

444 News



Building our Union – Strengthening Our Communities

EDITION NO. 4345

WINDSOR, ONTARIO

DECEMBER 2020



From Our Uni444 Family to Yours
Happy Holidays!

No Product No Deal!

Throughout Local 444's history, there have been years that simply rolled into the next without much notice or fanfare. Then there are years with contracts that come along once in a *generation that can impact our membership, our community and our industry. This is one of those years, and this was one of those contracts!

We told this company way before the third shift's cancellation that they needed another vehicle, but FCA dropped the ball and our members paid that price. I was furious with the company and determined to bring all our members back who were laid-off due to their poor planning!

I could not wait to get our team to that bargaining table to begin a path for our laid-off members to return. Against the advice of some, I went very public in telling this company that we needed new product, or we would have NO DEAL! That was not theater. If we did not bargain new products our plant's future would be in serious question. Our team was ready like rearing thoroughbreds in the starting gates waiting to go! I lobbied National President Jerry Dias daily to pick our team to set this pattern! Jerry went with Ford, who set a great pattern. We knew it was a good one when the folks at FCA started to melt as they went over the details.

Our team held them tight to that pattern and focused on keep-

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

E-mail: dcassidy@uni444.ca

ing and growing our FCA footprint here in Canada.

Bringing Home the Goods

Your Local and Master bargaining team brought home a contract deserving of all our members. A 1.5-Billion-dollar investment leading to internal combustion, Hybrid and ELECTRICAL engine platforms.

Besides keeping our existing product portfolio, FCA has committed to adding a product with the ability to build three different platforms.

We will be the ONLY plant in North America to build three separate powertrains.

We will be able to build Vans.

We will be able to build SUVs.

We will build able to build Cars.

We will build able to build Trucks.

Why us? Because We Build it Right!

Everyone who is laid-off will be **BACK** to work, plus more!

A new vehicle will be coming down our line as fast as humanly possible! Before the end of this contract, construction will have begun and you will see pilot vehicles being assembled at the Windsor Assembly Plant.

Pay Raises. Benefit Improvements. Lowering the new higher grid. Cola maintained. Signing Bonus. This is easily the wealthi-



est economic package in the past two decades with no concessions. I want to thank our Local and Master bargaining team for their commitment and time to our members. Truly this contract will be one that we will be referencing for years to come as a key defining moment in our history. Our battle is far from over for I am reminded of the saying from my old reffing days- "You are only as good as your last call". Our fight and our focus on our members continues!

Retirees

Did we get everything we wanted in this contract – the answer is no. Unfortunately, you never do. But know that we tried; we sure as hell tried! The need for this contract was securing the future of our plants and paving a path for our laid-off workers to return. Our retirees are our foundation and although we have benchmark pensions there has been little movement in increases on anything for a number of years. This does not sit right with us at Local 444 and is something that needs to be addressed in future contracts. The retirees fought hard for many of the gains

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Dave Cassidy ... cont'd

and benefits we enjoy today. I believe it is crucial for our Local to have a strong foundation and we at Local 444 will do our part to keep that foundation strong!

To Our Laid-off Members

You will not be forgotten, nor will you be left behind. Please ensure that if you move or change your phone number, the company has all your updated contact information. In the interim before your eventual call-back your Local has secured big dollars from the Ontario Government, FCA, Ingram and TRW to create an Adjustment Center to help find jobs and to assist with your EI file, resume building, explaining the number of resources available for you, etc. The adjustment center, located in the basement of your Local, is there to help you during this time of lay-off. They have already begun to contact each of you and they have many resources available to help with whatever difficulties that you're facing during this unfortunate period.

Thank You

Recently the United Way came to our Local and offered us a cheque as an emergency fund to help our members who are seriously struggling financially due to the loss of the third shift. They have asked us not to advertise this gift and hence, I cannot thank them publicly so I wanted to take this opportunity in our Local's paper to thank the Windsor Essex United Way.



There are not many relationships one can point to that have been tested by time and survived like the relationship between Local 444 and the United Way. We could not be prouder of our history and blessed with our relationship together. It is rare for Local 444 to be on the receiving end in our associations and your gesture speaks volumes to the bond between us. You realized the importance of our members and their need in these challenging times and you were there to offer help. Thank you. We indeed have a loyalty to each other that is deeper than mere sentiments, a bond stronger than friendship; we

are family. For all that has gone wrong in 2020, our bond is something our communities can point to and say~this is good. We have fostered and built a foundation for the sole purpose of helping the most vulnerable in our society.

Thank you again for your generosity to my members and I look forward to our historic cooperation in making a difference in our community.

If you are one of our members who are seriously struggling to feed your family please get in touch with the Local and we can see how we can help.

