



444 NEWS



Building our Union – Strengthening Our Communities

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JULY 2019

We are in this Together!

By **DAVID CASSIDY**, President,
Unifor Local 444

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As I was going through my notes of what to write about in this report, one theme stood out amongst them all **SOLIDARITY**. In our workplace, joining workers on the picket line, charity events, helping our retirees, campaigns to maintain the environment, or handing out bikes to underprivileged kids it is all about our Solidarity. I am proud of the excellent work our local has been a part of these last number of weeks.

Third Shift

The Just the Facts sheets that went out recently are the latest update on the third shift. The company's plan, as of this writing, is to cancel the third shift. We continue to put pressure on all parties involved hoping one of them blinks. We are trying to fill a gap between lagging sales to better sales and or lagging sales to a new product. We continue to

pressure the company to resharpen their pencils and recheck their numbers. At the same time looking for the governments to step up and help bridge that gap. We are continuing to meet with all parties in the coming weeks, and we will keep you abreast as things unfold.

First Things First

Not until the third shift issue is dealt with will we be looking at the retirement packages. I hope that we will not have to deal with retirement packages any time soon.

This is a very trying time for all of us. It is imperative that we all stick together and focus on one issue at a time. The company would love to proceed with retirement packages, but I am not there yet. We will go hard on packages when and if it is time. In the meantime, let us support one another encourage one another stand in **SOLIDARITY** with one



another. No one should be telling anyone "they need to retire" that is not Solidarity, and it needs to stop. We should be getting some serious answers here reasonably soon.

Holding the Line

I was privileged to be able to stand in **SOLIDARITY** with the sheet metal workers.

Local 235 and all the brothers and sisters who are in the sheet metal trade across Ontario have been off the job for six weeks. I was glad to be able to speak with them out on the picket line, and I was proud of our members who came out to show them support. I took it upon myself to let the plant know that these brothers and sisters have a lot of sheet metal work scheduled during our shut

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President's Report

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down and they might want to look in and "see" how the negotiations are going . . . nudge, nudge, wink, wink. I am sure some outside pressure would not hurt getting our brothers and sisters back to work so they can feed their families.

Skilled Trades Council

I want to thank everyone who put together a fantastic Skilled Trades Council in Montreal. **Congrats to Paul Renaud who was elected to the National Skilled Trades as Secretary-Treasurer at that meeting.** Much was accomplished; the venue was perfect, the city beautiful. Great Solidarity across the trades.

I want to also thank the Council for endorsing the Unity Team for August's Unifor Convention. The council is made up of several great men and women who are a real pleasure to

associate with. I am honoured to Chair this council. I want to thank our retiring members for their hard work and dedication to the trades council and wish them all the best! ***Cheap labour isn't skilled, and skilled labour isn't cheap!***

Social Media

Always a big believer in keeping our membership informed, we are taking advantage of social media platforms. We, at Unifor Local 444 have a rich history and that is something you may have noticed that we have started recognizing more on our FB page. Stay tuned!

You can follow your local here:

Facebook- @Local444UNIFOR

Instagram -@uniforlocal444

Twitter-@local444unifor

The Man, The Myth, The Legend

As many of you are aware Gordy Gray, our PR/Communications and Guardian Board Editor is retiring. Hired by

Chrysler on August 24, 1974, is now hanging up his camera after his last 16 years with the local. Gord loved helping people, always represented the local well, and stood firm for Solidarity. We will miss him in the office and wish him well in his future endeavors. Join us Friday, July 19, 2019, at our Local for an open house from 4:00-8:00 p.m. to give Gordy a proper send off. RSVP Jeremy Glajch at:

jglajch@uni444.ca

Solidarity

At the core, WE are working men and women, unified as one force! Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers. We rise TOGETHER for the greater good. We defend one another like family because we are family! Enjoy your summer! The office will be closed for the weeks of July 8 and July 15 and will return on Monday, July 22. If you need me, you know how to get a hold of me. Always keep the main thing the main thing.



Dave Cassidy, 444 President and National Skilled Trades Chair, addresses 444 Trades members at a meeting at the Union Hall pertaining to the Windsor Assembly Plant.



President Dave Cassidy holds a media conference in regards to FCA elimination of the Third Shift.

The Fight Continues

3rd Shift WAP - Let's Give the Numbers Another Look

At the end of March of this year, FCA gave our union six months' notice that they were eliminating the 3rd shift at WAP. Approximately 1700 of our WAP members were notified that their jobs were on the chopping block. What this translates into is several thousand jobs lost in our supply chain. The loss of this amount of jobs would be unprecedented in the Windsor and Essex region. We were in absolute shock at this notice. FCA gave our union zero heads up that the 3rd shift elimination was even on their radar. Not coincidentally this was the very same way they notified us of their intent to eliminate our FCAT department back in 2017.

During bargaining of 2016 FCA laid out their projected need for three shifts at WAP for the next several years. We understand that things change, and the numbers are not where the company thought they would be now as they were back at bargaining. **What we are telling them:** *there are still many moving parts that can and will change their new current projection numbers. So, let's have another look.*

Many Factors

The USMCA, Elimination of US tariffs on Aluminum and Steel, AWD addition to the Pacifica, lower-priced model Pacifica is in the works to replace

the Caravan, not to mention the potential for another product to run alongside the Pacifica all play a part that will change future production needs. We believe this is a short sighted and knee jerk reaction by FCA. Even now, we get the feeling that they are willing to work with us to see if our Governments of the day can help find solutions, but they seem to be not altogether invested in the idea. Let us be clear, it is our union that is doing all the heavy lifting to find solutions. Frustration does not begin to describe what we are all feeling.

As outlined in our recent information update at the Windsor Assembly Plant, we have had several meetings with the upper echelon of FCA management, and we are currently having meetings with the Federal government as well. By the time you read this, more information might already be available, and we will continue to get the most up to date information to you.

Worst Case Scenario- Two Shift Posting

If things don't go our way in the coming weeks and we are unable to convince FCA with help from the government to keep the 3rd shift alive, things will happen fast. You will see the canvass of eligible retirees happen, followed quickly by a two-shift posting

By
**JAMES
STEWART**



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season of some sort. Lots of movement of people from one job to another with lots of training happening. Eventually, you will see jobs being posted on boards with 807 department transfers happening. If this is the fate we end up facing, we will work with the plant committee to get those details out to you when they are worked out.

Green Shield Canada

Many of our facilities have GSC as our benefits provider. GSC does a great job looking after our members' needs, but recently, some of the changes they are making are resulting in some short-term pain for our members. GSC has been actively chasing down fraudulent vendors and suppliers that submit claims to GSC. We support GSC in this endeavor as fraudulent claims result in higher costs to our benefits. Higher costs make it harder to bargain gains as we move forward.

However, as GSC eliminates these vendors and suppliers our members have been on the hook for some unpaid claims, no fault of their own. We are currently meeting with GSC to resolve the issue, and we are confident we will have a resolution soon.

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James Stewart Report . . . cont'd

Let Us Gather Together

We have some events coming up and it would be great to see all of you there. On June 27, we have our membership meeting, which is a perfect place to ask any questions you feel have not been answered. We have our Family Picnic on Sunday, July 28, an event my twin daughters say is our best event of the year. At the end of the summer on September 2 we have the labour day parade. I believe when we gather together, we grow stronger.

Recognition of Gord Gray

I would like to recognize Gord Gray and congratulate him on his recent decision to retire. Gord has worked as the editor of the Guardian Board for many years. Gord is the guy behind the scenes helping all the Unifor Local Presidents for whatever is needed. I was fortunate enough to work with Gord for several years and I appreciated the help he was to me. Thank you Gord and enjoy your well-deserved retirement.

Summer Has Finally Arrived

I know this is easier said than done based on what we may all soon be facing, but I want to wish all of you a safe and happy summer. I hope you all find some time this summer to enjoy being with your family and friends.



1300-plus Retirees in attendance at the Ciociaro Club as Secretary-Treasurer James Stewart addresses the Annual 444 Retirees Spring Luncheon.



At the most recent membership meeting, President Dave Cassidy is seen swearing in newly elected workplace representatives.



James Stewart, FCA Bargaining Chairperson, addresses FCA Council at a meeting recently held in London, Ontario.

Keeping up with Changes!

By
**MANNY
CARDOSO**

*1st Vice President
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I want to start by welcoming Darryl Desjarlais to the Local 444 office. His many years of experience and knowledge will be a welcome addition and further strengthen our ability to serve our membership better.

I would also like to congratulate Doug Boughner on his recent appointment to the Unifor FCA Health and Safety Coordinator position, where he will serve all Canadian FCA employees. I am very appreciative of the time and the patience Doug offered me when aiding me in my transition into the challenging world of the Casino and service industry.

It is truly a diverse and complicated industry, much different than our traditional manufacturing operations, but with each new challenge comes new opportunity to learn from the different perspectives around work rules, scheduling and ultimately bargaining as a whole.

The recent changes in leadership have also brought a change in assignments to the officers. I will be stepping away from Caesars Windsor, Gateway Point Edward, and Gateway Slots at Dresden, soon to be Gateway Chatham. I have great respect for the Chairpersons and representatives of these sites.

I thank them for their dedication, time they sacrifice for their members, and the knowledge they shared with me over the past 18 months. I remain committed to these members as I aid in the transition of these units to their new liaison.

My portfolio will continue to include Presteve Foods Limited, Etna

Foods Limited, and Southgate Village Retirement Residence. In addition I will now serve as the liaison to the FCA Windsor Assembly Plant including the FCAT division, Auto Transport Services LLC, Fernades Freight Services(DHL), Auto Warehousing company of Canada (AWC) Chute, AWC Drive-Away, AWC E.C.Row Railyard, Choice Nutritional Food and Vending Services, and GFL Environmental Inc.

