



THE 444 NEWS



Building our Union – Strengthening Our Communities

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WINDSOR, ONTARIO

DECEMBER 2018

*From our Unifor Local 444
family to yours . . .
Have a Wonderful
Holiday Season and a
New Year filled with
Peace, Happiness
and
Good Health!*



The President's Message



By
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Here we go the final 444 write up of 2018. What a crazy year! I am just glad we had each other to get us through. A dozen rounds of tough tough bargaining, long bitter strike, local elections, swirling rumours, attacks on all our industries and an announced plant closer in Oshawa. Not only has this year been a roller coaster it is also setting up next year to be a hell of a ride not to mention a Federal Election.

Former Chrysler CEO - "Brampton's Next"

Not what you want to hear . . .

ever! Tom Lasorda, former CEO of Chrysler, during an interview in regards to the devastating GM Oshawa news said "Brampton's next," he told BNN Bloomberg. "What's the government going to do there?" Tom does bring up a very good point! It's too late when plants are gone or leaving, we need action now! This government needs to step up and protect our manufacturing jobs! You want to close our plants to build the product elsewhere then sell those same vehicles here! Canada should not let that be so easy! Word is that Liberal Prime Minister Trudeau is listening and Conservative Douglas Ford is practically showing GM the door.

This is NOT politics it is OUR JOBS

Dougie Ford who campaigned on helping the working class, say-

ing over and over again that Ontario is open for business has proven in a few short months that his agenda is AGAINST the working class. He is totally scrapping a Bill that raised the minimum wage, allowed for two paid days of sick leave a year, provisions to ensure predictable shift schedules, and more . . . he turfed it.

A bill that helped those who need it the most! A total slap in the face to the people.

NOW our assembly jobs are in for the fight of our lives and Dougie's comments on the floor is "that ship has sailed" he doesn't care he won't fight. Opposing Doug Ford and voting him out of office increases our job security substantially!!! As Dias said "They have to build them somewhere, and Oshawa's as good a place as any." Labour can not stand still. It must not retreat. It must go on, or go under We will fight and we need to elect leaders who are also willing to fight!!

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Seen at the Windsor Assembly Plant are Local 444 Officers and Chairpersons along with MPs and FCA management take a photo-op with Prime Minister Justin Trudeau during his recent visit to Windsor.

Dave Cassidy ... cont'd

The Membership

You are the union! You, the membership. You must not consider the Union as the Local: the executives and the stewards 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! I consider you all family because WE ARE family.

I am asking for all of you to consider more involvement. We need you, I welcome your ideas your suggestions. There are so many areas that can fit your lifestyle and schedule. Our union touches on many different areas of our jobs and communities for you to participate in and play a bigger role. Your union lets make it better TOGETHER.

I believe in my core that SOLIDARITY is our strength and I will do all that is in my power as President to strengthen our solidarity.

The road ahead will not be easy, we have great hills ahead of us but together we have the strength to climb! I see a great day coming for our union and I am eager for the work ahead in 2019. Together we are going to do great things for our Local!

Thank you to our Reps

The holiday season has always been a time to share good tidings of peace and love with friends and family. In this spirit of reflection

and celebration, I want to share how much I have enjoyed working together with all of you over the past years to make a difference in our membership's lives.

Our jobs as Reps, Specialty Reps, Committeemen, Chairs and those on the executive, can all come down to this – helping people. That is what we do. Day in and day out you work hard and fight the battles in the trenches. You sacrifice your time, energy and sometimes even your sanity

to do the work of the people for our great Local and I thank you.

Thank you to our Retirees

You, the great retirees of Local 444, play a pivotal role in any success we as a union have had. It is an absolute fact that you cannot build a great building on a weak foundation. You are that strong foundation.

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Local 444 Officers are seen at the Bargaining Table during the recent set of negotiations which took place for our members employed at AWC.



At a press conference, Locals 444 and 200 Presidents Dave Cassidy and John D'Agnolo introduced Chrystia Freeland, Minister of Foreign Affairs during her recent stop in Windsor.

Dave Cassidy ... cont'd

I want to personally thank all of you for your tireless dedication to our Local, your constant outreach to me and for imparting your wisdom. Know that this Local is dedicated to strengthening and keeping our foundation healthy. Thank you for all that you did and continue to do for our local

Conclusion

As 2018 draws to a close, I would like to extend best wishes to you and your families for the holiday season. We celebrate this time of year in many different ways, depending on our cultures, traditions and beliefs. I hope that for all of you, it is a time for relaxation with family and friends, reflecting on our many blessings and finding ways to help those whose lives may be less blessed.

“Keep the main thing the main thing, folks!”

***“Merry
Christmas
From My
Family to
Yours!”***



During the recent Ontario Regional Council Convention held in Toronto, Local 444 was well represented and participated for those three days



Unifor Guardian Board members take a moment for a photo-op with Chrystia Freeland, Foreign Affairs Minister



Why GM Oshawa Matters

In my recent Guardian article, I wrote that even though we are in favor of FAIR TRADE and RECIPROCAL TRADE deals, and not FREE TRADE deals, the USMCA (NAFTA renegotiated) in relation to auto manufacturing and labour laws is an improvement over the former NAFTA. I also said that we need our governments to concentrate on making auto investment more appealing to all OEMS and Independent Parts Manufacturers.

The improvements in the NAFTA deal won't be enough to attract investment. With the recent announcement by General Motors that they are closing five North American plants, including the Oshawa Assembly Complex, this becomes more relevant than ever before.

The announced closure of Oshawa is significant for several reasons:

1. The Oshawa Plant is one of the most efficient and productive plants not only for General Motors, but the entire Auto Industry.

2. The Oshawa plant also produces some of the highest quality vehicles in the industry.

3. Based on the facts stated in points 1 and 2, it is also one of the most profitable plants in North America.

4. General Motors reported profits in excess of \$6 billion over the first three quarters of this year; 90% of those profits were made by North American sales. The North American market continues to boom. In the US, new vehicle sales are on pace to reach above 17 million units again this year. This is a peak market and about as good as it gets for the auto industry. Sales in

Canada remain incredibly strong. Even if the market dips a point or two, you need to keep it in perspective that it is an incredibly strong market at the moment.

5. Car sales are indeed slowing in North America (down about 10%),

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By
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STEWART**

Secretary
Treasurer.
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Held in London recently, a special meeting took place with the Detroit Three Master Bargaining Committees and Independent Parts Chairpersons who were given an update by the National Research Department on the recent CUSMA.



At a recent Stewart Council meeting, Unifor Local 444 was thanked and recognized by the Windsor-Essex United Way/Centraide for its many years of continued support by its members.

James Stewart Report ...cont'd

but the market is shifting to SUVs, crossovers, and pickups.

6. There are about 2,500 people who work in the Oshawa plant and close to 20,000 more who will potentially lose their jobs in the supply chain that feeds the Oshawa plant.

7. GM made zero announcements about any closures in Mexico. In 2013 Canada and Mexico both made roughly 630,000 vehicles in each country. By 2020, if GM is successful in closing the Oshawa plant, GM will be making about 950,000 vehicles a year in Mexico and only 194,000 in Canada.

8. GM always talks about "building where you sell." However, that's not what they do when it comes to Canada and Mexico. Last year, GM sold 303,000 vehicles in Canada, 17% more than in Mexico (259,000), and the Canadian market is far more lucrative, with larger and higher-end vehicles.

9. As a last point, General Motors bargained a collective agreement with Unifor that clearly outlined that they will not shut any plants in CANADA for the duration of the agreement, which would not only carry the plant to September of 2020, but also give Unifor's GM Master Bargaining Committee a chance to deal with the issue in bargaining.

All these points show that if GM is allowed to close this plant against our bargained agreement, and noting that this plant is a gem within the GM family, producing quality vehicles that generate huge profits, then there can be no doubt that this decision is political in

nature and could easily spill over into other automakers in Canada. As workers, the only metrics we can play a part in is quality and efficiency. GM is pointing out that no matter what you do to secure your future...profits, greed, and POLITICS will always be the real decision-makers for these large companies. We must do all we can, at every level of Government, and as workers within the auto industry, to change this decision by General Motors. There can be no doubt that there will be a call to action in the future and I ask all of you to be supportive of our Sisters and Brothers in Oshawa when that call comes. The fight is not just about

Oshawa, but about the entire auto industry in Canada.

This is the time of year when family and friends matter most. It's a time of giving, it's a time of sharing, and most importantly it's about spending time together with those friends and family that you care so much about. I hope each of you finds the time to do just that.

In closing I have to thank all of you for allowing me to be one of your union representatives – it has been and remains an absolute HONOUR and PRIVILEGE!

From my family to yours - Merry Christmas and Happy Holidays! I wish you all the very best as we move into 2019.



At the recent Ontario Regional Council held in Toronto, seen are Local 444 Secretary-Treasurer James Stewart, Local 444 Bruce Malcolm, Vice Chairperson of the ORC for Employee Family Assistance Program (EFPA), Jessica Ridgewell, 1285 Brampton FCA Women's Advocate, Member-At-Large, and Jeff Ramackers Local 88 EFAP Representative and Chairperson of the Committee.



James Stewart at the recent ORC held in Toronto, speaks to delegates and supports the motion that we will do whatever it takes to save the GM Oshawa Assembly Plant.

Fight for the right of working people

By

**MANNY
CARDOSO**

*1st Vice President
Unifor Local 444*

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That's what we as a union are supposed to do and have done for so many years here in Ontario and across our great nation. "For the people" was the Conservative party's slogan this past summer but the party has been everything but that.

It took years of lobbying to get a government to open up our labour laws and bring them up to date. Once convinced, Unifor put unprecedented efforts to make the arguments and connections which ultimately moved the government of the day to adopt most of our recommendations designed to greatly improve the lives of both unionized and nonunionized workers alike.

But with the single stroke of a pen, and with no consultation from workers and unions, the Ford government dashed the dreams of \$15/hr for our low wage earners and robbed workers of much deserved labour standards. Unifor Bargaining Committees have been mandated to include those objectives, deleted from the Employment Standards Act, in all forthcoming rounds of collective bargaining as we continue to push the needle forward for all workers alike.