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Dave Cassidy

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Casinos

At the time of this writing we have just been given word that Windsor-Essex is now stage red which means, for one thing, Caesars will be closing...again. I cannot begin to express my frustrations; this damn virus has caused our membership, namely our Casino members! I have been absolutely clear on my complete displeasure with the government closing down our Casinos (essentially government employees OLG) and not paying our members full compensation like they did when they sent the teachers home.

I have pleaded and explained to the powers-that-be that no one follows rules, protocols and regulations, like our casinos. No one can keep track of persons in a facility like our casinos and there are no casinos cleaner than our casinos. ZERO COVID spread in our casinos, yet they continue to be penalized with the ratio of persons allowed into the building. We are just asking for it to be fair. Caesars is much bigger than Costco or Walmart, with much more safety measures yet the number of patrons allowed in is not even close to what they are allowed. It is not right. We will continue to push the government to help our members in their time of need and pray for an end to this virus.

Goodbye 2020

There are many pluses we can point to this last year. We have

bargained a handful of contracts where we did not let this virus dictate a lower worth for our members and we have laid some good footings for the future in many of our facilities.

Some very positive steps have been taken for Single Sports Betting to be legalized, thus saving and creating new jobs. I have seen through social media a number of members with new babies (something that is relatively new - thank you new hires) and new marriages, so 2020 definitely had some pluses.

But I have to tell you folks, although this Local has adapted fairly quickly to this new way of doing things, I am not a fan. I miss our membership meetings! I miss gathering together and having big events! I miss shaking our member's hands and talking to them without masks. Bargaining over zoom is not the same! There is something about staring in the eyes of the company and seeing them twitch in real life when

throwing down a proposal. I miss live ratification meetings where we can feel the room and be able to see and hear our members ask their questions. I hate that our gaming members are out of work, I am sad for our retirees and older folks who are locked-in and cannot have visitors. I am worried for the vulnerable and our frontline workers. I am frustrated for our students and our teachers. My heart goes out to all that are suffering or have suffered loss due to this virus. There is nothing I want more than for this to be over!

So, here is to saying goodbye 2020 and being cautiously optimistic that 2021 **will be better!**

No matter what comes our way, we will get through like we always have – Together!

Always Keep the Main Thing, The Main Thing

From my family to all of yours,

Merry Christmas and a Happy New Year!



Ensuring Long Term Success

By
**JAMES
STEWART**



Secretary-Treasurer, Unifor Local 444
Email: jstewart@uni444.ca

FCA Bargaining

As we went into bargaining this year, the one thing that was heavy on our minds was the loss of the third shift at the Windsor Assembly Plant and all our laid-off members from WAP along with our feeder plant members. We were also determined to not allow the D3 companies to dictate a platform of "take backs" due to the current Covid-19 pandemic, just as they attempted to do so.

We knew our members demanded improvements and certainly deserved them. As we went into bargaining our FCA master bargaining committee wanted to lead the way. We wanted to make sure we had resolutions to the above problems, and the best way to do that was to lead the way and set the pattern.

As we got into the fray with the companies, we realized rather quickly that Ford was signalling they may be open to a significant transformational investment resolving the problem we were facing with no future product beyond 2024 at the Oakville Assembly. FCA and GM showed little signs of life in the earliest days of bargaining. We focused on Ford collectively with the idea that we could leverage both FCA and GM to make significant investments if we were successful at Ford.

Our WAP members desperately needed a substantial commitment with the same type of transformational investment if we were going to find a way to give our most

junior and laid-off members the long-term hope and job security they deserved.

Once it was clear that we were very close with Ford on their Oakville investment, it was an easy decision to make Ford the target and move towards setting a pattern that included pay increases, lump-sum payments, benefit increases and significant improvements to the grow-in program.

This strategy paid off in a big way in our bargaining with FCA. Ford being the target allowed us to set the tone with FCA that we weren't going to leave the bargaining table without Ford's economic package, and we would also demand that our plant receive the same type of commitment to our future.

As a result, our investment at

WAP will be a generational change. It will take us a little bit of time to get there due to the enormous infra-structural planning that needs to be done.

Still, our plant will be the first in North America that will have the ability to build a truck, a van an SUV or a car that can be powered by either a combustible engine, a hybrid electric drive, or a full battery-powered vehicle on two completely different platforms.

This will lead to the return of the third shift at WAP and the ultimate return of our laid-off members and will even lead to many new FCA employees here in Windsor. Our plant will truly be considered flexi-

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James Stewart Report . . . cont'd

ble and allow FCA to put any vehicle they need into our production mix, ensuring our long-term success.