I am currently bargaining a first collective agreement for our new members at Angus Consulting Management Limited. This facility now functions as the heating, chilled water, and emergency power provider to Caesars Casino Complex. I have also initiated the early processes of bargaining a first collective agreement for our newest members at Martin Transportation Systems of Canada.

I will keep my report short, as, at the writing of this report, we remain entrenched in the battle to maintain

the third shift at the Windsor Assembly Plant but do not have any firm answers.

Although we continue optimistic that our push will result in a positive outcome, FCA has held fast that their numbers do not justify a three shift operation.

Regardless, your Local and National Union will continue to fight for the future of the Windsor Assembly Plant and ultimately for the future of our membership as a whole.

Congratulations are in order for Gord Gray on his retirement this Summer. Gord has been not only a fixture at our Local for many years but across the Labour community in Windsor and Essex County. His dedication to the Local as well as the membership has been second to none. His work ethic and witty personality will be missed.

From our Family to yours, we wish you all a safe and enjoyable summer!



First Vice-Pres. Manny Cardoso, liaison officer to the Environment Committee, strategizes on upcoming events and involvement.

September Looming

With September fast approaching to say everyone is nervous would be an understatement. FCA's announcement of the cancellation of the third shift has had a ripple effect through this community. Between FCA and our feeder plants, there are approximately 2000 good paying jobs that are in jeopardy. This number grows drastically in spin-off jobs.

I can tell you that the leadership at your local is pulling out all the stops to try and advert this decision before September 30th. Although it may seem as if things are moving slow, I assure you we are meeting regularly to find a resolution to this scary situation. Recognizing the trying times that are upon us, we need to be patient with our sisters and brothers acknowledging that they are faced in these next couple of months with the uncertainty of their futures. We all have mouths to feed and bills to pay, and the importance of having each other's back is paramount.

HBPO:

There have been concerns raised involving your representation at your facility and their participation in investigating our members. After having conversations with Jen, I am confident that the team you elected only insert themselves when a human right or workplace harassment comes forward.

When this is the case, we must do a joint investigation with the company. Saying that, we do not insert ourselves when the company goes on a witch hunt after our

members and we never will. Our job is to represent the members of this great local, and we will continue to do just that.

As everyone knows September is fast approaching and up to 37 members could be affected in this facility, and all of these jobs are important to us. Stick together stay strong.

Avanceez:

This facility has been in transition since its inception, with us continually going through management. Bill and his team of elected reps have been working closely with all of management to make these transitions as smooth as possible. I can tell you your elected reps leave no stone unturned and continually resolve grievances as they come up.

In your facility up to 15 jobs could be impacted in September and as far as we are concerned one job loss is too many.

Dakkota:

As of this writing, we have no real numbers that would be impacted if the third shift at FCA is eliminated. Your bargaining committee and the members will be updated when we have more information.

We are working with FCA and our government to try and mitigate the elimination of the third shift. If we are successful, we will maintain that shift until a new product is brought in to your facility.

ZF:

On March 7th, ZF informed us that there would be automation

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changes on the rear corner and steering gear lines. Going by the company's original numbers, the automation was going to impact up to eight members. The company is now saying that the number is down to five per shift. Under Article 26 our members will be able to exercise their bumping rights.

Your facility has recently sent out 102 layoff notices, we believe this number is inflated saying that, we are still meeting with FCA and government official to try and avoid the layoff. Our goal remains the same and that is to save the third shift. I would ask everyone to be mindful of the members that work around you that received notices, this can't be easy and sometimes all it takes is a ear to listen to help alleviate the stress they are under.

Integram Windsor Seating:

We had recently met with some of the lawyers at Integram's head office to discuss the ongoing pension issues. We are currently trying to bridge the gap till 2020 bargaining, but if we are not successful, we are fully prepared to take this to arbitration on November 22nd. To many mixed messages have been sent to these members and we feel there is an opportunity to right some wrongs if the company is open to work with us.

Obviously, with the number of members at this facility, the

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Mike D'Agnolo Report . . . cont'd

possibility of good jobs being lost in September has been on everyone's mind. All I can say right now is we are working diligently to save the 3rd shift in all of our plants. Every member working in this plant is the reason Magna is the success that they are. Unfortunately, the workers always feel the brunt first. I must reiterate that your leadership is doing everything to maintain these jobs.

Peterson Spring:

With the recent acquisition of your facility from Middle Ground Financial, we had an opportunity with all workers to meet with some of their upper management. All indication is they have up to twelve years to grow the facility before putting it back on the market.

There was a commitment to look at the ongoing issues with the facility including upgrades to the building and machinery.

Our focus should be and will always be in investment for the future of the members.

ElringKlinger:

Since April of 2017, this facility has grown upward of 65 members with a total of 6 new skilled trades and 8 new mold techs. The new mold techs have been promoted within the facility.

Recognizing all the work that has been coming to this facility, the company is taking some action. They brought new blood down to help alleviate ongoing issues and redesign the shop floor to get rid of the bottleneck issues they are cur-

rently facing daily.

This facility was well under 100 employees as recent as 4 years ago, so this is promising news. What is more encouraging is that this would have never been possible if it wasn't for the workers/ members that work in this facility. Kudos to all of you.

Heligear North Star:

It has been a rocky couple of years at your facility, but things are starting to turn around for the positive. We have seen a couple of managers come and go, but the resiliency of this workforce has kept you on top.

We have pending dates for arbitration on your holidays and vaca-

tion language. Hopefully, in the near future, we are successful at winning these arguments.

We are under a year away from bargaining, and clearly, there are some issues that our members will want to address in the next round.

Gord Gray

I have had the pleasure of working with Gord Gray for several years and the man is an institution. I wish Gord the best of luck on his well-deserved new path of retirement.

I want to take this opportunity to wish everyone a safe and fun-filled summer. We all deserve time off with our families, and I hope you all take advantage of it.



Local 444 Officers supporting the Optimist Club of St. Clair Beach "Imagination Library".

Exciting new challenges

As this is my first report since being elected Third Vice President, I wanted to say thank you. It is an honour, and I am humbled by your support. I won't let you down. I take with me to Turner Road my years of experience as a Steward, Committeeman, and Chair of Local bargaining for FCA. I plan to play an integral part of the team at the Local to better serve the membership

In my new position, I will be the liaison Officer to Caesars Windsor, Windsor Machine, Sterling Fuels, Point Edward Casino and Dresden Slots. On that note, Dresden Slots will be moving to a brand-new facili-

ty in Chatham and this new site will be complete with table games and a full-service restaurant.

In my short time on the job, I have toured some facilities and look forward to seeing the rest in the near future. I look forward to working together with the Chairpersons and Committees of all our workplaces and I'm truly a firm believer that Standing Committees are the backbone of our Local.

I'll have the pleasure to be the liaison officer to the following Committees: Community Service, Veteran's, Women's, as well as serving on the Recreation, UPC and Education Committees.

**By
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Remember to look at your workplace union bulletin boards or our web site for posted dates and times of membership meetings, Committee meetings and other events including our Family Picnic Sunday, July 28th.

With Gord Gray announcing his retirement at the end of July, I would like to congratulate him on his decision. He will be sorely missed by our Local and the entire Labour Community.

In closing, I would like to wish everyone a safe and fun-filled summer with family and friends.

Windsor Assembly Plant

These are uncertain times in the auto industry. With the current state of the industry, slumping sales combined with overbuilding for the current market conditions is the reason FCA has given for their recent announcement to reduce a shift at Windsor Assembly.

With market demand shrinking in all demographics of auto sales for new vehicles the minivan market has held its own until recently as consumer's tastes have shifted towards SUVs and pickup trucks.

FCA still has the largest share of the minivan segment but the entire

market has shrunk. A smaller market equals fewer vehicles sold. That being said, your leadership recognizes that the membership has no control over these conditions.

Our job is to produce the product designated to our plant to the best of our ability for our customers. It is the Company's responsibility to provide us with a product the consumer will want to purchase, thus securing the future of the entire membership as a three-shift operation.

The Company has stated that the reduction of a shift is solely based on market demand, – your leader-

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ship response to the Company is "provide us with a product that will increase demand".

The Union at the National, Local and in-Plant levels have had several meetings with the Company looking at all viable opportunities to do what needs to be done to keep the third shift on at Windsor Assembly. As of this writing, more meetings are being scheduled to review data and continue dialogue which will hopefully lead to a resolution and the retention of the third

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Windsor Assembly Report . . . cont'd

shift. Please do not get caught up in the rumour mill, as information becomes available your Union will collectively notify the Membership.

There needs to be some clarification between some of the events that are going on at Windsor Assembly. The Company provided the Union with notice of a reduction in the daily build numbers back in January. The total daily build was reduced from 1490 down to 1356, a reduction of 134 units per day. This equates to a 9% reduction in the daily build. The Company looks at this as an opportunity to reduce the workforce by 9%. Based on a workforce of approximately 5,000 workers, that number would equate to 450 workers. The Company will attempt to find efficiencies to reduce and combine existing jobs and/or elements ultimately eliminating jobs if possible. This situation is what is referred to in the plant as a de-rate of the line.

Fast forward to March 28/2019 when the Company presented the Union with the reduction of the third shift letter; this is a separate letter explaining that the Company has decided, based on overall sales, and their Sales and Marketing predictions for future demand, that the overall build of total units will need to be reduced by an entire shift.

These are totally separate situations, with separate language dictating how the processes are to be completed. The de-rate of the line and efficiencies the Company will try to find are based solely on the available time our members have to

complete their operation, thus reducing the number of people in the Company's eyes, needed to build the target number of units, in this case, 1356.

The elimination of the shift is essentially the Company stating they no longer need the same "target number" of units thus reducing the entire number of members to operate the plant to achieve the new target number of approx. 900 units per day.