Rick Mercer once ranted, "*We Canadians don't elect governments we tend to like to throw old ones out*". And he's right. We, here in Ontario, became so angry with the Wynne government despite all of their positive achievements. Over the past four years, Ontario led all G7 nations in economic growth, which led to investments in programs such as: free tuition to the

under privileged, pharmacare for those under 25 and environmental impact reductions that brought about rebates for hybrid vehicles, to the benefit of many of our members who contribute to the Pacifica production.

Unemployment rates dropped to 5.7% - much lower than we experienced under previous, so-called business friendly Parties - and some 366,000 new jobs were created since Wynne took the helm. I am not declaring her record to be perfect or even close - no government is - but to throw them out in favour of a party with no platform, no policy and with no answers as to how they would fix all the supposed evils of their predecessors was rash and irresponsible.

Heading into next year's federal election we must make informed decisions and not be fooled by pumped up rhetoric and false fears

or all Canadians will end up with the same anti-worker environment we now face in Ontario.

As long as I represent working people, as long as I am of the working class, and hope to someday become a retired worker, I will never apologize for being involved in politics as it ultimately dictates the rules of our working lives.

Southgate Residence

Elections were recently held at Southgate residence. All three positions were acclaimed. Congratulations to Sharon Bento, chairperson, and Nathalie Malott and Brenda Dejong as committee persons.

'Tis the season for giving thanks, and in that spirit, we wish to take this opportunity to thank and recognize all those individuals and businesses that generously

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A Golf Challenge was put forth by Local 200 and was won by Local 444 who became the champions. \$1200.00 was raised and donated to the Welcome Centre Shelter For Women and Families.

Manny Cardoso Report . . . cont'd

donated to our Local 444 striking members at Caesars Windsor this past spring. The outpouring of support by so many in the community was greatly appreciated and continually lifted the spirits of our members throughout the ordeal. The list of gifts from individuals was too large to mention but we encourage all of you to recognize and support these local businesses.

*From our family to yours, I wish
you all the happiest of
Holiday Seasons.*



*Merry Christmas
and a Happy New Year!*

**Naples Pizza
Teachers Association
Caring Hearts Food Bank
Blak's Bakery
Chef Don's Live Catering
CUPE Local 2345
One Church Windsor
The Other Place
The Little House of Cupcakes
Tim Hortons @ Bruce & University
Local 5555
The Dugout
Canadian Border Services
Christina Sweet, Criminal
Defense & Child Protection
Local 2458
FCA Members
CUPE Local 630
Michigan Plumbers &
Pipefitters Union
Lisa Gretzky MPP
Dresden Casino Members
Victoria Tavern
Chocolate Run
GreenSheild Local 240
Voortman**

**Petro Canada
Windsor Honda
Colasantis Tropical Gardens
City of Windsor
Crown Royal Local 200
Members
Ocean Bottom Soap
Sundried Tomato Bistro
Men United for God Holy
Names
Assumption Parish
Malics
CUPE Members
Culligan
Bull and Barrel
Cheetah's
Thyssen Krupp
Motor City Chrysler
Local 195
Manchester Pub
Local 504
Unemployed Help Center
Armando's Pizza
ZF-TRW Members
Capri Pizza
Koolini's**



With over 150 people in attendance, Local 444 members from the Joint Workplace Environment Committee are seen at the 11th Annual Tree Planting event which was held Sunday, October 14, 2018.

Mandated Bargaining Issues from ORC

By
**MIKE
D'AGNOLO**

2nd Vice President
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We have just returned from Ontario Regional Council on December 3rd and needless to say, Doug Ford and his clawback of Bill 148 was a hot topic. I must say, it was refreshing to hear our National President Jerry Dias at a protest in front of the Minister of Labour Laurie Scott's office, what was more refreshing was the new directive when it comes to bargaining.

Moving forward, these are some of the new mandates, Personal Emergency Leave, Start rate of fifteen dollars an hour for any who make less than, Right to refuse shift changes without 96 hours' notice, Forty-eight-hour notice on shift cancellations.

As far as the Personal Emergency Leave days, we have been bargaining this into our collective agreements the last four years with quite a few of our facilities with language that covers the

number of emergency days they are entitled to.

We had just recently, on November 15th ratified a deal at Peterson Spring, with gains in all areas. This was a facility who had not received any wage increases in twelve years and they were successful in seeing increases in each

year of the collective agreement.

We were able to also achieve significant benefit increases. The new hires in this facility will no longer wait eight years in a ten year grow in to see a raise. Under this new agreement, we were able to reduce the 10 year grow in, to a 4

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At a recent ratification vote for members employed at Peterson Springs, Vice-Pres. Mike D'Agnolo addresses and gives details of the new agreement.



Proud members of Local 444 are seen at the picket line in Gander, Nfld. supporting members from Local 597, D-J Composites.

Mike D'Agnolo Report . . . cont'd

year grow in with raises in each year of the agreement. I want to acknowledge the Bargaining committee for staying strong and getting a Collective Agreement that the membership was very proud of.

Windsor Machine is our next round of bargaining, this groups collective agreement expires the end of January. These members are coming off a four-year agreement and that will not be an option in this round.

There is no doubt we have an uphill battle with this company but I can assure you we will fight for everything that this membership asked for in their priority sheets. Mary Oriet and Manny Caruana are the reps out of this facility and have

made sure we have not missed one demand through the preparation stages.

I would like to take this time to wish everyone a safe and happy holiday, enjoy your family and friends and take this time to heal those working bodies because we all know how hard you work and you deserve this time off.



*We would
like to like to
wish everyone a very
Merry Christmas
and a
Happy New Year!*



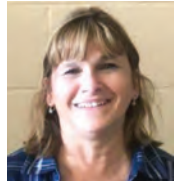
Seen at the recent Independent Parts Meeting held in Toronto, are Local 444 IPS Chairpersons.



Peterson Spring Bargaining Committee at the recent round of bargaining from left to right: Dave Cassidy President Local 444, Committeepersons John Eagle and Tim Dowhan and Chairperson Roxanne Patterson, Frank Harshaw Local 444, Jack Robinson Windsor Area Director and Mike D'Agnolo 2nd Vice President, Unifor Local 444 Liaison Officer.

PETERSON SPRINGS

**By
Roxanne Patterson
Chairperson**



I would like to start by saying thank

you to Dave Cassidy, Jack Robinson and Frank Harshaw and a special thank you to Mike D'Agnolo for having the patience and understanding while working with John Eagle, Tim Dowhan and myself in negotiations.

Together we bargained a new 3-year Collective Agreement which was ratified at 82%!

We are looking forward to the future and hope in getting more new work in our facility.

I would like to wish everyone . . .
***Safe and Joyous Holiday Season –
Merry Christmas and Happy New
Year to all!***

Moving Forward and Making Progress

Windsor Assembly Plant, FCAT, ATS, AWC, Green For Life (GFL), Choice Nutritional Foods, DHL

As many of our members know we now represent the workers at GFL Environmental. These workers have the task of picking up garbage, recycle, and commercial waste throughout the City of Windsor. When we look at the history of this issue, we can all remember back to when the City of Windsor outsourced good paying municipal jobs.

Our Local worked long side CUPE at that time to fight against the outsourcing. As we move forward to today, GFL is doing that work and when they reached out to our union, for representation we naturally welcomed them to the Unifor family. This situation is very tough for the simple fact that any work action that could possibly be taken would affect our entire community and a vast number of our own members.

We have elected a Bargaining Committee, and bargaining is well underway. We have met with the company on three occasions for a total of five days. Although it is tough to get any momentum when the company bargains in this fashion, the committee has remained focused on the proposals of the members tasked us to put forward. We have made a fair amount of headway and are in the home stretch of negotiations. In saying that, the hardest part of bargaining is when both sides start talking about money, things tend to slow a little. We will remain focused and continue to push ahead.

We have met all of our commitments when it comes to the government requirements as it pertains to being able to bring these negotiations

to a resolve (conciliation, strike vote).

There has been a lot of talk about a strike, and I would like to set the record straight. We are continuing to bargain, and at this point, we have not set a deadline for a strike. We will only do this if we hit a roadblock and we have not reached that point. It is a critical decision to make, and

By
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we will not do so without the absolute need. I would ask that our members at Local 444 support these new members and show them support as they look to attain their first collective agreement. These members are looking for respect and fair work rules inside their workplace.

The current inventory reduction that results in reduced build number

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Vice-Pres. Doug Boughner goes over contract language with Green For Life (GFL) Bargaining Committee as they are trying to obtain their first collective agreement.



Youth Committee members meet with Doug Boughner on new ideas to build the Youth Committee and to play a more active role within Local 444.

Doug Boughner Report ... cont'd

and short shifting at WAP has affected many of our workplaces. As a union, we are doing everything in our power to stay on top of the number of issues that have come up. Reduced hours have affected our members at WAP as well as our feeder plants and transport services at AWC and ATS. ATS has been affected severely with the layoff of 12 drivers. The issues have been compounded with the reduced runs due to the rail car shortage at the New Boston rail yard. This unit has been hit hard, and the number of idled trucks is worrying some.

We are working to get the company to free up some extra work and reduce the number of lanes that are subcontracted to other companies such as Cassens so that our members can be recalled. Ultimately we would like to see the company hire some drivers and fully utilize the trucks that sit idle most days.

We have Doug Ford stripping workers of their rights in Ontario and the United States dictating what will happen with our country on the matter of trade, – all the while General Motors is pulling out of Oshawa, a city they have been building cars in for 100 years. To say it has been a disappointing few weeks would be an understatement.

When General Motors made the announcement of no future product for Oshawa, all our Premier could say was that he would get workers five more weeks of E.I... Someone should probably tell the illustrious Premier that E.I. is a Federal program and that he would have no way to do that for the thousands of displaced workers if Oshawa does indeed cease to produce vehicles. In fact, the Premier did not take the time to talk about a fight back, he just said the decision had been made and that there was nothing that could be done.

Well, I am not sure about you, but I for one would rather fight for our jobs (yes, our jobs could be next) than just accept a decision based on corporate greed and pleasing shareholders.

