions as well as sustain it for generations to come.

I would like to wish everyone a Safe and Happy holiday.



Employee Family Assistance Program

By **BRUCE MALCOLM**

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



Well the holidays are upon us again, school will be out for Christmas break, the shopping lists of things to buy just keeps getting longer. There is more to life than spending a small fortune on wants of our children and family. Those treasures out there that we call our children or grandchildren are more than an expense sheet on our credit card bill. Take the opportunity to be there for their needs, listen to them try to offer guidance and most of all be patient.

This brings me to my topic of healthy boundaries for the holidays. Creating healthy boundaries are empowering. By recognizing the need to set and enforce limits, you protect your self-esteem, maintain self-respect, and enjoy healthy relationships.

Unhealthy boundaries cause emotional pain that can lead to substance dependency, depression, anxiety, and even stress-induced physical illness. A lack of boundaries is like leaving the door to your home unlocked: anyone, including unwelcome guests, can enter at will. On the other hand, having too rigid boundaries can lead to isolation, like living in a locked-up castle surrounded by a mote. No one can get in, and you can't get out.

What Are Boundaries?

Boundaries are guidelines, rules or limits that you can create to identify for yourself what are reasonable, safe and permissible ways for other people to behave around

you and how you will respond when someone steps outside those limits.

The easiest way to think about a boundary is a property line. We have all seen "No Trespassing" signs, which send a clear message that if you violate that boundary, there will be a consequence. This type of boundary is easy to picture and understand because you can see the sign and the border it protects. Personal boundaries can be harder to define because the lines are invisible, can change, and are unique to each individual.

Personal boundaries, just like the "No Trespassing" sign, define where you end and others begin and are determined by the amount of physical and emotional space you allow between yourself and others.

Physical Boundaries

Physical boundaries provide a barrier between you and an intruding force, like a Band-Aid protects a wound from bacteria and Physical boundaries include your body, sense of personal space, sexual orientation, and privacy.

Emotional and Intellectual Boundaries

These boundaries protect your sense of self-esteem and ability to separate your feelings from others. When you have weak emotional boundaries, it's like getting caught in the midst of a snowstorm with no protection. You expose yourself to being greatly affected by others'

words, thoughts, and actions and end up feeling bruised, wounded, and battered.

Financial Boundaries

These boundaries also help to protect our self-esteem and self-worth and not just our finances. It is easy to get caught up in the pressures media, advertising and family or friends to buy beyond our means.

Barriers to Boundary Setting

Most of us were never taught healthy boundaries and yet it seems obvious that no one would want his/her boundaries violated. So why do we allow it? Why do we not enforce or uphold our boundaries. Often it is out of fear of Rejection and/or Confrontation or Guilt and ultimately, abandonment as we all want to be loved and liked.

There are no easy solutions, no quick fixes for setting boundaries for dealing with family members or expectations at the holidays. It's also important to learn how to take care of yourself in practical ways – and recognize when and how you're contributing to your family's expectations. This isn't about blaming yourself or them; it's about knowing and accepting your own role in your family dynamics.

If you've decided to "go simple" in gift giving this year, it's good to have a game plan on how to set those boundaries. Laying out a plan makes all the difference in follow-through.

... cont'd on next page

Employee Family Assistance Program

... cont'd

Being Realistic with Expectation of Gifts

We all want to please our children, grandchildren and you need to be honest with them. Let them know what to expect for gifts this year. When you can give your family a realistic view of what they can expect for gifts (and stick with it!) This should curb the major disappointments when they don't get all they imagined. When we expect very specific things and when life doesn't meet our expectations, we have to work through heavy emotions. Gifts are such a sensitive topic. There are so many unspoken rules about gifting:

- I have to reciprocate every gift I receive.
- Once you start, you have to exchange gifts with that person forever.
- Gifts should be close to the same amount in monetary value every year.
- My gift needs to be similar monetary value to their gift.
- If you gift to one neighbor/teacher/co-worker, you need to gift to all of them.

But these rules are self-imposed; let's give ourselves permission to end excess.

Setting boundaries for yourself while planning how to best use your dollars will help avoid being caught off guard when you get your bank or credit card statement. It's absolutely no fun to spend money over the holidays while dreading the bills you know are coming in

January. Having a set amount of money to spend on your holiday celebration will relieve stress by providing realistic expectations for what you can afford to spend.

After you set your budget, call a family meeting to discuss how many gifts you want to exchange within your immediate family. The number is up to you. If your family is in the habit of giving large quantities of gifts, you may choose to make the change gradually, perhaps giving five gifts per person instead of the typical 20, and then reevaluate before the following year.

Another possibility is to discuss your gift budget with the kids and say, "We normally spend X amount of money per child. This year, instead of giving a bunch of gifts, I want you to think about what you would really enjoy for that dollar amount." Some families may even decide to take trips instead of having gift exchanges. So depending on your budget, you can say, "This year instead of exchanging gifts, how about we do a family vacation."

How you decide to simplify the gift process is up to you and your family. I do encourage you to talk with the children (unless they're too young to really understand) and allow them participate in the decision. It's easier for everyone to accept something if they are the ones who decided to do it. Just like adults, they resist change but are more comfortable participating in boundaries of their own making.

I know for myself personally my family exchange gifts playing secret Santa where everyone purchases one \$30 to \$50 gift and we enjoy the company and laughs more than the gifts. It makes it easier on everyone both emotionally and financially.

As parents, our attitude about simplifying the holidays is key.

Kids take their cues from us, so if we feel guilty or uncertain about change, don't be surprised if the children push in just the right way to amplify those feelings. When you sit down with your children and talk about what they can expect in gifts this holiday season, talk about your "why" behind simplifying the holidays. Bring them into the conversation and decision, like we talked about, and be firm that they may not hint, manipulate, or give guilt trips if they're feelings change. Be very frank with your children about the way they are communicating. You are laying the foundation of good communication skills that they will use the rest of their lives. If they are hinting or trying to guilt, say, "By the way you phrased that, you are trying to make me feel guilty about this and that is not acceptable." Be open to discussion, but don't allow people to emotionally manipulate you.

We also have support meetings every Friday at 1:00pm at the Local Hall, 1855 Turner Road for UNIFORM 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.

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

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



The past few months have been busy ones for our committee. In August many of our members participated in the United Way Backpack and Brews night. We helped fill 500 backpacks with supplies that were given to the schools in our community to be handed out to kids whose parents are financially struggling.

In October, committee members participated in the Children's Safety Village Halloween Night. We handed out candy at the Local 444 building and enjoyed seeing all the little ones dressed up in their costumes.

In November, many of us helped out with the Unemployed Help Centre's Coats for Kids opening weekend. We helped families pick out coats, hats, scarves and gloves. This was a busy day, but well worth it.

Also in November, we held our annual Ornament Day. This was well attended by many little ones and their parents. Many ornaments were made, cookies

were eaten and there was a great visit from Santa. Without all of the volunteers and committee members this event wouldn't have been possible.

Thank you to all who have participated in all the events we have held this year as well as all the other community events. Time after time, this committee comes to the call of need with great enthusiasm and are always ready to help!

Remember this holiday season that it can be a challenging time for many. If you encounter someone who might be struggling let them know they are not alone and there are many places in our community that could lend a helping hand. A little bit of kindness goes a long way.

On behalf of the Community Services Committee and myself, *I would like to wish you and your families a safe and happy Holiday Season.*