Regardless of the announcement of the shift reduction, the Company will continue to try to reduce overall costs with continuous improvement as they look at the de-rate and shift reduction as two separate events. With the shift reduction, WAP will still be a two-shift operation and the Company will continue to want to reduce overall manpower needed just as they did with a three-shift operation.

The Company will continue to look for efficiencies, so please ensure you are doing your job as dictated by the man assignment.

Lastly, it is important to recognize that the announcement of a shift reduction at Windsor has had an impact on overall morale not only in the plant but across the entire city. People are obviously concerned with what impact this will have, not only on their lives but on the lives of their neighbours and friends. That being said, we need to realize that this announcement impacts each of us differently and we need to support one another as we work through this process.

I would like to take a personal moment to thank Gord Gray for his years of hard work and dedication to the membership of Local 444. Gord has always worked tirelessly to ensure that the needs of the membership came first.

Gord, I know I speak for all the lives you've touched when I say we all wish you nothing but the best in a long and healthy retirement. You are certainly one of a kind, my friend.

On behalf of the entire Steward Body at Windsor Assembly, have a safe and enjoyable summer.



On the Picket Line: Unifor Local 444 WAP Skilled Trades Chairperson Paul Renaud, Committeeperson Kim McMaster, activist Nick Dimitriou and Local 195 Skilled Trades Chair Kirk St. Pierre supporting Local 235 Sheet Metal Workers.

BENEFITS Report

Windsor Assembly Plant

By **KEN
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National Pharmacare

THE ADVISORY COUNCIL for implementing National Pharmacare released its final report Wednesday, June 12, chaired by the former Ontario Health Minister Erik Hoskins. The Hoskins report came to the same conclusion as all the previous reports completed over the past 50 years, Canada needs the inclusion of a National Pharmacare program incorporated into our Public Medicare, to control the cost of pharmaceuticals in our country.

Currently, we are the only country in the world with a public Medicare and no National Pharmacare program. We pay the second highest prescription drug prices in the world, second only to the United States. An example of the high cost of prescriptions is the cost of the generic antibiotic Amoxicillin. In New Zealand which has a National Pharmacare program, the cost is about \$32 for a one-year supply. In Canada, the

same annual supply would cost around \$200.

A National Pharmacare program would include a formulary with the most important drugs and hopefully medical devices. This would allow Canada to negotiate with drug companies and device manufacturers for the best value for OUR money.

I have no doubt that private insurers and drug companies will undermine the council recommendations as a National Pharmacare program would disrupt their present business models. National Pharmacare has worked in every country it has been implemented, it has proven to save lives, save money and improve the quality and efficiency of the health care system.

SKILLED TRADES REPORT



E-mail: paul.renaud@fcagroup.com



By **PAUL RENAUD**
Skilled Trades Chair WAP

JULY 2019

The Skilled Trades population is currently 650 including the sixty-three apprentices plus five temporary licensed Trades from production- two temporary licensed mechanics at ARDC, one temporary licensed painter, one temporary licensed mechanic at VCC and one temporary licensed carpenter at ARDC. There have been eleven retirements and three resignations in the Trades since the beginning of the year and wish them all the best in the future. There are three qualified welders from production coming in the help out during the summer shutdown period.

WAP

As we all know, overtime and weekend work has been limited in all Trade groups as we work through these slow times. With the five-week summer shutdown (July 6th – August 11th) quickly approaching we have been meeting with the company on the scope of work for our Trades and outside Trades that will be in the facility. The plant Trades will be busy working on some of the installation of the new equipment coming to the plant for the new Pacifica models as well as PM's and regular

maintenance to help get the equipment back up to proper condition.

As of this writing, all of TCF may be designated as a construction zone which will mean proper PPE will be required when entering the entire area. We continue to meet with the company regarding the announcement of the elimination of the third shift and will be meeting with the Federal government to continue with our focus of saving the shift.

Vacations were opened up for the five weeks of the shutdown and many LOA's were also approved to give all members a chance at some summer vacation this year. LOA's that are put in for the summer shutdown moving forward will be looked at weekly for approval. We held Skilled Trades meetings at the Local on May 23rd to discuss overtime and other current issues. Thanks to all those that attended, we had some very good discussion.

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Skilled Trades Report

... cont'd Paul Renaud

It was generally agreed that the current overtime process is working well since the overtime hours are very close in most Trade groups.

One of the biggest issues brought forward was the late cancellation of overtime for overs/earlies/weekends. We need to take some responsibility for ourselves on checking the overtime and cancelling in a timely fashion. If you know that you will not work the overtime, even before it is offered, call the overtime office and let them know so they can proceed through the list without having to wait for you to cancel.

One new rule that is being implemented is; If you are in the book or absent before the overtime is posted (generally Tuesday or Wednesday) until the cancellation cutoff (Thursday at the end of your shift and Friday first 4 hours for midnight shift), and you answered yes to the canvass, you must contact the overtime office to see if you have made the weekend overtime, by the deadline.

If you do not contact the overtime office, or make your intentions of working known to them, you will be removed from the list and the next person added to the list. You will not be charged since you were not in the plant to see the overtime, but the spot will be filled so we get the proper number of people into work that was requested and you may be sent home if you show up and are not on the list. This will help with notifying people of overtime in a timelier fashion and help ensure the number of Trades requested for each centre is supplied. Again, this is about taking

some responsibility for ourselves when we have answered yes to the overtime canvass.

APPRENTICE UPDATE

Currently, we have sixty-three apprentices in three Trade groups – 28 electrician, 20 plumbers and 15 IMM. Seven apprentices have completed the program and successfully written the Certificate of Qualification to become fully licensed Trades (three IMM and four Plumber) and there are 13 more that are close to completing the program.

The ten newest apprentices (group four) started in April and are settling in. Just a reminder to all the journeypersons that we were all apprentices at one time and if it wasn't for the mentors that we had, we would not be where we are today. Take the time to spend with the apprentices to help them learn from your experiences.

The next ten apprentices (group five) will be starting in the late summer or early Fall. They need to get started as soon as we can get them in to help align with the schooling next year and get them as much time on the floor as possible before going to trade school. As we look at the demographics of the Skilled Trades at WAP, there is a majority that are eligible to retire now or will be in the next couple of years. This is a trend that is clear across the country and the only way to help reverse the trend is good apprenticeships.

ARDC

The company recently firmed up a new mechanic to replace a retirement and we welcome him to the department. There are two temporary licensed mechanics from production currently working at the ARDC to help out during the heavy vacation months. The new driving

simulator that is currently being installed at the facility is the only one of its kind in North America.

We are meeting with the company to determine the manpower requirements for this lab as the lab is nearing completion and should be ready to start running tests in the next couple of months.

WECSTC

The Windsor and Essex County Skilled Trades Council (WECSTC) meets every second Thursday of the month at the Local 195 hall on Somme Ave. The meetings for July and August are suspended and the next regular meeting is on September 12/19. We are always looking for volunteers to help in the community as we do many different projects throughout the year to give back to the community. There is a project coming up at a men's shelter in Chatham and we are also looking at doing some small repairs and painting at the Welcome Centre Shelter for Women in Windsor in the near future. If you are interested in helping out in any way, please email me with your contact information.

In mid-June, three of our Tradespersons, along with a few other Tradespersons from other workplaces, went to Winnipeg to do some work at a Women's shelter on behalf of Unifor. They spent an entire week upgrading the kitchen and living areas to provide a decent environment for those less fortunate in the community. Thanks to Duke Sawchuk, Tim Norman and Bruce Pickering for their hard work on this project.

Our Skilled Trades golf tournament was held at Bellevue on May 26th and was a great success. I would like to thank Jamie Lejeune, Bruce Pickering and the Trades Union office for all the work they put into this to make it a great day.

Recreation Report

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

BROOKS GOLF TOURNAMENT

Our Recreation Committee held the 42nd Anniversary of the Brooks Golf Tournament on June 9th, 2019. This is a charity event and a major fundraising initiative held each year. This tournament started in 1977 in memory of our first and founding president of Local 444, Charles Brooks. His vision and work ethic is established in us today in our present way of thinking and actions of our Local Union. The proceeds generated provide substantial financial support to youth initiatives in the communities of Windsor/Essex, but those funds alone cannot meet the multiple and growing requests received each year.

Thank you to all the volunteers and recreation committee members who volunteered their time on Sunday to make this event a huge success. Many golfers offered positive feedback to the changes put in place this year and we will continue to look at ways to improve the golfing experience at this event. Congratulations to the winners of the tournament: **Men's Division** - Brody Gosselin, Paul Bresolin, Ryan Beneteau and Andrew Wessel; **Coed Division** - Ray Rodgers, Laurie Grondin, Mark

Kappes and Aron Karlsen.

Guest /Sponsor Division - Local 2458 Tullio Diponti, Ken Durocher, Mike Kisch and Rick Nadin.

I would also like to take this opportunity to thank each sponsor that donated to this event, if we did not have the sponsors' generosity and support, we would not be able to host this event. THANK YOU!

TIGER BASEBALL

We have secured tickets for two games for this upcoming season. The first game is Sunday, July 21st,

2019 at 1:00 pm vs the Toronto Blue Jays. Tickets are \$45.00 and can be reserved at the Local while supplies last. We have a limited amount of tickets for this game. The second game is Sunday, September 22nd at 1:00 pm vs. the Chicago White Sox. Tickets for this game are \$35.00 and can be reserved at the Local before August 16th. Tickets Prices include your ticket for the event and passes for the tunnel bus. All seats are in the lower right outfield. Watch your Union bulletin boards and the 444 website for more details.

ANNUAL FAMILY PICNIC

Sunday, July 28th is our Annual Family Picnic day at the Vollmer Complex in LaSalle where you can spend some time with your family; on rides, in the pool, ice skating or just enjoying the day at the complex.