Our Government is supposed to work for us, they are supposed to stand up for us, they are supposed to be there for us. All I see is an Ontario Government willing to watch idly by as an immense contributor to Canada's gross GDP output says goodbye to Canada leaving thousands of autoworkers, parts suppliers, and many other spin-off jobs in the dust. All this after accepting billions of dollars in help from us, the taxpayers.

There have been a lot of battles

throughout this year, and I am proud to see our Local is always at the forefront and taking on the issues. We played a significant role in sending people to bolster the picket line in Goderich. We also sent a large contingent to Gander, Newfoundland to support the workers there and help bring that conflict to a resolution. No matter where the fight is Local 444 will have people on the ground at a moment's notice.

In closing, I would like to wish all of our members a very Merry Christmas and a safe holiday season and a Happy New Year.



Local 444 representatives are seen in Gander, Nfld. at D-J Composites supporting Local 597 on the picket line.

Windsor Assembly Plant

By
**TONY
GRECO**

Chairperson,
Windsor
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With the recent announcement by GM in regard to the closure of five manufacturing plants including one in Oshawa, Canada, it is now more important than ever for our membership to stand together as one group and send a message to global corporations that putting profit before people will not be tolerated.

GM has sent a message to all working people, not just our members at Oshawa, that they have no integrity or respect for the collective bargaining process or commitments made at the bargaining table. GM Oshawa has done everything asked of them by the corporation and more. Their quality is second to none, the in-plant achievements have set standards for the rest of the corporation to follow. Since 1999, Oshawa has won more quality and productivity awards than any other GM plant and still the company has put the bottom line ahead of their commitment to their employees.

GM has reported a profit of \$4.6 billion in the first two quarters of 2018, and have openly acknowledged that the decision to close Oshawa is one of “restructuring for the future” during the good times. If this is the company’s mind set during the “good” times, what is their intention if bad times hit.

The entire auto industry is currently entering a downturn in the cycle of auto sales. This cyclical downturn seems to happen every ten years. The average new car life cycle is approximately ten years. As customers purchase these new vehicles, the market gets saturated with new vehicles in this ten-year

cycle and consequently sales slow for the auto manufacturing sector.

That being said, this is what we are currently experiencing at Windsor Assembly. The plant has been short shifting since Oct 1, 2018. This is directly related to the cyclical down turn described above. FCA is doing what they call an inventory adjustment through this short shifting; reducing the number

of vehicles we build to allow the overall inventory on dealer lots to reduce to a level, which makes better “business sense”. We as your representatives recognize this is a major issue for our membership. Short shifting has been on average an hour to hour and a half per shift

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At a recent membership meeting, WAP Chairperson Tony Greco addresses the members on current information pertaining to the Windsor Assembly Plant.



Unifor Local 444 members Melannie Smith and Meghan Boeykens. from the WAP took it upon themselves to do a collection to help out the Windsor Home Coalition who was in need of donations for their food bank.

Windsor Assembly Report . . . cont'd

per day. This shift scheduling has had the most impact on our junior members who do not yet qualify for short week. The situation causes a fundamental issue with the leadership in regards to pushing the company to commit to full shifts at WAP. While we do not agree with the continued short shifting it is the most favorable of options the company has at its disposal.

As discussed at recent Union meetings, short shifting shares the pain across the entire membership while keeping everyone working. The alternative options are shift smoothing, layoff weeks or ultimately a shift reduction. To be clear there has been no discussion of these options between the Union and the company. The reason I bring this up is that there have been some conversations going on with members in regards to suggesting that the company should just layoff a shift so others can work overtime. This is not what the Union is about.

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At the Windsor Assembly plant, Local 444 Sec.-Treas. James Stewart and WAP Plant Chair Tony Greco participate in the ceremony, "The National Day of Remembrance and "Action to End Violence Against Women".



The Veterans Committee and our Union Leadership present an award to Tommy Lowther for his dedication to honouring the memories of our fallen heroes and for the respect and compassion he has shown to the loved ones left behind. We can't thank you enough.



At the Windsor Assembly Plant, at the opening session, United Way Canvassers take a moment for a photo-op.

Windsor Assembly Report . . . cont'd

We need to look out for all members and as members look out for each other. While the plant slogan is “family of one”, our Union slogan has to be “all for one and one for all”. We must stand together in the good and bad times as we work through the slow times and come out on the other side, together. This is not just a Windsor Assembly issue, the leadership at WAP is in continued communication with the Chairpersons at our supplier plants to provide them with the most up to date information in regards to shift schedules and times.

The current plan of record as of writing this article is to continue short shifting at the current level until the end of 2018. After the holiday's the current build schedule will increase quarterly. As the build increases the short shifting should reduce and shift lengths should get back to normal.

I also want to address the situation surrounding TPT usage in the plant as there seems to be some misconceptions in regards to what is happening. With the short shifting, our full-time members are not booking off as much time as they have in the past. With the reduced time booked off, obviously the need and the ability for TPT's to work has been drastically reduced.

The Union and company are tracking TPT hours to ensure they are being as evenly distributed as possible, but to give an example, in August the plant was using approx. 1500 TPT's per week across the plant. As of December 3, that number has dropped to approx. 800, again across the plant per week.



Another big Thank You to all the members and the management team for raising \$6750.00 towards the “You Are Not Alone” Suicide Prevention Mental Health Week at WAP.

TPT's are part of our working family and your representatives recognize that everyone has bills to pay but at the same time, the company will not bring in TPT's unless there is a need. As the build increases in the next quarter, likely full time members will begin to use the commitment book again and there should opportunity for TPT hours to increase, but again these opportunities are based on full time members taking time off.

The company has started up the WCM academy in plant. This will provide an opportunity for our members to attend training and better understanding of the WCM process. As stated in the past, please don't look at this training as something you “have” to take. Look at it as an opportunity to educate yourself to hold the company accountable to their process. By holding the company accountable, we are ensuring the company is using the principles necessary to move the plant forward in the WCM process and ultimately provide the leadership with stronger arguments moving forward to secure new products and our member's futures.

NTC has also started up again in the plant. Again, please take this opportunity to learn and share experiences with fellow members while in the class and take the knowledge you learn from the course to engage in conversations to help move-working people forward.

Lastly, I would like to address the issue of the continuous rumours both in the plant and on social media in regard to layoffs etc... Your Union leadership does everything it can to ensure you are getting up to date and accurate information. When we get accurate information, we immediately pass it along to the shop floor reps and to the floor. Please do not participate in the rumour mill, as things happen we will get the information to you as soon as possible.

On behalf of the entire Steward Body at Windsor Assembly, I Wish all a Merry Christmas and Happy Holiday Season.



BENEFITS Report

Windsor Assembly Plant



By **KEN
KWIATKOWSKI**

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Employment Insurance (EI) Working While on a Claim

The employment insurance “working while on a claim” is a way to help you earn some additional income while on an employment insurance claim.

This will allow you to keep a portion of your EI benefits along with all your earnings from your job. Keep in mind that you will still fall under the Employment Insurance act and regulations.

Example: You must be looking for alternative full time work.

If you take a pass or day off you must report “not available for work”.

For additional information regarding “working while on a claim” please go to: www.canada.ca on the top right hand side of the screen search “working while on a claim”

Lump Sum Bonus

During the 2016 negotiations we bargainedco 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. Full time employees hired on or after October 17, 2016 and perform work for the company in 2019 will receive a \$1,000 lump sum bonus prior to the 2019 Christmas holiday period.

Members collecting employment insurance when the bonus is paid, Service Canada is requesting that you call and report the bonus;

however the bonus monies will be allocated to the period you worked in the respective payment year. Service Canada # 1-800-206-7218 press 0 to contact an agent.

Canada Pension Plan (CPP) Enhancement

Starting in 2019, the CPP will be gradually enhanced. This means you will receive a higher CPP benefit in exchange for higher contributions from the employee and the employer.

Currently CPP is designed to replace 25% of your average work earnings, to maximum contributory earnings (2018 - \$52,400). Starting in 2019, CPP will grow to replace 33.3% of your average work earnings to a max earning limit. As a result your CPP pension will increase based on how long you contribute to the enhanced CPP. You will get the full increase if you contribute to Enhanced CPP for 40 years.

Changes to CPP Contributions

Currently (2018), employees contribute 4.95% to a max of annual pension earnings. Employers contribute an equal amount of 4.95%. From 2019 to 2023, contributions percentage will gradually increase by 1% from 4.95% to 5.95% to max pension earnings.

Starting in 2024, employees will begin contributing 4% on the additional earnings above the max annual pension earnings. Employers will experience the same increase in contributions.

*Have a Safe and
Merry Christmas!*

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

2019

C.P.P. – \$2,748.90

E.I. – \$860.22

2018

C.P.P. – \$2,593.80



On December 7th a press conference was held at the WAP with President Dave Cassidy thanking everyone who donated to this year's United Way Campaign.

SKILLED TRADES REPORT



By **PAUL RENAUD**
Skilled Trades Chair WAP

E-mail: paul.renaud@fcagroup.com

The Skilled Trades population is currently 653 including the fifty seven apprentices plus five temporary licensed Trades from production - one temporary licensed mechanic in jitney repair, one temporary licensed mechanic at ARDC, one temporary licensed painter, one temporary licensed mechanic at VCC and one temporary licensed carpenter at ARDC.

WAP

Overtime and weekend work has been slowing down in all Trade groups. Budget constraints due to the reduced build are causing all Centres to cut back on regular maintenance and projects until the end of the year. As of this writing, Christmas shutdown work will be limited to corporate projects that have already been committed to, but all three Centres are scheduling work for Christmas. We continue to push the company to do the work that is needed to keep the plant running and not to cut back on PM's and work at Christmas.

I have been trying to get a Skilled Trades meeting scheduled to address the overtime proposal that was put forward. Scheduling conflicts have made it difficult to set a date before Christmas, so we will be holding a meeting early in the New Year to have that conversation. We have received many emails and had many one on one conversations on both side of the issue and look forward to the debate.

APPRENTICE UPDATE

Currently we have fifty seven apprentices in three Trade groups - 24 electricians, 21 plumbers and 12 IMM. Three of our IMM apprentices have graduated and successfully written their C of Q exam; congratulations to them and welcome to the IMM department as journeypersons. All of the electrical apprentices and group one plumbers are going to be attending school in January. Group one electrical and plumbing apprentices will be nearing completion of their hours when school is complete and will therefore be able to write their C of Q exam shortly after.