The cost to our members is only \$10.00 per family. Family means members living in the same household, usually an average of 2 to 4 children plus parents. Proof of additional family members may be required. Members requesting additional wristbands can purchase them for \$3.00. **You must purchase wristbands in advance. No wristbands will be available at the event.**

Wristbands go on sale at the Windsor Assembly Plant, Caesars Windsor and the Local Union Hall on Wednesday, July 3rd prior to the Windsor Assembly plant shutdown. Final sales will take place on July 24th and 25th at the Local union hall on Turner road. This informa-



Scott Richardson presents the Brooks Golf Tournament Winners: Brody Gosselin, Paul Bresolin, Ryan Beneteau and Andrew Wessel

...cont'd on next page

Recreation Report

tion will be posted in each workplace as we get closer to the event so watch the posting boards for further information.

We need volunteers – it takes

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

Thank you to all the Volunteers and Recreation Committee members who volunteered their time on Sunday to make this Golfing Event a huge success.

Al Hughes
Becky Lovric
Beth Adams
Bill Quinn
Brenda Thompson
Brian Guthrie
Britany Phillips
Cathy Prestyko
Courtney Holmes
Darryl Desjarlais
Dave Baker
Dawn Clarkson

Dwain Graham
Frank Harshaw
Haley Rounding
Hillary Marshall
Jamie Daehn
Jeff Holmes
Jen Jewel
Jenn Wardell
John Bacon
John Enright
John Kerr
Ken Kwiatkouski

Ken Rose
Laurie Green
Leo Labbee
Lisa Dufour
Lori Breutigam
Mckenzie Peach
Mike Sankoff
Miranda Deroche
Morgan Peach
Nick Dimitriou
Perry Fletcher
Phil Chiodo

Sandor Kapasi
Scott Richardson
Shirley Mclean
Stacey Baker
Steve Morgan
Sue Gibbons
Sue Mckinnon
Sue Najem
Susan Kovosi
Terry Mclean
Tom Gaudette
Trish Glovier
Tyler Labreque





By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



At the time of this writing, the Casino population is 2140 with 23 members on layoff.

I feel the need to explain the two paid personal emergency days for part-time. Letter of understanding 38 states “a part-time employee will receive two paid personal emergency leave days per year, in accordance with the employment standards act 2000, as amended. A part-time employee will be entitled to PEL pay for the first two PEL days taken in a calendar year”.

This is the language we bargained. When the Conservative government under Doug Ford decided to roll back the employment standards act and take away the two paid days for all employees the company decided not to pay our part-timers the two paid days although we feel we captured this in our collective agreement. We have filed grievances on this issue and will be taking it forward to arbitration.

Although the last year has been challenging, to say the least, we are moving forward. We have had ongoing meetings with the Company regarding staffing levels, workloads, staff shortages etc. We have been the driving force behind approximately 300 job postings being posted over the last year. We are constantly pushing the Company to post more Jobs.

The company put us on notice of their intent to do some upgrades to the Market Buffet. This would include moving the bar to where the pastry station currently is, the bar would include two self-serve stations, 4 TVs and a number of additional bar stools. The pastry station will be moved to another section of the buffet. We have been told that there will be no job loss as a result of the self-serve stations but truly only time will tell.

To date, no contracts have been awarded to any construction company to do the work. When the construction project is awarded, we were told the renovation would not be completed before the end of the year.

I am not entirely sure if there is some confusion about where we are authorized to park or not when it comes to the parking garage. However, I will clarify it here. We are only allowed to park on the fifth and sixth floor of the garage. We can park in the garage Sunday through Thursday unless there is a concert. We are required to park at the Red Lot for all shifts starting at 9 a.m. on Friday mornings until 10 a.m. on Sunday. On the days of a concert, we need to park at the Red lot for all shifts starting at 9 a.m. until 10 a.m. on the following day. If anyone is unsure of the rules, please see one of us in the union office.

We are having Pension days in September again this year. It is important for all of us to stay on top of our pensions. We still have a number of people that do not maximize the Company's contributions. The pension days this year will be September 26, 27, 28. The hours will be from 6 a.m. on September 26 and will end at 11:59 p.m. on September 28. The theme this year is “Connect to Your Future”.

Just a quick update on Casino construction in our surrounding area. The Chatham Casino owned by Gateway Casino is scheduled to open July 16 or 17. They just announced that they would be open 24/7. London is still in the construction phase with no final dates yet.

In closing, I must say how disappointing it is that the Federal Government did not take the opportunity to change the one line in the Criminal Code in their budget release in March of this year. The change in Criminal Code that prohibits us from allowing single-game sports betting. This would have been the perfect opportunity to give us, in the gaming industry, a level playing field with the United States. We will continue to push the Government to make the change and hopefully, eventually, we will be able to offer single-game sports betting. We need this as a border city to stay competitive.

The Local 444 Family Picnic is Sunday, July 28, 2019. Ticket sales will be in the cafeteria on July 3rd and the cost per family this year is \$10.

Gateway Point Edward



LINDA SPENCE
Chairperson,
P.E.C.

Point Edward Casino

As we continue to grow, it has not been without its challenges. We experienced our first layoff last year, displacing 13 employees, and to date, we have managed to get all back but 6. Retaining staff and management seems to be one of our biggest difficulties. Understaffing is prevalent in every department, absenteeism is rampant, and schedules that provide no work-life balance are key factors that we continue to focus on. As we head into the summer, and the American dollar at an all-time high, hopefully, we can expand our customer base.

CAGE & COIN – With the confirmation that Chatham will be doing their own count, our cashiers can rest assured they will not be on the road travelling three days a week and their schedules should remain unchanged.

SLOTS – Running a lean schedule has produced challenges for the attendants. The attendants

have a bigger floor to cover with fewer bodies, which therefore creates longer wait times for the customers.

TABLE GAMES – As of last week, five dealers are in training. Unifor continues to push for training in Roulette and Hold'em Poker, hopefully, these games are slated soon. This would give dealers the opportunity to advance their skills, increase base wage and also alleviate scheduling issues we are currently experiencing.

FOOD & BEVERAGE – Several road blocks in this department. Again, employees, working short-handed makes for a difficult environment. We now have a full complement of cooks and servers but are patiently awaiting the warmer weather to arrive so we can increase hours by filling our patios.

Gateway continues to tweak the menu

and is looking at expanding our hours of operation. The Match has been open for a year now, and buffet for 8 months, hopefully, we can achieve better customer base securing more hours for the servers and café associates.

MARKETING – Promotions, promotions, promotions! This has been an excellent tool to bring new and existing patrons in the building. There have been slight changes to the hours of operation.

FACILITIES/MAINTENANCE – Housekeepers keep to a tight schedule. Sometimes, other departments don't realize their tasks are slotted out and variances to their workload can affect the completion of their tasks. They are cleaning more area with fewer bodies.

Gord Gray . . . I just wanted to say congratulations and Thank You for everything you have done for the membership. It has been a pleasure working with you for the past five years. We wish you and your family all the best in your retirement.



JASON KEARNS, Chairperson
Gateway-Dresden Raceway Slots
jaykearns444slots@gmail.com

Gateway-Dresden Slots Unit

THE COUNTDOWN is on, as Gateway Dresden winds up operations over the next month and prepares to transition 25 minutes South.

Chatham Cascades Casino will be ready for business in mid-July with a targeted Grand Opening the first full week of August. There will be 300 plus slots, 7-10 table games, a patio bar, Match Restaurant and a Buffet. The new building will be an icon in Chatham for many years to come. It is something to see!

The population of Gateway Dresden is approximately 40 unionized members. The transition to

Chatham will increase the staff levels to over 150 members. The membership is anxious to get moving and to meet the rest of our new Chatham team.

We had a major win this past week as Darryl Desjarlais, liaison to our site, had the company finally agree that we will be having our own Count Team in Chatham. In the past, the count team always came from London (non-union). . . . this new labour and the hours that go along with it is welcome to the Chatham site.

I would like to wish all 444 members and their families a safe and healthy summer.

And lastly, I would like to congratulate Gord on his recent decision to retire. His knowledge, experience, dedication and commitment will be hard to replace.

INTEGRAM

By **DAVE SIMONE**

Chairperson, Integram Seating

E-mail: integram444@magna.com



At the time that this report was written, the plant population is approx. 1,000 members with no one on lay off. The announcement of the possible elimination of the 3rd shift at the Windsor Assembly plant has created uncertainty for the junior members in our facility, which is to be expected. We have approached the company and have asked for additional retirement packages, on top of the 20 packages that are available this year as per our collective agreement; in the attempt to help reduce the impact if a potential lay-off does occur. These discussions are still ongoing, but we are hopeful to be able to work out additional retirement packages for our members.

Our junior members have been enquiring about lay-off notices and the number of notices that the company expects to hand out. We have had several discussions on this topic with the company, but as it stands now, the company is still trying to figure out the final number.

As I stated earlier, we have been attempting to get the number of notices to a minimum and we will remain diligent on this issue.

We have had some troubling issues regarding our pension plan. There is a grievance in the system that is set for arbitration on Nov. 22, 2019, regarding the early retirement factor in the pension plan. Magna Corporate held pension information meetings on May 7, 2018, and explained the plan to our members and included how the early retirement factor (80 factor) works in order to be able to retire without a 4% penalty per year between ages of 55 and 59 (before age 60).

Months later this early provision was deemed an interpretation error on the company's part, and that our members will be penalized before age 60 (no 80 factor). We met with Magna corporate twice now in order to resolve this issue, but as of now there has been no resolve.

The company has de-rated the line speeds to match that of our customer, The Windsor Assembly Plant. These de-rates have created some time and ergo concerns that we are presently looking at on our front line.

On a positive note, the company has decided to insource some sub-assembly work. The costs of doing business for the new sub-assembly outside of the plant are no longer as beneficial as they were previously. The addition of these jobs happened at a great time as these newly added positions (22 of them) will be an asset in the event of a lay-off as this will help keep more of our members working.