The application process for the next intake of apprentices is now complete and testing is scheduled for the weeks of January 7th and

14th, 2019. When the testing is complete, there will be a course offered at the Local for the successful candidates to prepare them for the next round of testing - the skills test battery, scheduled for the weeks of January 28/19 and February 4/19. The course will be held on a weekend prior to the skills test battery and successful applicants from the first test will be paid four hours to attend the eight hour course.

BILL 47 and OCOT

There have been a lot of questions in regards to the Ontario College of Trades (OCOT) and what the Ontario provincial conservative government is planning to do with Skilled Trades and apprentices in Ontario. In summary . . .

- (1) They have announced that all journeyperson to apprentice ratios will be one to one which does not take into account the safety of journeypersons, apprentices or the public and does not allow for the proper training of compulsory trades. They are only looking at supplying a low cost workforce for

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Chairperson Paul Renaud questions Chrystia Freeland, Foreign Affairs Minister, on the specifics on how the new trade deal will affect Skilled Trades in Canada.

Skilled Trades Report

... cont'd Paul Renaud

employers by flooding workplaces with apprentices and once they graduate they will be laid off so the company can hire more apprentices. OCOT has done ratio reviews and takes into account input from all stakeholders involved, including employees, employers, colleges, etc... based on certain criteria like safety of the workers and the public. Now a Minister can change this with no consultation

(2) They have announced a moratorium on trade classifications and reclassifications. OCOT was in the process of reviewing many different classifications, some to be combined with similar trade classifications and some to be removed due to lack of registered apprentices. There are some of the 156 trade groups that have not had an apprentice indentured in years and most of these came from a previous conservative government offering money to anybody that would offer an apprenticeship in any field that they applied for, for example swine herds person and special events co-ordinator to name a couple. Now the government can make decisions in regards to how many trades, what type of trades, and what the training will look like for the future of the skilled trades.

(3) They have announced the winding down of the College of Trades. OCOT was created by extensive consultation and recommendations from reports

that were commissioned to look in to the administration and running of apprenticeships, training, enforcement, and journey persons certifications. The College is a body to self-regulate the trades, run by trades, similar to teachers, doctors and lawyers. There are employees, employers, the public, educators all on the governing board which sets direction for the college based on recommendations from divisional boards and trade boards. Divisional boards and trade boards are all Skilled Trades employees and employers that help to formulate directions for apprenticeships and journey persons.

The government has no plan on how they will replace the College of Trades or how they will move forward with training, apprenticeships, certifications, enforcement of compulsory trades, etc... They have announced the wind down with no alternative to how they will deal with it. British Columbia went through a similar situation a few years ago where there were no longer any compulsory trades and they created designer trades with

apprenticeships of only a couple thousand hours to certify apprentices in small parts of each trade, but not the entire scope. B.C. is now moving away from that model and moving back to full apprenticeships and certifications due to a shortage of skilled workers. This move by the Ontario government can only lead to unskilled people performing work that they are not qualified to do, leading to a potentially catastrophic end.

The Skilled Trades need to be part of the consultation process to help determine what the next steps will be and how the government will address the many outstanding issues. We will continue to work hard and lobby the government to be sure our voice is heard.



The Skilled Trades Committee would like to wish everyone a very Merry Christmas and a Happy New Year!

Take some time to spend with friends and family!



At the recent visit of Prime Minister Justin Trudeau, skilled trades members take a moment for a photo-op with their chairperson Paul Renaud.

Recreation Report

By
**SCOTT
RICHARDSON**
Recreation
Chairperson

E-mail:

scott.richardson@fcagroup.com



Each year the Recreation Committee works hard to ensure we host first rate events that our membership will enjoy with their families. 2018 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 41st Annual Brooks Golf Tournament and the Family Picnic very enjoyable for our members during the course of the 2018 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 27th, the Recreation Committee will be hosting the ice skating event at the WFCU Centre (Main Bowl) from 12:00 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 \$18.00 for selected games. The games are: December 31st vs Mississauga, January 27th vs Niagara, March 3rd vs Kingston. The tickets are available online at www.wfcu-centre/password.com promo code - 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 to our website.



As the 2018 baseball season closed, I personally want to thank Frank Harshaw and Darryl Desjarlais from memories such as this on Sunday mornings.

Upcoming Events

- **UNIFOR REGIONAL 10-PIN BOWLING TOURNAMENT**
Sunday, January 27th, 2019
Superbowl Lanes, Windsor
- **UNIFOR MOONLIGHT BOWLING TOUR.**
Saturday, Feb. 23rd, 2019
Rose Bowl Lanes, Windsor
- **UNIFOR CRIBBAGE & EUCHRE TOUR.**
Sunday, March 3rd, 2019
Br. 143, Canadian Legion Windsor
- **UNIFOR RETIREES EUCHRE TOUR**
March 13th, 2018
Canadian Legion
Branch 143, 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).

BASEBALL SEASON



The 2018 Season has come to a close and Dajuan Johnson's team, "The Band of Brothers" has won the "A" Division over Jeff Rusnak's team the "Select Few". The "B" Division was won by Nate Unwin's team the "Booze Hounds" over Josh Sterlings "Mutants". The "C" Division was won by Nate Grant's team from Cleroux Roofing over Drew Menards team "The Goat".

Local 444 Slo Pitch saw its last pitch this year. The league was formed in 1969 and has organized well over 15,000 games in those years. It has been a pleasure running this league for the last 25 years and we're proud to say it's known as one of the best leagues in the city. Sunday morning baseball has been a tradition for hundreds of players over the years and has been responsible for many long-lasting friendships on and off the field.

Most importantly we would like to thank Local 444

for their support over the years by promoting recreation for our membership and others.

In closing, a special thanks to all the great players of this league that have formed the backbone of Local 444 Slo Pitch.

Darryl Desjarlais & Frank Harshaw



BAND OF BROTHERS



2018



BOOZE HOUNDS



CLEROUX ROOFING



CAESARS REPORT

By DANA DUNPHY, Chairperson

E-mail: unifor444caesars@hotmail.com



At the time of this writing the Casino population is 2,125 with 150 having probationary status.

I will start by saying we have been back to work six months since our labour dispute and I hear from many of you every day how frustrated you are. The morale in here seems to be at an all-time low. I have never seen it like this before.

It seems like it has been one thing after another since our return. The company decided to change the way they apply the attendance policy when one calls in sick on a qualifying day before or after a holiday when the day is an approved ESA without any notice to anyone. We found out after a worker came to us about not getting their stat pay because they didn't supply a doctor's note.

The Company put us on notice in October that they were not participating in the United Way campaign this year. While the campaign was running there was not even a poster or a piece of literature to let anyone know you could still choose to donate through the union office. To not participate in United Way during a time when so many people in this community are in need is very sad to me. We may not have ever raised a ton of money during our campaigns but every dollar helps.

The Company then met with us on October 16 and informed us that they were eliminating the Event Staff Classification and that the duties would be done by our Security Officers. Then on October 24 we met again with the Company only to have them tell us that they were announcing the closure of the EDR effective January 13, 2019 due to losing money and not breaking even. A day after the bumping was completed

for the EDR workers I was again called to attend yet another meeting where the Company informed me that they were now going to close the EDR on the midnight shift effective December 2 due to staffing, sick calls and not enough business to maintain. We requested that they utilize temporary transfers in order to keep it open until January 13 but as you can see it is closed on midnights.

I would imagine now that Doug

Ford has passed Bill 47 which repeals Bill 148 where employers can't ask for a doctor's note for our 10 ESA days as long as they were used as sick days that the Company is working on a new attendance policy. Doug Ford has reduced the ESA day entitlement to 8 days instead of 10 and has added back the companies' ability to request a doctor's note for sick calls. He even defined how the 8 ESA days can be used. Sick days are capped at 3 days, personal emergency days are capped at 3 days and bereavement days are capped at 2 days. I am guessing that a new attendance policy will roll out in the next month. When you receive it please take the time to read it. If you don't understand it come and see one of us in the office. We don't want anyone

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Dana Dunphy, Chairperson of the LGBTQ addresses delegates at the recent Ontario Regional Council on their yearly report.



Local 444 Chairperson of Caesars Windsor, Dana Dunphy seen in Gander, Nfld. making a financial donation supporting the striking members at D-J Composites on behalf of the Hospitality and Gaming Sectors

to get trapped due to not understanding it.

This is the first month since our return where discipline levels seem to have returned to a normal level. Hopefully this is a sign of moving in a different direction.

Food and Beverage and Culinary scheduling have made the move into Gaming Administration. I am very happy to say that the majority of the scheduling issues have been ironed out. There are fewer revisions, fewer scheduling errors, and definitely more accessibility to the lieu, comm, pph book. Just the fact alone of being able to walk in the office and speak to a person has made a world of difference.

We are still having discussions on the bartenders blind drops.

There have been some challenges with the proof reading of the collective agreement. So please be patient they will be printed as soon as they are error free.

I would like to congratulate Steve

Dzudz on his new role in our office as WSIB Representative. I know Steve's up for the challenge and will do a great job. We will be holding an election for Zone B midnight shift Steward in the New Year.

In closing on behalf of myself and the entire Union Office I would like to wish you and your families a . . .

Happy Holiday Season.

Gateway Point Edward

LINDA SPENCE
Chairperson, P.E.C.



CONSTRUCTION is finally completed! We can all agree, it wasn't without challenges; extreme temperatures, unbearable noise levels, blinding sunlight, and of course . . . the flood. This transition affected every department in one way or another, the servers navigating the beverage cart over gaping holes in the floor, facilities never-ending task of dusting, PSR's replacing "Winners Circle cards" for the new "My Club Rewards" card, (1000's I might add), or the slot techs having the daunting task of moving all those machines, 506 to be exact. It was a long process, and I for one am glad it's done!

On the flip side, our new face lift was long overdue, and the end result is second to none. The addition of another

pit for table games, implementation of GMS, The Buffet, Nova Bar and Match Restaurants, all give our customers more choices for their entertainment enjoyment. The completed renos have provided employment opportunities as well, over 20 full-time positions, and we are still hiring.