I would like to end by saying that that the top quality seats that we provide to our customer day in and day out is a true testament to the great membership we have here at Integram.

I would like to wish everyone a safe and enjoyable shut down this summer.

HBPO

By **JENNIFER ALLARD**

*Chairperson,
HBPO Canada*

*Email:
jen.abee@hotmail.com*



As of this writing, the plant population is currently 105 members with no one on lay-off. This year has been an ongoing struggle with the announcement of the 3rd shift possibility leaving. Know that your union will not stop fighting to save the shift. I understand that with a number of layoffs this year plus the rumours, have many of us wondering when the next layoff will come. I understand this anxiety but we must do our best to

ignore the rumours and continue to do what we do best until we hear otherwise.

During the upcoming scheduled five weeks downtime, the company is looking at making changes to the line in the RU section. Possibility bringing over station 75,90,100 to be built over there for less downtime in the RU. The company is supposed to have communication meetings with

all three shifts to explain some of the changes coming or answer some of your questions moving forward hopefully before the shutdown.

VACATION PAY

Any members who want to be paid vacation pay during the downtime please have it summated through the ADP no later than June 28th otherwise you will be on layoff.

444 SUMMER PICNIC

Anyone who is wishing to attend the summer picnic, please come see me before July 2 and we can get you and your family some tickets to attend. It is a great day.

The Steward Body and I would like to wish everyone a safe summer shutdown.

Northstar

KEVIN DUNN, Chairperson

Email: wunion@nsaero

Finally summer has arrived and as we enter the last year of our collective agreement, which expires May31/2020. I look back to see how far we have come from where we were two years ago and it is amazing. Just in the last six months alone, we had made huge headway and as of now, I am happy to announce that we are all caught up to our purchase orders and back on track with our main customer Rolls Royce. This has been very challenging, with all the new hires and training that has been going on, new machinery brought in, new managers/supervisors and on top of that, orders were increasing dramatically throughout the year, so you can see the hurdles that needed to be overcome to bring us to where we are today. Good work to all members for making this possible.



This just shows by working together we can accomplish anything. The company is currently in negotiations with Rolls Royce and working on a possible 10 years contract that could bring us up to 2030. This was announced back in April and we were told it could take up to six months to finalize. If all goes well, the future of our facility will look brighter than it ever has before.

As of today, we have 76 members with 2 that are probationary. Overtime is still daily in most of the areas with the exception of the GM1, Manual and Deburr departments, where there have been some dry spells in the past couple of months. We were told that our purchase orders drop slightly in the 4th Quarter of this year but picking back up come January. Also, I was told that the company is pulling back all of our sub-con grinding work from our 2nd source supplier and possibly some of the pre-heat-treat turning and millwork back as well. On June 4th and 5th we had our annual Rolls Royce audit. There was only one Minor finding but other than that it went very well. Our new CEO, Scott Burdick

was also in the facility that week to overlook and to make sure that it's disregarded.

As of June 1st, we received the rest of our gains from our collective agreement, mostly everyone got a .50 cent raise except for the members above top rate and the EIT's who received a percentage increase. Also, we have obtained an additional 1% match for the pension, increase to AD & D, life insurance, safety shoes, eyeglasses and everyone's birthday is a day off with pay.

In closing, I would like to take this opportunity to wish everyone a safe and fun-filled summer. We all deserve time off with our families, and hope you all take advantage of it.

Avancez

By BILL ROSS

Chairperson, Avancez

Email: billross@cogeco.ca

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



We held our nominations and elections at the beginning of March 2019. Congratulations to all those elected or re-elected to your position. I look forward to working with each of you in the coming months.

In May 2019, two of our members were certified in Health and Safety giving us a representative on each shift. If there are any H&S concerns or questions please see your shift representative.

We've had a lot of ups and downs at Avancez, with the most recent news of the third shift being eliminated. There have been a lot of rumours surrounding the third shift. The union has been in contact with FCA and together they are trying to work on saving the third shift. Please be patient while the talks continue. As further information becomes available the members will be notified. If the third shift is eliminated, it could affect up to 11 or 12 of our members.

I would like to take this opportunity to wish everyone a safe and happy Summer.

ZF/TRW

The last six months have been filled with uncertainty and chaos and I want to start off by thanking the membership for continuing to work hard and produce quality modules under very stressing circumstances. Plant 1 continues to run 2 full production shifts producing 450-500 pieces a shift. If there are no breakdowns at the plant this level of production fits the business, unfortunately, the lines and equipment are old and worn-down causing downtime, and this leads to overtime. The committee is trying to leverage this to have our laid-off members (10) recalled.

Along with breakdowns we have had several safety issues because of aged racking and dunnage. I want to recognize John Middleton and the JHSC team at this plant for their diligence and timely actions to ensure the safety of our members, the bargaining committee knows too well how hard it is to get things done around here. Your hard work has not gone unnoticed by our office or the membership. **KEEP UP THE FIGHT!**

Plant 2 is running three shifts at a reduced amount of manpower this is also very frustrating for the members who are doing multiple jobs and for the leaders who are on the line more than leading. The committee is tracking manpower on all three shifts to make sure the shifts are running the same and we have also filed a grievance on the leaders. With a very low build rate, it is hard to get commitments from the company on anything. We also have two new supervisors at this plant Mike Bagley and Kyle Longmuir need to be recognized. It is very difficult having new supervisors who are not trained by the company properly, it is these fellas that must babysit the supervisor to ensure the CBA is followed. Thank you gentlemen, for your diligence the members appreciate your hard work and com-

mitment as do I.

Lastly, I would like to thank everyone who bought a ticket for Lloyds fundraiser. It was a huge success and the plants really came through for this



From left to right, Mike Bagley, Lloyd Harwood, Kyle Longmuir, Jerry Logan and Shawn Hamlin.

brother. Lloyd is doing well and recouping from his treatments and rebuilding his body. He has sent a thank you letter that is posted in the facility and the bargaining committee sat and had coffee with Lloyd a few days after the draw. He was in good spirits and extremely grateful and almost fainted when we pre-

sented him with the proceeds. The generosity of this membership never ceases to amaze me even though many of us are struggling, we still stepped up to ease this brother's burden **THAT IS SOLIDARITY.**

On behalf of the representatives and myself have a safe and enjoyable summer.

TRANSALTA REPORT

Congratulations to our new Steward, Trevor Bourque. Welcome to our newest Power Engineer, Matt Renaud.

With the cool weather, the cogen is hardly running. Operations at the powerhouse are running well.

To our TransAlta Sarnia brothers and sisters of Local 672, we lend our support as you undergo these strenuous negotiations.

We would also like to extend

By
GERRY LOGAN
Chairperson

E-mail:
Gerry.Logan@zf.com



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



our support to Chrysler and feeder plant members who are affected by the recent 3rd shift announcement.

And to all, we wish you a safe and enjoyable summer.

AWC FCA

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



As we approach the shut down in 2019, AWC Windsor Chrysler operations and our EC Row Rail Facility have enjoyed another successful and safe year of shipping Chrysler vehicles. Our Chute operations have 30 employees with one off on S&A. On our Driveaway operations, there are 39 employees with one off on WSIB. Additionally, we have 16-part-time employees who are utilized when someone is absent from either the chute or drive away.

Both operations at the plant have had some employees retire. Congratulations to all who have retired, and we wish them many years of good health and happiness. These retirements have not been filled in the chute due to the anticipated shift elimination at Plant 3. At our EC Row Rail Facility, we currently have seven rail loaders and one dispatcher. Work there so far this year has been steady.

With respect to our pension plans, our members have received their pension payout amounts from the ECCCP Plan with the good news that the plan went up from 93% to 98% funded. With our CACL pension plan, the wind-up evaluation report has been completed and submitted. We are waiting to hear back from OSFI so that Eckler can send out the members statement. The board is anticipating a full windup with payouts sometime in the last quarter of 2019.



Automobile Transport Services

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



Down to 37 drivers at ATS, as another member quit last month. Drivers are leaving as the refusal to hire anyone makes it seem there is no long term future at ATS. We also have 5 drivers off for various medical reasons. That being said, we have been extremely busy the last few months with basically unlimited overtime and scheduled Saturdays, even with the lower numbers out of WAP.

There continues to be high Canadian volumes out of Warren, Sterling and Toledo. After 7 years and a management change in logistics, we finally have a person in Auburn Hills that seems to be engaged enough in the business to realize keeping us loaded with work is a benefit to FCA. Had this been the case since we opened, perhaps all the trucks would have been utilized and new drivers would have been hired. The upcoming contract negotiations at the end of November will definitely be interesting as there is much to be addressed.

GFL Unit

Brothers and Sisters,

My name is Scott Gillen. I am the GFL Unit Chair and this is our first ever report. On January 13th, we officially became proud union members of Unifor Local 444. We currently have approximately 50 workers working with no one on lay off.

Bargaining was a real battle and the committee (Shawn Beaton,

Scotty Gillen
Chairperson



Denny Harrington and Jason Macmillan) fought hard to attain our first collective bargaining agreement. Thank you to each one of you for the time you put in.

We are still waiting for upper management to sign off on a couple of language changes so that our

members can get hard copies of the CBA.

We presently have one grievance ongoing with the company in regard to a recently posted position. Hopefully, we will come to an amicable solution to this grievance.

The company has also agreed to help drivers and loaders with training. Whether it be getting licensed or further driver training to be qualified for future job openings.

We appreciate the ongoing support from our liaison officer, Manny Cardoso and the entire Local.

In Solidarity!

ElringKlinger



By
LISA RUSTON

Union.Logon@elringklinger.com

Honestly, working at Elring Klinger in Leamington these past few years has been a real emotional roller coaster. We know that we have great paying jobs with excellent benefits. We see that the company has been growing steadily for the past 2 years with big plans for the future. So why so glum? Because we see the potential. This facility grew in several small spurts over the past 30 years and now the layout is causing major bottlenecks for every department.

We watched apprehensively while new equipment was brought in but set down with no regard or planning for auxiliary equipment, packaging containers and supplies. Just simply no room to work! Not even enough room in our warehouse for storage. We nervously watched this little operation unravel over the past couple years all the while, still growing and hiring.

Thankfully, our corporate people stepped in and constructed some serious plans to improve the conditions we are working under. Obviously, this won't happen overnight, it took us about 4 years to almost unravel and we plan on having it back together in about 1 year from now. The plan for the next year will see the movement of virtually every piece of equipment in the plant. We will relocate the entire shipping/receiving and logistics to the south end of the plant while all the production related equipment will be contained to the north end of the building. 1 press and 1 assembly line will move

down the road to 15 Seneca.

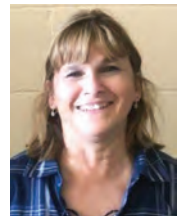
Looking at the plans, it seems like an impossible feat but luckily we belong to ElringKlinger, a socially conscious, global corporation with the determination to make it happen. Since we were bought by ElringKlinger 19 years ago there has been 1 major worldwide recession and several downturns in the economy but ElringKlinger always managed to be successful during tough times. In fact, we were always growing during those recession times while others were cutting back. We also have an

extremely resilient workforce who has had to adapt to the ever-changing automotive world several times over the last 30 years that some of us have been working here.

I feel like the winds of change are starting to blow in the right direction again for us. The next year will be very challenging to say the least, while we reorganize. But this workforce has been working in a somewhat dysfunctional atmosphere for quite some time already, so we can handle chaos pretty well. With an open mind and willingness to accept change, we will remain a contender in the global automotive market. But most importantly to each 444 member, we will now get the opportunity to participate in creating a safe and satisfying, respectful work environment.

Have a great summer everybody!

PETERSON SPRINGS



By
Roxanne Patterson
Chairperson

On April 22, 2019 Peterson Spring was bought by an investment Company called Middle Ground. They came in and introduced themselves (a couple of them) told us what they were all about and what they plan for us moving forward. They went on to say how they want to bring different work besides automotive to all our facilities and put more of the Pac Racing to the other facilities also.

Dave Frost from Middle Ground told us they are an investment company and explained exactly how they work and what they do for companies like Peterson Spring,

then went on to say we will be sold once again in 5-7 years. Hopefully, everything works out for us in the long run.

Our GM line is still going strong, the 6-speed springs are phasing out but the 10 speed is ramping up at the same time. We are hopeful that we will get more GM work in the near future.

We had two members retiring, Henry Meloche, 37 years, and Gary Hrabets, 44 years. We wish them both all the best in their life endeavours

Sterling Fuels

MICHAEL MERRY, Chairperson

Email: mike.a.merry@gmail.com



Sterling Fuels has been steady since the beginning of the season. Hopefully, this continues even as the new carbon tax comes

into play. As Ontario takes on the carbon tax and we wait to see the outcome of the carbon tax and if the marine sector will be exempted? The Company

remains in a difficult position with competition across the river.

The transitions in the management team seem to be complete as the company has transitioned into a whole new team. The new team seems to be communicating effectively with our members and for now, things have been running smoothly. Hopefully, this continues into the future as the site continues to change and make improvements.

Education Report

The Education Committee has had another busy year. I would personally like to thank all those who sit on the committee and those who came out in the past to participate and help in our events for their time.

Our high school presenters gave presentations to roughly 500 high

By
WAYNE
MacLEAN
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



school age students over the course of this school year. Out of those students we have received many applications for the Rich Montague Scholarship that will be awarded prior to the start of the next school year in September.

In May we hosted the same high school presentation for our member's children at the union hall.

Along the same timeline, we will be awarding one \$1000 Bursary in the memory of Rich Montague to one of the participants from that presentation.

The Education Committee has now broken for the summer months and will resume regular meetings in September.

On behalf of all the members of the education committee please have a good summer and if you are fortunate enough to get away please travel safely.

Windsor Machine & Stamping

Plant population is 90 with 8 on various leaves. We have had overtime on Saturdays for the past couple of months. In February, we negotiated a new Collective Agreement. We were able to bargain substantial gains such as wages, benefits, and language improvements. We also bargained 10 ESA days and three personal paid days that can be used as sick days. Because of the 10 ESA days, the company has

By MARY ORIET
Chairperson



now started disciplinary actions against any member that goes over their allotted 10 days.

The company just decided to call back the four members that were on layoff. Two have responded but one is on medical and 1 came back on Monday, June 17th. There has been no response from the other two members. Now the company can

bring in students so that vacations can be taken when wanted instead of the two members that they were allowed to be off at the same time. The company is saying that the first week of July will be shut down with 13 to 15 volunteers needed to work. The second week of July will be back to full production with everyone working.

We now have a Women's Advocate in the facility. Congratulations to April Howard on her new position. Training for the new position will take place in the fall.

Women's Committee

Empower Women and Girls and Gender Equality

We work for rights, freedom from violence, economic justice, reproductive freedom and leadership. Women's rights are Human rights! When we have these rights we can be strong, safe, and powerful and heard. We need to empower women and girls to challenge the status quo and demand equality! Empower all women and girls voices!

Women and girls living in poverty face restricted access to information or services but not only to the individual but their families.

All women and girls have a right

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

E-mail:
womanscommittee444@yahoo.ca



to live without fear of violence or discrimination. All of us need to stand up for each other and speak up when someone is being bullied. All women and girls have economic rights that are fundamental rights as a human.

The need for equal access to resources and opportunity to fair

living wage is now greater than ever. We need to break the cycle of poverty. When women have a sustainable income they invest in their families and community.

Help push and hold wide open the door for opportunity as all women deserve the opportunity. Every women and girl should have every possibility to lead a life to her fullest potential. It is all of us that need to help shape our collective future! Women need a seat at the decision-making tables that shape our future and to create change for the better.

HAVE A SAFE AND ENJOYABLE SUMMER!



YOUTH COMMITTEE

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

We are in capable hands with our leadership whom we have elected to represent us in good and bad times. They have a lot of experience and have been down this road before. Our leadership understands what the loss of the 3rd shift means to not only those reading this article but the community at large. They are going to do everything in their power to fight this news from every feasible angle. This fight is far from lost.



This is not a new tactic by companies, although the circumstances are different. The news of the cancellation of the 3rd shift is based on a lack of sales in future forecasts. Unfortunately, Shift 3 has been under attack since it began in 93. The same

notices we received were handed out back in 2008 and yet we work side by side to this day with many of the folks who were handed their papers over 10 years ago.

This fight isn't over and just because you were mailed a pink slip does not mean we collectively stop fighting for our members' futures. Thousands of people inside and outside of FCA are affected by this and we will continue to fight for the people of our great community.

Please, as chair for the youth, this is not a time to panic, but a time to come together in solidarity. I hear a lot of people talk while on the line that the "Union" doesn't do enough or is doing enough to fight for us but the truth is **YOU ARE THE UNION**.

In tough times like this, it is imperative we band together as we are a lot stronger together than we are alone. Please take this as a call to action. That action is to get yourself out to the next general membership meeting, committee meeting or Union activity. We will get through this together

Environment Committee



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



As I have reported in the past, Doug Ford and his Ontario Conservative Government put the brakes on the GREEN ON program in September of 2018. That program legislated by the former Liberal government was designed to aid homeowners, renters and businesses in saving money by shrinking their carbon footprints. Doug Ford scrapping the program put an end to the electric auto rebates up to

\$14,000 that affect us directly as Fiat Chrysler workers building the hybrid Pacifica.

Therefore, the Local 444 Environment Committee drafted up a Restore the GREEN ON program resolution with the help of Ken Bondy and Dave Cassidy. We have passed the resolution at the general membership meeting in October of 2018 and at the Ontario Regional Council in November of 2018.

The committee had launched a petition drive along with a video to support our campaign with interviews and statements made by our local executive officers and our political allies Lisa Gretzky, MPP and Brian Masse, MP and others.

The video is available on YouTube to be view. In addition, to the general membership meetings, Earth Day event, and the N.T.C. classes in the Windsor Assembly plant, we have collected over 1000 signatures and still counting.

On behalf of the Environment Committee, we like to wish every member and their families a happy and safe summer.



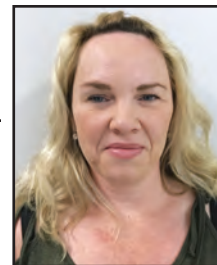
On Sunday, June 9, 2019, First Vice-President Manny Cardoso along with the Environment Committee, the Education committee and N.T.C. trainers handed over the current petitions to NDP's Lisa Gretzky, MPP of Windsor West, at the local union hall. She agreed to bring it to Queens Park to put the pressure on Doug Ford and the Ontario Conservative Party to restore the program that works.

Employee Family Assistance Program

By **TANYA KELLY**

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

tanyapower76@hotmail.com



Members from our committee recently had the honour of attending the EFAP conference in Port Elgin. This monumental event confirmed to us that we, as a committee and members of Unifor Local 444, are on the right track when it comes to supporting others to reduce the stigma of mental health and addictions.

One in three people in Canada will be affected by mental illness, either directly or indirectly through family friends or work colleagues. One in five Canadians will experience a mental health or addiction problem. Mental illness, including addiction, is a disease, not a choice. Studies have shown that trauma has been found to be the central issue for people with mental health problems, substance abuse problems, and co-occurring disorders.

The Committee is busy these days planning events such as the upcoming "Ride Don't Hide" for the Canadian Mental Health Association - Windsor, on Sunday,

June 23, 2019. Special thanks goes out to our team captain, Ken Szaucsek for leading the team.