We also welcomed a new site manager, Linda McColl; she brings with her, a wealth of knowledge and fresh ideas for Gateway Point Edward. All and all, I would say 2019 is looking very bright.

I would like to wish you and your families a very, Merry Christmas and Happy New Year.



JASON KEARNS

Gateway-Dresden Raceway Slots
jaykearns444slots@gmail.com

Gateway-Dresden Slots Unit

I am sure most everyone from our Local will agree 2018 has pretty much come and gone at record speed. There were lots of positives for us all to build on this past year with much-anticipated hope of more good things to come.

The Gateway Dresden Unit had and has many challenges ahead when moving forward to the new site in Chatham. The year 2018 saw Gateway take full control from OLG in their Southwest bundle. Totally different business model versus government-run OLG. The biggest ongoing issue is that Gateway runs operations very lean. This makes it very hard to be a flexible workforce.

The announcement this past spring of the new site developing in Chatham will bring many new opportunities to those of the members who wish to explore a new job. The new build is ahead of schedule and if no major hiccups come to life, the membership should be moving to Chatham Cascades Casino, Match Public Eatery, & The Buffet towards the end of August/ September 2019. Everyone wants to see a smooth transition to Chatham with all the bugs and kinks worked out well ahead of time. There is no reason to not have learned from other openings.

Year 2019 is almost here and I would like to wish the board, the rank and file and our office staff, a very safe and healthy holiday season. Merry Christmas and Happy New Year.

INTEGRAM

By **DAVE SIMONE**

Chairperson, Integram Seating

E-mail: integram444@magna.com



At the time of this writing, the plant population is approximately 1100 members, with no one on layoff. Recently, the company decided to run a split production schedule, where RU runs primarily on the swing shift and RT runs primarily on midnight shift. This move has created many issues for our members, primarily, but not limited to, off line jobs. The most common issue that has created much frustration for our members are cycle time issues.

The company has restudied jobs, and the previous times and thresholds have now changed; thus our members feel that there is more work and less time to do it. We have asked the company for all recent time studies, elemental break downs and JES for a vast number of different jobs that our members have identified to us as a concern and to be looked at. We will be having our National Time Study Rep come in to look at these jobs in question as soon as possible.

As everyone in the area already knows, the recent inventory adjustments by FCA, has left all shifts running short. This affects all members, but our junior members are most negatively affected as they presently must wait five years in order to receive any short work week provisions. This must be looked at in our next round of negotiations.

We will have approximately 21 new jobs coming to the plant, as work presently being done in Michigan, will now be done in house. These jobs are for the pre-assembly of the 2nd and 3rd row RU frames. These jobs will be located in the foam dept. The old foam carousel, that is no longer needed will be removed and the space created will house the new sub-assembly area. This is great news for Integram.

A very concerning issue that we have at present is the current issue that surrounds our pension plan. On May 7, 2018, Magna Corporate came down and gave an in depth presentation on how the pension plan works as well as how the qualifiers work in regards to early retirement (between age 55 and 59). In short, it was explained by Magna Corporate pension experts, that at age 60, or if a member's credited service and age equals 80, or if a member is 55 and has 30 years,

then no pension reduction of 4% per year before age 60 would apply to the pension or the bridge benefit. This was reflected in our pension estimates that were prepared by Magna Corporate pension experts. On Oct. 26, we received an email from Magna Corporate, letting us know that they had MISINTERPRETED the pension plan language and that there are no early retirement penalty exemptions (80 factor and 30 years) that would apply, and that our members must be age 60 in order to obtain a full pension and bridge. In essence they told us that there is in fact a 4% per year penalty on both the basic pension and the bridge between age 55 and 59. This has created a lot of anger on behalf of our members as well as great concern in regards to what information Magna Corporate gives to our members. I, along with the committee here at Integram, have launched a grievance on behalf of our members in regards to both the bridge and the basic pension issues in that the 80 factor and 30 years of service provisions should indeed apply.

This year our Skilled Trades Committeeperson Joe Giordimaina has decided to retire. Joe has been representing skilled trades for almost 18 years, since we unionized in 2001. I have worked a long side Joe all this time and can say unequivocally, that Joe has been a great asset in bargaining and to the trades here at Integram. He will be greatly missed.

Lastly, I would like to wish everyone a safe and enjoyable holiday and congratulate all of our retirees this year for their years of hard work which has contributed to the continued success of this company!

Merry Christmas and Happy New Year.



Dave Simone and V.P. Mike D'Agnolo, march to the Ministry Of Labour office in Toronto during the Ontario Regional Council protesting Doug Ford's Bill the working class.

HBPO

By **JENNIFER ALLARD**

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



Plant population is 113 with no one on layoff. The company has hired 7 new fulltime members and 4 TPTs members just want to recognize them and welcome them to the team.

Has been an interesting year. We started out short shifting, then they introduced the new Pas-Program late November which pretty much stopped the short shifting, so they can take advantage of the time so they can fix all issue containing to the new program.

Rotation

The Union and the company are having ongoing meetings regarding the new process set up for rotation trying to figure out why it's not rotating members between 12 different jobs. And we will keep on meeting until its figured out.

Any outstanding vacation pay that has not been used before Christmas Holidays will be paid out at the end of December.



Members can also start booking there time off through the ADP program for 2019 as of now. Just to let anyone that doesn't know, you can request safety shoe voucher on the ADP app.

The Steward Body would like to wish everyone safe and Happy Holidays.



DAKKOTA INTEGRATED SYSTEMS

E-mail:
armand.gervais@yahoo.ca

By **ARMAND GERVAIS**

Chairperson,



At the time of this writing, our plant population is at 186 with no one on layoff and 16 on various leaves. We have approximately 17 members working their way through their probationary period.

With low volumes of RU being forecasted in production, we are seeing C.I. moves being made in all zones. We are also seeing short shifting and a down week finishing the last quarter. Let's hope sales improve going into 2019!

By the time this article is published, our United Way Campaign will have been completed. 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 individual who need them.

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**

Some of the Christmas events that we are sponsoring 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 magazines, etc.)
- Fill the van with food. All donations are going to the Women's Shelter of Windsor.

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 would like to wish everyone an enjoyable holiday season. Enjoy your time off with family and friends. "Cheers".

Northstar

KEVIN DUNN, Chairperson

Email: wunion@nsaero

Seaon greetings to all! Another year has passed and we are finally getting back on track with our customers. This has been a struggle since last negotiations with all the skilled machinist that we had lost and then also with all the new hires and training that it took to get them up to speed. This year has definitely been a big change for Northstar, and not only on the shop floor but also in the office as well. We have a new plant manager John Giudici, who started his position in late October and I know that he will bring good things to our facility. There has also been a number of engineers who had been hired throughout the year, and as well as some interns from the university who are here to learn and help out in any way that they can.



Currently, we have 78 members with three being probationary. There are 10 grievances in the system as of now with the majority of them being pushed to arbitration.

The workload in our facility continues to increase and we were told that the company wants to start shipping 400 parts per month beginning this January, which is up an additional 150 parts from one year ago.

Northstar is still hiring and desperately looking to bring in skilled machinist. There have been three new members which just recently started and a few more coming in the new year. Overtime is still daily with members being able to work as much as they like, over and above the mandated requirement.

Sub-Con is still a problem with the work not coming back to the shop in a timely fashion which has always been a dilemma in our facility. Management recognizes that this needs to change in order to keep up to our "on time deliveries" for our main customer Rolls Royce, so starting in the new year the company will be keeping a closer eye on where the work is and when it will be done for us. This will also ensure that the lathes and mills do not have dry spells as they have had in the past.

Over the Christmas shutdown, the company will be bringing in three new pieces of machinery. A new Hob machine, a new gear grinder and a new centre grinder. Some of the other machines will need to be moved around to be able to make them fit, but the company is hoping to have everything done before we all come

back from the holiday shutdown.

So as the year comes to an end, I would like to thank everyone for all their hard work, dedication and sacrifices made for the company throughout the year. It has been a long journey so far, but because of us all working together as a team I believe we are on the right track to growing our facility, our relationships with our customers and most importantly the longevity of our facility, guaranteeing a future for us all.

On behalf of the membership, I would like to wish everyone a Merry Christmas and a Happy New Year.

Avancez

By BILL ROSS

Chairperson, Avancez

Email: billross@cogeco.ca

As of this writing Avancez has 46 members with no one on lay off; 1 on light duty and 1 on a various leave.



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

In March 2018 we ratified a new contract with Avancez leading the negotiations. We were able to bargain substantial gains such as wages, benefits and language improvements.

Part of our contract agreement with Avancez was to switch from Greenshield to Great West Life so that Avancez could bundle their package with the Brampton Plant. We've experienced some difficulties with the changeover and Avancez is taking action to correct this. I'm asking the members to be patient and to let me or Human Resources know if you have any issues with the coverage.

Copies of the new Collective Agreement have been proof read and should be printed and distributed soon.

In the last year there have been significant changes in upper management at our facility. I look forward to working together with this new management team to improve the working conditions.

The 2018 Christmas Season we sponsored a single mother with 2 children. Our members' participation was amazing. This is our third year to sponsor a family. Every child/family deserves to have a special Christmas and together if we can put some smiles on a family's face it certainly puts a smile on mine.

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

ZF/TRW

What a year it has been at our plants from working 6 days a week to short shifting, as a committee we continue to advocate for full 8 hour shifts and for the most part the company has co-operated only sending folks home who want to leave most of the time. We are not confident this will continue as the company is looking to find cost reductions throughout both facilities. Employment Insurance has a program called working on a claim so we strongly suggest you report your hours regardless of hours worked if you have an open claim as you may be entitled to some benefit based on the short shifting, further information can be found on the government of Canada website.

We have not had any members laid off as of yet. We hope the production numbers will improve in the new year so we can get back to building for a full 8 hours a day. It has been a challenging year balancing man power between the facilities and shifts hopefully the build will remain at a steady level and we will not have to make any adjustments.

A new provincial government has repelled the hard-fought gains under Bill 148 claiming Ontario is open for business. The minimum wage will remain frozen, Doctors notes will be required and EL days have been cut as well as equal pay for fulltime/part-time are just a few of the rights working people lost, thankfully during our last negotiations we wrote these laws into our CBA so they will not affect our membership, I bring this up to show why it is important to be involved in politics and to vote for representation at all levels of government that will stand up for working people.