When in Port Elgin, we managed to record a podcast with Unifor National Reps, Rolly Kiehne (Director of Education) and Mike Byrne (EFAP/Service Rep) on the role that our union plays in supporting those dealing with mental health issues. If you haven't listened to this one, or any others, please feel free to access the episodes on I-tunes, Google Play Music, or Stitcher.

We have our Blood and Breakfast date coming up on Saturday, June 29th starting at 8:15 am with committee member Matthew Isherwood organizing this, including the coveted breakfast location. Thanks, Matt!

Finally, our next big event- Recovery Day- will be held this coming September 14, 2019 at Lanspeary Park. Chelsey Graham and Bruce Malcolm will be leading the committee in hosting this event.

As always, and for all our events, everyone is welcome and encouraged to join us.

On behalf of the committee, have a safe and enjoyable summer vacation.

Most importantly.....Remember, you are not alone. Help is available.



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Retirees' Chapter

**By PETER
PELLERITO**
*Chairperson,
Unifor Local 444
Retirees' Chapter*



Political Front

At our meeting in June, Natalie Mehra, Executive Director of the Ontario Health Coalition, gave a presentation on the state of not only Health Care in Ontario, but all the cuts to programs that affect the majority of Ontario citizens. Ford's cuts amount to more than \$20 billion dollars to Health Care and other social programs needed for the most vulnerable in society. Ontario lags far behind the rest of Canada.

Many seniors, retirees and Ontarians will suffer as well, cuts to healthcare, OHIP, Legal Aid, education, childcare and the list goes on and on. These cuts will put even more money in the pockets of the rich in Ontario and the poor will get nothing. A whole generation, over the last 30 years, have not moved forward or improved their standard of living.

Our union is working with all

our social partners, communities and the most affected, the poor. I ask our retirees to stay informed and active in our efforts to make changes for all.

Come out to our meetings, get involved or help volunteer at one of the many agencies across Windsor and Essex County who need our support and help.

"There is enough for everybody's needs, but not enough for everybody's greed."

Spring and Christmas Banquets

Following discussions with the Retirees' Executive and the Local Union, we have come up with some recommendations for this year and next, in regard to the two banquets we hold for our retired members. The cost of these events for our retirees has been rising, year after year. These costs have been historically split 50/50 between the chapter and the Local.

All retired members of Local 444, regardless of where they retired from, are entitled to purchase two tickets for each of these events. The price of the tickets will have to increase as we move forward, if we are to continue to hold these banquets for our members.

Let me also say that it is the responsibility of **all the members to notify the local union**, when you retire from your workplace. We have agreements in place with FCA and TransAlta, to inform us of retirements and to also **collect the monthly Retiree Dues of \$2.00 directly from their pension payments**. Unfortunately, with all other workplaces we represent, it falls on the member to tell us they have retired and pay their dues directly to the Local at a rate of \$24.00 per year (equivalent to the \$2.00 per month). When you do this, you will be added to our database as a retired member. You will be able to request to have your 444 News and The Guardian mailed to you and you will be notified of upcoming Retiree events.

When a retired member passes away, the surviving spouse, will have the opportunity to stay connected to the chapter, by becoming an associate member of the chapter. The annual dues for an associate member are half that of a retired worker equal to \$12.00 per year, and these cannot be deducted from your pension, so it is your responsibility to come in and pay your dues directly to the local union each year. By becoming an associate member, you will be able to continue to participate in these retiree events.

Our history as a Retired Chapter dates back over 60 years, when members were first given the opportunity to stay involved with their union, which back then was the UAW.

We are a voluntary organization under the Unifor Constitution and

... cont'd on next page



On June 11th Wellness Day was a big success and a wealth of health information which was given out. All area Unifor Retired members enjoyed this fun-filled and education day. To the Committee, Volunteers and Vendors, thank you,

RETIREES CHAPTER . . . cont'd

as such retirees cannot be forced to pay their dues of \$2.00 per month, but if we want to be able to continue to do the things we do for our retirees, we need to have the financial support of our retired members. Our local supports us and we must also support the efforts to fight on behalf of all our members.

For those who pay dues to the chapter, as a member or an associate member, you will be able to purchase two (2) tickets, at the price which will be determined by our committee, but for those who do not pay dues to the chapter, you will be charged a higher rate. The tickets for the Christmas banquet will be priced according to the cost of the meal. The Local and the Chapter will split the other costs such as the DJ, coat check and first aid, as they have in the past with a 50/50 cost share. There will be no wine on the tables and you will have to purchase one from the bar, on the day of the event, if you want a bottle for your table.

Further to a motion put forth at the June 12th Retired Workers meeting, the Christmas Banquet will be held in the afternoon, not in the evening as in the past.

We have cancelled the bus trip to Port Elgin for Labour Day this year.

All of these recommendations were moved by our membership and voted on by those in attendance at the membership meetings. There will be more details to follow.

All of our retirees are invited to come out and attend our meetings, which are held on the second Wednesday of the month, from

September to June, at 10:00 a.m. at the Local union hall - 1855 Turner

Road. Come out to our next meeting in September!

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
William "Bill" Storrey . . Retired
Gerard Parent Retired
James Brooker Retired
Royal Labiolette Retired
Henry Reidiger Retired
Marion Armido Retired
James O'Neil Retired
Murray "Gus" Banfill . . Retired
Shirley Konte Active
Joseph Gibb Retired
Roderick Jr. Ramsay . . . Retired
David Gaunt Retired
Edgar "Eddie" Dionne . . Retired
Michael Madison Retired
Francesco Minardi Retired
Richard Nelson Caza . . . Retired
Roger Lord Retired
Russell "Louis" Peters . . Retired
Jon Perry Active
Ivan Wilson Retired
Salvatore Briguglio Retired
Maurice Leclerc Retired
Richard Manchester . . . Retired
John Bell Retired
Ernes "Ernie" Colussi . . Retired
Gordon St. Pierre Retired
Clifford Bruce Retired
Ronald Renwick Retired
Gerald Pelletier Retired
Patrik Kistulinec Retired
William "Bill" Boots . . . Retired
Mike Damolis Retired
Stanley Resoski Retired
Eric Reid Retired
Carl Banks Retired
Walter Tofflemire Retired
Bill Gardiner Retired
Harold Baillargeon Retired
Joe Charron Retired
Pete Gaudette Retired

Mervin "Blake" Collard . Retired
Joseph Leslie Retired
Walter Bachynsky Retired
William Wright Retired
Ted Tkacz Retired
Ray Vella Retired
Mike Cincurak Retired
Manuel Santos Retired
Ellen Plourde Retired
Joe Dennis Retired
Edward Hedges Retired
Alfred Stonehouse Retired
Doris Mantha Retired
Raymond Tellier Retired
Curtis D. Chevalier Retired
David Guthrie Retired
Donald Brancaccio Retired
Gennaro Rizzo Retired
Leonardo Soresi Retired
Mike Bondy Retired
Terry Mcvannel Retired
Walter Smith Retired
Juraj 'George' Cvitkovic . Retired
Thomas Edgar Bates . . . Retired
Giuseppe 'Joe' Dinardo . . Retired
Grant Philpott Retired
Romuald Quenneville . . Retired
Elvin Wood Retired
Jack Girty Retired
Robert Aiken Retired
Wilfrid Lanthier Retired
Frank Lavin Retired
Cobie Simonis Retired
Norm Gosselin Retired
Francis Papineau Retired
Martial Mallais Retired
Dan Rose Retired
Tim Siaplaouras Retired
Bruce Chase Retired
Gregory Weston Active
Daniel Bornais Active

RETIRING MEMBERS

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

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

December 2018

Konrad C. Buchenauer FCA

January 2019

Derek CameronFCA

Randy ChaseFCA

Bruce FalloonFCA

Gabor KoszegiFCA

Mike LaceyFCA

Paul LongmuirFCA

Gregory Marentette.....FCA

Reid McMurrenFCA

Dan NoadeFCA

Brenda PalmerFCA

Peter RemillongFCA

Bernadette A. RenaudCaesars

Raymond TremblayFCA

Frank D. Dibartolomeo ...Caesars

February 2019

Bradley AlexanderFCA

Gerald Allison.....FCA

Michael BechardFCA

Wayne CoomberFCA

Christopher CummingsFCA

John DistefanoFCA

Dale NolanFCA

Lori SenechalFCA

Kerry ThorneFCA

Peter Van VrouwerffFCA

March 2019

Mark Buller.....FCA

Renee DeanFCA

Salem ElharakeFCA

Richard PatrickFCA

Mitchell TemesyFCA

April 2019

Stergos Anastasas.....Caesars

Marc BatonFCA

Peggy A. RevaitCaesars

Harold SchaffhauserFCA

Patricia St. Jean.....FCA

Andelka SuljaFCA

Daniel T. JobinCaesars

Millica AdamovicCaesars

May 2019

Guadeloupe AlexanderFCA

Kathy GulkoFCA

Sandra Marentette.....FCA

Debra TemblayFCA

Parmela J. WilliamsCaesars

Douglas Ayres.....FCA

Denny Hennin.....FCA

Darlene LevasseurFCA

UPC Union In Politics COMMITTEE

The lack of involvement in politics has lead us to where we currently are today, struggling to hang on to all the social programs that for years we have fought for. I am disheartened that we can't seem to get people to understand the significance of the saying "The lunch box is connected to the ballot box."

People before us knew the importance of participating in our democratic society in order to move the needle forward for working class people. I tell you, Brothers and Sisters, if we don't find a way to motivate workers in this country, we will forever be at the mercy of the corporate world and their self

By
**RAY
HACHEY**

Chairperson

Email:
rayj2001@
hotmail.com



profiting ways. Once they get control there will be no stopping them. I'm not a fear monger; I'm just stating the facts. I honestly thought that after the Days of Action when we got rid of Mike Harris that people got it. Obviously, I and so many others were wrong. It's too easy to let others take care of things and believe me the Conservatives and corporate elite in this country are more than happy to take that con-

trol away from us. We can't let that happen.