On March 4th, we will see our next pay increase as well as a second

PAA day, which can be used in conjunction with a ESA/EL day when calling in sick, you need to inform the call-in line you would like to use a EL day and be paid the PAA and fill out the form upon your return.

I would like to thank the entire membership for the generosity to United Way, we truly are making a difference in our community I do not have this year's totals, but last year's

By
GERRY LOGAN
Chairperson

E-mail:
Gerry.Logan@zf.com



campaign helped over 775 individuals or families THAT IS HUGE. I also want to thank all our elected and appointed representatives for the hard work they put in every day. In closing from your Union Committee, we wish you all a happy and safe holiday season.



Seen in Toronto recently is Local 444 TRW Chairperson Gerry Logan and President to the IPS Council opens the meeting of the Council.

TRANSALTA REPORT

THE LAYOFF NOTICE has finally been lifted. FCA and TransAlta have signed a two-year extension on the eve of the deadline date. This agreement extends our contract to operate and maintain the powerhouse and mechanical rooms at the Windsor Assembly plant.

All in all, both the cogen and the powerhouse have been performing well. As a matter of fact, the cogen has been called to run more than anticipated lately.

By
LUC CHARTIER,
Chairperson,
TransAlta

E-mail:
Luc_Chartier@transalta.com



Welcome to our two new power engineers, Max Lenhardt and Marshal Laing

To all, have a Happy and Safe Christmas and Holiday Season.

AWC FCA

By **MARK BOURDEAU**
AWC Operations
Email: mbourdeau5@cogeco.ca



At Auto Warehousing, 2018 has been a busy year for all our operations. In early October we finally found a new home for our ongoing pension contributions. We voted 98% in favour to have Great West life administer our pension plan contributions. The members along with a financial consultant decided what type of investments they wanted.

With AWC acquiring additional routes and taken on some diverted routes due to congestion in the US rail yards, the Drive Away operation has added more drivers.

At our EC Row rail facility, we successfully negotiated our first collective agreement in September with gains in benefits and wages. Due to the extra volume of the diverted traffic, AWC has hired an additional rail loader.

At AWC our team of employees at all our operations continue to provide the best service and respect when handling all of FCA vehicles.

With respect to our pension plans, the members continue to wait patiently for their pension payout amounts from the ECCCP Plan. We are hoping to have the payout amounts the first part of 2019. With our CACL pension plan, the wind-up evaluation report is near completion.

We anticipate a full windup with payouts sometime in 2019.

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



Automobile Transport Services

By **DAVE SKIDMORE**

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



Currently 41 drivers on the seniority list at ATS, with three off long term on medical leave and 12 laid off indefinitely since November 12, although we have been slow since Labour Day.

This is mainly due to the fact that much of our product going to New Boston rail yard in Michigan has been rerouted to E.C. Row rail yard in Windsor. The lowered production at WAP has also had a negative impact.

We have been asking the company for additional work for weeks with no results, however as of this writing we have a meeting scheduled with the director of logistics ,to see if there is any alternative work to be had. FCA invested in this equipment six years ago and has yet to fully utilize all the trucks, or hire a single driver. This makes all involved wonder what the long-term plan is for ATS.



Recently, at the Ontario Regional Council, seen are almost a thousand delegates marching to the Ministry of Labour office in Toronto protesting Doug Ford's Bill 47 which is a total attack on the working class throughout the province.

Elring Klinger

By
Lisa Ruston

Union.Logon@elringklinger.com

This has been one turbulent year at Elring Klinger. Last year at this time we had a population of 90 members. Today we have 120 and still growing. The company recently hired four mold technician trainees, three general maintenance, three millwrights, an electrician, 25 manufacturing specialists and several lift truck drivers. Our parking lot is overflowing. Everybody says 'wow, that's a great problem to have.' Sure it is, if you do it right. They did not do it right and we are struggling every day with issues of overcrowding, poor or no training, lack of direction and communication, and lack of skilled people.

We have known for a few years that our parent company in Germany had intended to grow this facility in Leamington. We should have prepared ourselves better by team building and skills building but we didn't and now we are paying the consequences.

Germany has had to send reinforcements to help and support us while we get our new products launched and get people trained. We are very fortunate to be part of a very large, multi-national corporation which has the resources to send such skilled people to fill the voids until we can recruit and train enough local folks. We are very grateful that they stepped in when they did because the consequences would have no doubt been disastrous for all of our members and the town of Leamington.

So my message to my fellow co-workers is hang in there, better days are coming. Our colleagues from Germany have seen you struggling and changes are imminent.

Keep an open mind and try to help each other get through the day. If you see a co-worker struggling, give them a hand. Let's help each other get through this rough patch. Some of you higher seniority members will recall, we have been through this before and with our

hard work and dedication, we helped turn this company around and we will do it again.

I believe once we get through this and get back up to standard, we will look back and be amazed at our accomplishments and be proud of our work once again.

So, a Very Merry Christmas to everybody. We will be shut down for a week and a half and I hope everyone has a great Christmas and a very Happy and prosperous New Year ahead.

It has been brought to our attention that some of the retirees did not get recognized in our previous 444 News magazines. We sincerely apologize for this, and we are currently working on rectifying this problem. Furthermore, for members who are planning to retire, or who have retired, this is a perfect opportunity to join the Local 444 Retiree's Chapter. For \$2.00 per month, you will be able to attend monthly meetings and keep updated on issues pertaining to retirees. With your membership, you will be invited to attend special events, trips, the Annual Spring Luncheon, Christmas Dinner and more. If you're interested, come to the union hall and see the support staff about becoming a member.



Seen are Local 444 delegates at the recent Ontario Regional Council (ORC) held in Toronto

Sterling Fuels

MICHAEL MERRY, Chairperson

Email: mike.a.merry@gmail.com



Dear Brothers and Sisters,

Heading into the holidays, I would like to wish everyone a happy holiday. Sadly, staff morale is low as we approach the end of the year.

A large portion of our members will soon be laid off for the season and we are arguing about staff levels. To say things are getting better would be a lie, and the reality is just this past week we've had members sent home

for lack of work while managers complete tasks.

We had to file a grievance for not being paid for Remembrance Day and the list of grievances are piling up.

It is discouraging to continually be in this position with the amount of effort put forth to try and make positive changes to the site.

In years past we would main-

tain 8 members year round and now with more work available, we will be lucky to have four members.

I believe management is still attempting to do our work, as they will have more than double the management than last year.

To continually have the same arguments and now face even more obstinate management, it has made things even more challenging for our members.

I have worked here for 15 years and I hope things change for the better but with 15 years experience, I know better.

I hope everyone has a happy holiday season!

Windsor Machine & Stamping

AS OF THIS WRITING, our plant population is at 109 with four on medical leave and eight temps on probation. This year has had many ups and downs. Last November, Plant 4 closed and we were all moved to Plant 3. The transition had been somewhat hard for some members. Plant 4 was basically a welding and assembly shop of headrests. Now Plant 3 is building cassettes for the headrests and we also build armrests and have a foam line. The Company is still working on an automation line to build the cassettes. It's not running at full capacity yet, so we are still building the cassettes for the headrests and we also build arm rests and have a foam line.

The Company is still working on an automation line to build the cassettes. It's not running at full capacity yet so we are still

By MARY ORIENT

Chairperson



building the cassettes.

Our current contract is up January 31, 2019. We just received our priority sheets back

from our members. We are currently waiting to go into negotiations. Everyone is anxious to have an agreement.

In closing, I would like to thank my committeeman Manny Caruana for all his support and hard work.

I would also like to thank all the members for their support and wish everyone a Safe and Happy Holiday.



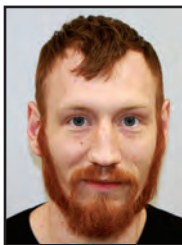
Bargaining Committee members preparing for upcoming negotiations are Mary Orient, Manny Caruana, Frank Harshaw and Mike

YOUTH COMMITTEE

By **Dustin Heggie** – *Youth Committee Chairperson*

Youthunifor444@gmail.com

Here we are at the end of 2018, a year that has come with its ups and its downs. Successes and failures each coming with sets of experiences to better prepare us for what tomorrow brings. Truth be told we do not know what tomorrow will bring but I do know that we as youth all face similar circumstances. Across all industries where globalization and automation threaten our jobs.



Collectively we face ridiculous student debts and for many youth, home ownership is something that may not be that attainable as it was for past generations. We face issues in our home lives and we face problems internally - that include mental illnesses - that affect our lives on a regular basis.

Despite our very different upbringings and individual circumstances – us youth have a lot in common. It is not all doom and gloom either. There are some brilliant youth out there but one of our biggest problems is we do not connect with one another as people - in settings where we are looking to build and share ideas. We are too tied into our social media and not enough into engaging ourselves in finding a solution to our generations problems.

That action is where unions have historically lead the charge because of the working class of people

across many generations before us and their strength came in numbers. None of that has changed today. Our youth committee and our futures successes are determined on our ability to mobilize on ideas and movements that affect our generation.

I am asking that you take the action of coming to meet some like minded individuals at one of our Youth Committee meetings. We meet on the 3rd Sunday of each month at 11 a.m. unless otherwise noted. Please bring a canned food donation as we accumulate and donate food to local community food banks geared towards assisting the youth in our neighbourhoods.

Looking forward to seeing you out and on behalf of myself and the youth committee we are wishing everyone a Happy Holiday Season.



Seen above are Local 444 Youth Committee members being recognized at the Ontario Regional Council held in Toronto.

Human Rights

By **BARB LOWE**, *Chairperson*

Email: local444humanrights@gmail.com



The Premier of Ontario is busily stripping us of rights as workers, and even trying to deny some of us rights as people.

With the repeal of Bill 148, the PC party gleefully celebrate as we lose some of our short lived sick/personal days with no need for a Doctor note, minimum wage has been frozen until 2020, the right to have same pay for same work for part time and

temporary workers is repealed, making it easier for employers to take advantage of precarious workers and those marginalized or minorities, giving no protections to these people especially now that fines are decreased for convictions when employers break the Labour Standards Act rules.