We are watching Ontario change before our very eyes and many feel helpless to stop it. We cannot let that happen to Canada. In the upcoming Federal Election this October, we have to get working class people out to vote, to stop the corporate agenda. We have literally remained stagnant for the last two decades while the top 1% have increase their wealth over 250%.

We are our own worst enemy and we need to band together for future generations. They have a right to a better tomorrow, and only we can make that happen through our involvement in politics.

Enough is enough! It's time, Sisters and Brothers, to fight back and get involved. Do not be an armchair quarterback. Be a player in the game. You need to vote.

Aboriginal Workers & Workers of Colour



By **Yvonne Browning Coates**
evoncoates@gmail.com

RECENTLY our committee attended the FNMI I pow wow at St. Clair College. We sponsored the Tiny Tots portion of the ceremony, and some “Spot Dances”. We were privileged to meet and speak with one of the honourees, – a Vietnam U.S. Airborne veteran. He lost his right leg from the knee down, hit in the left leg with two bullets, sustained an injury to his left chest, and is missing a good portion of his right forearm. Yet he still participated in the dance portions of the ceremony and marched with the pride of his people’s spirit.

The entire event was very empowering, and the tiny tots were fantastic. The colours and styles of the First People’s traditional dress, is in itself “art”, never mind the feeling you get when they drum and dance. It was an honour to attend.

Our Committee in conjunction with Sister to Sister – Think W. I. S. E. (Women Inspiring Success and Excellence.), had our annual Black Butterfly Black Monarch event. Honouring young men and women of African descent and their achievements. All have just graduated high school and moving forward to post-secondary education. Most with high accolades, scholarships, and achievements. They are doing amazing things and it is always a joy to acknowledge their great efforts each year.

This past year has been very rewarding for us all. On behalf of our committee, I would like to say that it has been a pleasure to get to meet and work alongside all of you at Turner Rd.

We would also like to thank our brothers, sisters and comrades on the shop floor. Without your continued support of our raffles and fundraising, we could not have had the success that we enjoyed this year.

With your help, we were able to raise almost \$8,000, which helped to support various charities

and events throughout these last months.

I hope you all have an enjoyable summer with your family and friends. Remember it’s not about being politically correct, it’s about kindness and respect.



Taking time for a photo-op, Chairperson Yvonne Browning Coates, and Committee member Brad John, with children from the First Nation.

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LOCAL UNION ORGANIZER



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

THE FIRST HALF of 2019 has been a huge success for our Organizing Department. We were victorious in 3 campaigns to date, and continue to probe and work with several inside committees at multiple workplaces in and around Windsor/Essex County.

I want to take the time to welcome our new members at Windsor Women Working With Immigrant Women, Angus Consulting, and Martin Transportation. Windsor Women or W5 for short is an agency that works with new Canadians to help with Employment Opportunities and provides training and resources.

This unit was designated to Unifor Local 240.

We were also successful at Angus Consulting. This is a small unit of Operating Engineers that are responsible for the heating and cooling for Caesars Windsor's west block and Colosseum. I want to welcome the Angus group and thank them for their hard work in getting this campaign to a vote that was won with overwhelming support.

Lastly, I want to welcome Martin Transportation. This was a federal campaign and took some

time as we worked through the process. MTS is a large transportation unit that moves auto parts from several suppliers in and around the city, and across the border. This group was also very eager to become Unifor members and worked tirelessly to achieve just that. Thanks again for your hard work and dedication on this long campaign.

Both Angus Consulting and Martin Transportation were designated to our local and are now our newest members. Welcome to Unifor Local 444!

In closing, I want to wish everyone a safe and happy vacation season. Take the time for some much-needed rest and relaxation with family and friends doing what makes you all happy!

Human Rights

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



What is important to you? . . .
What are your rights?

Did you know that 5 out of 8 countries polled stated that the right to vote was the first most important human right? A priority in most countries is the right to free school education and low cost health care. The United States values free speech as most important. The right to equality and freedom from discrimination.

Worker's rights that have been fought for, for years. The right that every grown person has

a right to marry and have a family. The right to your own possessions, freedom of thought, freedom of expression, right to democracy, social security, freedom of assembly. Women's rights.

My hope in highlighting some of these is that we get our priorities straight, that we stop bullying, and that we fight for each other and not against each other. We need to take back the power we have as the majority and stand against the 1% and corrupt politicians. We are fighting to keep these as future rights of our chil-

dren and grandchildren. What will we do when we are fighting for clean drinking water? Nestle says "water isn't a human right."

Let's talk to each other and rise up to take back what is ours! Think of the changes we need and start making those changes for us all. Think of what basic Human Rights affect your life and hold them close.



LOCAL 444 UNIFOR Annual Family Picnic

Vollmer Recreation Complex
2121 Laurier Parkway



Sunday
July 28th
10 am to 4 pm

POOL • RIDES • PRIZES • POP
HOT DOGS • ENTERTAINMENT

ADVANCED WRIST BAND SALES

WINDSOR ASSEMBLY

Wednesday, July 3, 2019 (Middle Cafeteria)
12:01am - 11:00 pm

CAESARS WINDSOR

Wednesday, July 3, 2019 (Staff Cafeteria)
12:01am - 11:00 pm



LOCAL 444 HALL

Wednesday, July 3, 2019
8:00 am - 4:00 pm

ALL OTHER WORKPLACES

Contact your Unit Chairperson
Advanced sales from June 24 – July 3, 2019

COST

\$10.00 per "FAMILY"

"Family" - members in the same household

Proof of members may be required (i.e. members covered on your Green Shield Card are "family" and are included in the \$10.00 fee).

Members requesting additional wrist bands for people not on your Green Shield Card will be charged.

\$3.00 per each additional person

You must purchase a wrist band to be eligible to participate in all activities and free giveaways.

Each family ticket purchase will entitle you to our membership draw.

FINAL WRIST BAND SALES – THURSDAY & FRIDAY, JULY 25-26, 2019

Local 444 Hall, 1855 Turner Rd.,

****NO WRIST BANDS SOLD THE DAY OF THE PICNIC**

ATS, ANGUS CONSULTING, AVANCEZ, AWC, CAESARS WINDSOR, CHOICE NUTRITIONAL, DAKKOTA, FERNANDEZ FREIGHT, ELRINGKLINGER, ETNA FOODS, FCA, GFL, HBPO, INTEGRAM SEATING, NORTHSTAR-HELIGEAR, GATEWAY SLOTS DRESDEN, GATEWAY POINT EDWARD CASINO, MTS, PETERSON SPRING, PRESTEVE FOODS, SOUTHGATE RESIDENCE, STERLING MARINE, TRANSALTA ENERGY, WINDSOR MACHINE & STAMPING, ZF-TRW

It's Been an Awesome Ride!

Well, the time has come to say farewell and move on to another chapter in my life called retirement. I have no regrets, just many good memories. I must say, I have had the opportunity of a lifetime to meet so many good people with hearts of gold on this road travelled in the labour movement.

I would be remiss if I didn't mention the past and current Presidents at the Local, – Charlie Brooks, Frank LaSorda, Ken Gerard, Larry Bauer, Ken Lewenza, Rick Laporte, Dino Chiodo, James Stewart and currently Dave Cassidy, who all played a pivotal role in this union, along with all representatives within Unifor and those who have moved on to a better place. I would like to thank the office staff and those who worked with me over the years at the local union; you have been nothing but fabulous.

Starting as an elected representative at the Windsor Assembly Plant in the Trim Department in 1993, then became the Local Union's Work Standards Representative until I started working at the local union hall in 2003. I knew and felt that I could contribute much more. It wasn't just in the workplace, but also throughout the community, and from that point forward I never looked back. I would like to take this opportunity to thank Chrysler/FCA for giving me the opportunity

of employment over the years, and I must say it has been a good ride.



Your union, yes that's YOU, will always be challenged, and adversity will be in your face, but collectively we can, and have changed the landscape of social and economic justice, making lives better locally and across Canada.

How can I not mention and thank the agencies, volunteers and the caring people I've met along the way from the United Way, Unemployed Help Center, Hospice, Brentwood, Street Help 7, Easter Seals, and the Alzheimer Society, just to name a few. Over the years they have played a part not only in my life but certainly for many of you, your friends and family.

I do want to mention and say thanks to my partner Barb and to my loving daughter Anissa and family members, along with so many others whom I have met along the way and who most definitely made me a better me.

In closing, always remember to be humble and kind, as life is too short not to put a smile on your face and the face of others. Always remember to reach out with unexpected acts of kindness; the most powerful, least costly, and most underrated agent of human change. So long for now, and thank you everyone. It's been wonderful!

Gord Gray



Community Services Committee



Sue Najem
snajem@uni444.ca

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



In April we held our Annual "Bikes for Kids" Pasta Fundraiser. It was very successful and lots of fun for all who attended. Also in April we collected Bikes for Kids. We collected around 150 bikes from a very generous community. These bikes have been refurbished and have been donated to Northwood School, Begley School and the Windsor Youth Centre. All bikes come with a new helmet, generously donated by the Optimist Club of Riverside, who have partnered with us over the years to ensure the safety of the recipients of the bikes. Thank you for once again helping us to put a smile on so many kids faces over the years!

This year, I would like to take a minute to give a

big thank you to Glenn and Ruth McFarlane. These two people have been instrumental over the years in our bike campaign. They have given their time and their home for us to work and store the bikes! "Bikes for Kids" is a success year after year because of people like Glen and Ruth and the Community Services Committee Members who have given their time to make sure the kids get bikes! Thank you!

Our committee will take a much-needed break for the summer and will be back at it in September. Look for postings in your workplace for our next events. Enjoy your summer!



Another proud moment for the Local 444 Community Services Committee's "Bikes for Kids" program which was proud to deliver its 1500th bike and once again put smiles to the Begley Public School students.