The government is allowing the working class to suffer affecting us all. We need to use our voices,

phones, internet, petitions to be heard. As a Union, a worker or retiree or student, we must fight against the decline that this Premier sees fit to send this province into. We need to band together, protect and be kind to each other.

As we head into the Holidays, please remember that this time of year is especially trying for some people, so a kind word or a smile is never wasted. A dollar or two can help a cause. A hug for friends or loved ones may be exactly what is needed at that moment.

Happy Holidays from your Human Rights Committee – good health and best wishes to you.

Women's Committee

Take action to end violence against women, empower girls, and help women live their dreams!

We can't wait for equality to happen. We have to make it happen. It is each of our responsibility to drive change. Educate yourself on political issues. Get to the voting box. Run for office if you feel called to do so. Let's rewrite the rules that are no longer working and create new ones, together.

Women everywhere are rising up, taking the women's movement into the mainstream. At the same time, men are becoming more vocal and aware of gender issues and finding ways to be active as allies. Women are protesting, marching, organizing and building power.

Hundreds are joining the Women's March to the survivors who have come forward with their stories of sexual harassment and assault, to the millions participating in the #MeToo #TimesUp movement.

E-mail:
womanscommittee444@yahoo.ca

It's become clear that women are not going to stay silent anymore. We need to end all forms of discrimination against all women and girls everywhere.

Year 2018 marks a pivotal moment for women's rights. We need to keep the momentum moving forward!

By **SUSAN
McKINNON**
Chairperson,
Women's Committee

*Safe and
Happy
Holidays
on behalf of
the Women's
Committee!*



Unifor Local 444 Officers and members from the Women's Committee are seen donating to Hiatus House \$6,233.85 from raising funds for the Shine The Light Campaign. The Hiatus House continues to be a great community partner and a servicing agency accommodating those in need of dealing with domestic violence in our community.

Education Report

By
WAYNE
MacLEAN
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



ested in applying to attend, please contact the local for information and to be connected to our program coordinator. On behalf of the Education Committee,

I would like to extend our wishes that you have a Safe and Happy Holiday Season and a Happy New Year.

We have received many questions this year regarding university scholarships. Applications come out from the National Union in February/March with deadlines to apply in April/May yearly. Watch the posting boards for more information as the dates are finalized.

This May, the Education Committee will be hosting a presentation aimed at high school aged students in grade 12 that will be entering university next year. This 2 to 3-hour presentation will include the opportunity to apply for the Rich Montague Memorial Bursary, two of which we give out annually in the amount of \$1000. To qualify, you must be present for this presentation or have taken our high school presentation.

Family Education applications will be available sometime early in the new year with a March deadline to apply. If you have never gone to Family Ed, it is a fun and rewarding experience and gives your whole family the opportunity to see our Port Elgin training facility and enjoy some much-needed downtime. Classes are fun, and most teenagers arrive not wanting to be in a class setting but leaving in tears after making so many

new friends.

Our McMaster training classes are ongoing, if you are inter-



Unifor Local 444 Executive Board members donate to Greg Lemay cause, a Local 2458 member as he went homeless for 48 hours collecting non-perishable food and cash totalling \$3,000 and a trailer full of food which he donated to the Downtown Mission.



Local 444 Secretary-Treasurer James Stewart, welcomes Local 444 members to a special FCA pension information meeting.

Environment Committee



By **RICHARD LABONTE**
Environment Committee Chairperson
local444environmentcommittee@gmail.com



Greetings,

Since the last issue off the 444 News, I reported that the newly elected Premier of Ontario, Doug Ford, planned to end the environment program GREEN ON. Well, he did it. Presently, it is officially dead. The program was launched by the former Liberal government and was designed to aid homeowners, renters and businesses save money by shrinking their carbon footprints. Doug Ford scrapping the program put an end to the electric auto rebates of up to \$14,000 which will affect us directly as Fiat Chrysler workers building the hybrid Pacifica.

Those incentives had applied to about 20 electric and hydrogen-fuelled models from 14 automakers such as FCA, Honda, Tesla, General Motors, BMW and Ford,

and was credited with increasing the sale of those vehicles by 120 per cent last year. Currently, Tesla is suing the present Ontario government for this action to cancel the program.

In the meantime, the Local 444 Environment Committee drafted up a "Restore the GREEN ON Program" resolution with the help of Ken Bondy and Dave Cassidy. We passed the resolution at the general membership meeting and now it has been forward to the National. It will hit the convention floor at the next Ontario Regional Council at the end of November.

We are currently making a video to support our campaign with interviews and statements made by our local leadership including Unifor 444 President, Dave Cassidy, Lisa Gretzky, MPP, and

Brain Masse, MP and others who will join the fight. We will begin to launch our petition drive locally and nationally once the resolution gets passed at the National level. The campaign will educate the public and put pressure on Doug Ford and the Ontario Conservative Party to restore the program that works.

On behalf of our committee, we want to wish you and your family a safe and a very happy holiday and we will see you in the New Year. Remember any 444 members can join the Environment Committee. You are always welcome.



UNIFOR LOCAL 444 EXECUTIVE BOARD

| | |
|-------------------|---------------------------------|
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| JAMES STEWART | Secretary Treasurer |
| MANNY CARDOSO | 1st Vice President |
| MIKE D'AGNOLO | 2nd Vice President |
| DOUG BOUGHNER | 3rd Vice President |
| SANDRA DOMINATO | Recording Secretary |
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| JAMES DAEHN | Member-at-Large |
| RICK LABONTE | Member-at-Large |
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| WAYNE MACLEAN | Chair, Education Com. |
| SUSAN MCKINNON | Chair, Women's Com. |
| SCOTT RICHARDSON | Chair, Recreation |
| GORD GRAY | Editor / Public Relations |



Local 444 Environment Committee and friends are seen at the 11th Annual Tree Planting event which was held Sunday, October 14, 2018.

Employee Family Assistance Program

By **TANYA KELLY**

*E.F.A.P. Committee
Vice-Chairperson*

tanyapower76@hotmail.com



Our Committee has released it's second podcast which can be found on the Unifor 444's website under the EFAP committee section. We are recording podcasts in an effort to reach as many members within our local. Please feel free to listen and let your co-workers know about them, and stay tuned for more upcoming episodes!

We had a guest speaker in October at our meeting, Tim Baxter, from Crossroads- "Centre for Personal Empowerment". Tim explained many of the services Crossroads offers and told us about the challenges they face in the com-

munity. Crossroads provides assistance for individuals or families impacted by addiction and mental health issues. This not for profit agency has been around for over 20 years and is a Green Shield provider. Crossroads can always use an extra donation to assist with their community deeds. Our committee has helped to raise funds by selling their printed books and are planning future fundraisers for this agency.

As we head into 2019 may we keep those suffering today from addictions and other mental health illnesses in our thoughts. Sadly, we

have seen an increase in opioid overdoses in the Windsor area, specifically 4 drug overdoses in a 24 hour period, as a direct result of the presence of fentanyl in substances. It is a scary time for those who are addicted as their lives are even more at risk today. If at all possible, let's be more patient and understanding to those affected, let's steer them in the direction of help (to their local EFAP Representative, Bruce Malcolm perhaps?), or let's simply not give up on those suffering because there is help available.

May you enjoy your holiday season with the ones you love.

Union In Politics COMMITTEE

The new United States, Mexico, and Canada Trade Agreement (USMCA) which is replacing North American Free Trade Agreement (NAFTA) is apparently structured to do what NAFTA was suppose to do over 20 years ago, and that is to try to make trade between all three countries fair.

Hopefully it will address the low wages paid to the Mexican workers and stop the flow of our jobs to the Right to Work States in the U.S. and to Mexico. Ideally we will see new factories being built here in Canada, something we haven't see in many years.

One of the major difference in

By
**RAY
HACHEY**
Chairperson

*Email:
rayj2001@
hotmail.com*



these negotiations was that our Canada Government officials involved our Unifor President Brother Jerry Dias and were asking him questions that he was able to answer while giving a perspective and opinions from a worker's point of view. His knowledge and experiences in dealing with Canadian issues that affect all of us due to trade agreements was very impor-

tant. It was encouraging to see that he was included in these talks.

There are many outstanding issues that have to be sorted out, like any agreement. The new 25% tariffs on steel and 10% tariffs on aluminum still has to be worked out, but Trump says that is a separate and not inclusive in this trade agreement. Trump called this a matter of a National Security and claims it must be dealt with separately from USMCA.

The agreement should not be signed by November 30, 2018 if these issues involving these tariffs are not worked out. It has cost companies billions of extra dollars here in Canada and they must go. It would take years to resolve it through the World Trade Organization.

LOCAL UNION ORGANIZER



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

I want to start this report by thanking our Local, as well as the National for the opportunity to work with the Organizing Department with the common goal of building this great Union. I would be remiss if I didn't thank our outgoing director John Aman for his service as well as welcome Kellie Scanlon to her new role as the departments new Director so "thank you" John and "welcome" Kellie.

With the recent attacks by the Doug Ford Conservatives to repeal the gains made under Bill 148, the need to organize and protect our hard-fought battles is now more relevant than ever. Our Union worked hard to make these gains for our members and society's most vulnerable who are not protected under a Collective Agreement. This is the first thing Doug Ford did as Premier, and with the stroke of a pen, all the hard-fought battles to secure and modernize Ontario's labour laws were eliminated . . . SHAME ON YOU Doug Ford!

So, I ask while we are off and enjoying our Holidays with families and friends that we have the conversations around the importance of our Collective Agreements and the fact that we are protected and the wages and benefits are pro-

tected by a legal binding agreement.

A Collective Agreement secures this for the life of the contract!

These types of discussions turn

into leads and hopefully a Union Organizing Drive that in the end makes for a better working environment for all. So please, let's have these discussions with our family and friends over the Holiday Season.

I want to conclude by wishing everyone a safe and Happy Holiday Season from the Organizing Department.

I look forward to working with all of you come 2019.



Vice-President Mike D'Agnolo, John Biekx, Gerry Logan, Steve Dzudz and Dennis Gagnier are seen at the recent ORC held in Toronto.



John Biekx, Aaron Neaves and Gloria Hendrix were recognized for their hard work from the director Kellie Scanlon, of the Organizing Department at the recent ORC Convention which was held in Toronto recently.

Retirees' Chapter

By GERRY GRAHAM

*Chairperson,
Retirees' Chapter*

Email:
gerrygraham@hotmail.com



On October 23rd, your Local Retirees Chapter sent a full bus to Queens Park along with other busses from across the province to a protest rally on the health care cuts in the province. Thousands of concerned citizens and retirees showed up on that day and would hope that Doug Ford would get the message on the dire state of our Ontario Health Care but he didn't. Furthermore, on that day we heard from a reporter that Doug Ford just froze the minimum wage and again his agenda is not ours but rather for the wealthy. Remember Mike Harris well he's back ?

How are we expected to get him and his cronies to understand that Ontario Health Care is failing? Seniors and retirees are suffering! This guy is bad for middle-class, workers, retirees and seniors. We need politicians to get on board and understand that cutting back and privatizing is harmful to all residents in Ontario. We need politicians who understand we are not the wealthy 1%.

Retirees and seniors have told us they would want to stay in their own home as long as possible. We all do, with the proper care. Retirees and seniors built this country and Doug Ford just looks the other way and takes away from it.

As retirees age, there is a greater need for nurses and nurse practitioners. Now is the time for Doug Ford Corporation to be proactive, stop all privatization in Ontario and get us up to the level of all the provinces in Canada.

As it is now Ontario is at the

bottom of the list of dollars spent per Patient Care, on L.T.C, Dental Care, Phamacare, for our families and seniors.

Bill - 333 (Long Term Care) are issues that are needed back on the table. Compassionate nursing care 4 hours a day for all retirees, seniors and spouses. These bills were just one step away from being signed, for all of us. We will stay on it and keep the pressure on at Queen's Park and the Federal Government, keeping Local 444

retirees and all seniors on top of these issues, working together across Ontario and Canada with all our affiliates, We can make it a reality. It is so important for our retirees and seniors to live with respect and dignity.

Retirees put forth resolutions that are read out at retirees meetings that the Executive Board then sent to the Federal and the Ontario governments.

Retirees are watching for the outcome on increases to C.P.P and OAS, as it is the only increase retirees and seniors will ever see to keep up with inflation and this needs to be reinforced to protect all pensions across Canada.

Hoping all the best for everyone and enjoy the Holidays and certainly, 2019 will be a busy year.



Seen are Local 444 Retirees Executive at City Hall for the flag raising ceremony for the International Day of the Older Person.



Ray Hachey, Retiree Executive Board member, lays a wreath on behalf of the retirees at the City Hall Cenotaph on Remembrance Day.

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)

July 2018

Alan Carter FCA
Walter Ducedre FCA
Elaine Durocher FCA

August 2018

Denis Fox AWC
Jove Ristovski FCA

September 2018

Marie Agopian ElringKlinger
Kevin Banfill FCA
Christopher Blak FCA
James Defoe FCA
Robert Droy FCA
Robert Dotto FCA
Richard Moran FCA
Elizabeth Thibert FCA
Stanley Whittaker FCA

October 2018

Michael Boudreau FCA
Norman Bygrove FCA
Alexander Campbell FCA
Dennis Foster FCA
Richad Fuschi FCA
Cathy Garnett FCA
Roy Gignac FCA
Peter Happy FCA
Carol Prier FCA
Denise Robert FCA
Darrell Smith FCA
Diane Zilinski FCA
Mike Zinyk FCA

November 2018

Karen Briand FCA
Jeffrey Bula FCA
Brian Durocher FCA
Nahim Ibrahim FCA
David Young FCA
Nick Krawchuk Caesars Windsor
Anna Collard FCA

December 2018

John Little FCA

A Tribute to...

Unifor Local 444 was saddened when we heard the news that Frank LaSorda passed away. Frank played a pivotal role in the capacity as Vice President, representing Canadian Auto workers and putting their interests first.

Frank then had to take over during the toughest of times at the Local with the shocking death of Charlie Brooks. Frank was a man of his word, kind, humble and a friend to many within the union and abroad.

May he rest in peace with his wife Bea and



Frank LaSorda

sons Jim, Tony, and Dan.

To his children Joe, Tom, Angela, JoAnne and Fran, we offer our sincere condolences and friendship.

God bless and farewell my friend and colleague.

Sincerely,

Dave Cassidy,

President

Unifor Local 444

Obituaries

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

Richard "Dick" Dierckens Retired
Garnet Elscher Retired
Franco Denardi Retired
Joseph Ford Retired
Francis "Frank" Lasorda Retired
Lawrence Tessier Retired
Armand Mero Retired
Jerry (Gerald) Wogan Retired
Ken Shannon Retired
George Hallett Retired
Guiseppe Pipitone Retired
Giovanni "John" Olivito Retired
Daniel Quinlan Active
Carlo Scuderi Retired
Douglas Jones Retired
Harold McNamara Retired
Daniel Lucier Retired
Helmut Schumaker Retired
Ferucio Zanier Retired

Barry Gerald Lalonde Retired
Todor Apostoloski Retired
James Gordon Retired
George Reaume Retired
Eddy Odette Retired
Carl Dobson Retired
Josip "Joe" Banovic Retired
Adino Vincenzo Aloisio Retired
Joao Cordeiro Retired
James Seagull Retired
Ronald Johnson Retired
Edward Marchand Retired
Leonard Vincelette Retired
Willian "Bill" Craig Retired
Cristeta S. Hackney Active
William Renaldo Retired
Randy Iliffe Retired
Abbey Chiasson Retired

Veterans' Committee

By **ROB LINDSEY**, Chairperson
robert.lindsey@fcagroup.com



The Veterans' Committee once again helped with the Veterans Luncheon at the Serbian Center, shuttling Veterans and Guests from the back of the parking lot to the doors of the hall in a Pacifica from Motor City, walking Veterans and guests from their cars to the door using umbrellas to keep them dry, and being available to help in any way we can to make the day a special one.

Thank You to the Membership at the Windsor Assembly Plant, this year donating \$5,500 to our Poppy Campaign despite being laid off the week before, and, going without a pay cheque the week of the collection. I also would like to thank the Plant Union Leadership for manning the gates and running the campaign for us. We could not do it without your support.

Tommy Lowther, of Skilled Trades at Windsor Assembly, was honoured with an award from the Veterans Committee and the Union Leadership for his unwavering dedication to honouring veterans in our community. He does not do the work for recognition, but his work deserves to be recognized because it means so much to the families and friends of the fallen.

It's inspirational to see the individual flags with the individual stories of each fallen hero, hand crafted, erected in rows with

the boots, rifle and helmet Memorial, at the front of the rows of flags.

Thank You Tommy for your dedication to honouring our fallen Heroes!

Wear red on Fridays to make sure we show support for our troops.

The Veterans Committee

would like to wish everyone

a very Merry Christmas

and a

Happy New Year!



On Remembrance Day, members from the Veterans' Committee are seen helping out at the Veterans Day Luncheon.

Aboriginal Workers & Workers of Colour

By Yvonne Browning Coates

evoncoates@gmail.com

Aboriginal Workers and Workers of Colour Committee Goals:

- *Promote inclusion, activism and leadership among workers of colour, aboriginals, and equity groups.*
- *Undertake campaigns and events to help mobilize our members, the community and members of other equity seeking groups.*
- *Inform the Board and Delegates on policies, actions, issues, as well as advice on solutions to those issues.*
- *Mentor and educate our young members and those of the community.*

Viola Desmond! If you don't know that name, as a Canadian you soon will. November 19, 2018, the new \$10 bill featuring Ms. Desmond was released. A black Nova Scotian businesswoman who challenged racial discrimination, and segregation and refused to give up her seat in a theatre in 1946.

Many refer to Ms. Desmond as the Canadian Rosa Parks. Many would be surprised to know that the great Ms. Parks, who refused to give up her seat on the bus and caused the Montgomery Alabama bus boycott in the U.S., didn't happen until 1955.

This is the first Canadian bank note to NOT feature a Prime Minister or Royalty, and the only

female other than the Queen.

The background is a street grid of downtown Halifax. Citadel Hill, Gottingen St. and the waterfront. Foil features on the note include Canada's Coat of Arms and the flag.

The back side shows the Canadian Museum of Human Rights in Winnipeg Manitoba and its unique interior architecture. At



the base, the Library of Parliament vaulted dome ceiling is visible and from both sides; an eagle feather symbolizing truth, power and freedom. A quotation from Sec. 15 of the Canadian Charter of Rights, in French and English.

The 10 note is done vertically as to represent and signify the change we hope to continue for our future generations. It is inspiring to us (people of colour); we hope it will inspire you.

With Canada's hate crimes reaching an all-time high in 2017, it's not about being "politically correct" it's about kindness and respect. I wish you all a blessed holiday season. May we all think of the year that has passed so that we can move forward to a better 2019.



Amazing once again as Unifor Locals 444, 240, 195 and 1498 with retirees and ONA Local 8 and with FCA Canada management pledged more than \$1,249,110.00 to the United Way/Centraide Windsor-Essex County 2018 campaign. Thank you, everyone, who made a contribution to this worthy cause.

Community Services Committee



Sue Najem
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In September the Community Services Committee purchased, assembled and donated backpacks with school supplies to 30 youth at the Inn of Windsor and New Beginnings. We also donated snacks and portable lunch items as well as some hygiene products to the Youth Centre of Windsor.

On November 25th we held our annual Ornament Day for our Local 444 families. Over 300 kids and their families came to enjoy this fun filled day of ornament making, fresh cookies, hot chocolate and a special visit from Santa. Thank you to all the committee members and volunteers who helped make this day a great success! The pictures from Ornament Day are posted on our Local 444 Website. (www.uni444.ca)

As we move into the Holiday Season please keep in mind that many struggle this time of year. A simple act of kindness will go a long way.

Wishing everyone and their families a Safe and Happy Holiday Season.



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RETURN UNDELIVERABLE CANADIAN ADDRESSES
TO: CIRCULATION DEPT.
UNIFOR LOCAL 444, 1855 TURNER ROAD
WINDSOR, ON N8W 3K2



It was another fun-filled day with children and parents at the Annual Ornament Day held at the Local to meet Santa Claus and building ornaments for that special day.