Mental Health Matters

The world is a crazy place. Or has become a crazy place. Or maybe it's always been a crazy place, and it's just in our face more than ever before! I'm not sure which but as I sit to write this report to our members across all our units in Local 444, I'm finding it hard to be positive.

There can be no doubt we have had some incredible challenges and also success' as I've recently pointed out in the last issue of the Guardian magazine. We've resisted company demands to roll back past gains as a result of this damn Covid-19 pandemic.

In many cases, we've bargained agreements that far exceeded most critic's expectations. However, our world has changed.

As I sit to write this, Windsor/Essex has just been put on Status Red for provincial covid restrictions. We wear masks. Not just at work, but everywhere we go. We sanitize. We wash our hands all the time. We social distance.

Not only do we not spend time with our family or friends, but we also make sure to avoid them. We worry about our kids staying safe and healthy, as schools experience covid spread in our classrooms. We worry about them at school and whether or not they wash their hands or if they understand what social distancing means, and do they know how to follow those

instructions. We worry about our parents and our grandparents, knowing they are the most vulnerable to the effects of Covid-19.

We worry about not spending time with them at a time when they need us the most. We worry about our jobs and whether or not our workplace is going to open again, or when am I going to get recalled from layoff, or is demand going to stay high for the product I build, or what happens if we get shut down again, or how am I going to pay my bills.

This close to the border we worry about US politics and racism and sexism and homophobia. And so much more. All of these issues are absolutely worth stressing over and at least we know we are all going through this together.

The one thing I know for sure is that there is light at the end of the tunnel. This pandemic will pass. I talk about all of these things to let you know you are not alone in your

thoughts and worries. YOU ARE NOT ALONE! If you need help, please know your union is there for you. If you need to talk, we are here to help. We will always make time to help our members in need and will do everything in our power to make sure you see brighter days ahead. Don't hesitate to call.

I know Christmas is going to be different this year for many of us. It was already a difficult time for many before the onset of Covid-19. This year will be different. However, the spirit of Christmas is the important thing. It's a time of celebration and a time of giving. Please be kind and generous with each other this Christmas. A small gesture of kindness goes a long way to those that may be having a hard time. I wish you all to have a safe and happy Holiday Season. I hope a pray for a better 2021. From my family to yours...

Merry Christmas!



Our Fight is Far From Over

I need not remind any of our members how difficult 2020 has been. We all lived through an unprecedented global shutdown and were faced with the uncertainty brought with it. What we need to recognize is our resilience and resolve to lift not only ourselves, but also one another up, in times of despair. What we have witnessed this year is the ability of our local union (bargaining committees, specialists, representatives and members alike) to learn from and overcome any adversity when we work together. Let that be the gift 2020 leaves us with.

From the onset of the shutdowns Local 444 immediately reached out to all of our workplaces to aid in developing safe return to work plans and lobbied employers to take advantage of government aid programs to get our members thru these uncertain times.

Your bargaining committees, faced with tumultuous economic uncertainties, returned to the tables where they were able to bargain gains and investments not seen in recent memory.

Yet our fight is far from over and we must not rest till all of our members are afforded the opportunity to return to work so as to provide for their families.

To all of our members in the gaming and hospitality industry at Caesars Windsor, Gateway Chatham, Sarnia and Point Edward, who have not yet returned to work, to all those who have suffered layoff at our parts and assembly plants due to the elimination of the third shift, and to all members who struggle thru these economic times, we assure you that you are not, and will not, be forgotten.

From our family to yours, we wish you all a safe and joyous holiday season.

Merry Christmas and much happiness in the new year!

Fishing Industry

We are all aware of the effect COVID-19 has had on our restaurant industry but what was not so apparent was how much our commercial fishing industry depended on that business. Regardless of the state of the economy, the bargaining committees at both Presteve Foods and Etna Foods were able to bargain far greater gains than attainable in recent contracts. Unfortunately, the struggle continues for our workers as Lake Erie has provided less than the normal bounty, even during their traditional busy season.

Transportation Units

FCA is solidifying their footprint in their transportation units. We were able to secure new tractors and trailers for our car haulers at Auto Transport Services during our last round of bargaining and we are set to see the new trucks early in the new year. With the arrival of the new equipment we expect



hiring to commence as the unit is short and in need of drivers.

At FCA Transportation the company has informed us that they expect, the long awaited, new transports to arrive beginning late January. Our transportation department at Windsor Assembly has run short on drivers for the past few years. We have continually exhausted the 807 transfer list for qualified drivers from within the plant, but have remained short. As of this writing, the company has begun the hiring process for outside applicants, with interviews scheduled to commence in early December.

We continue to work on our relationship with our newest transportation unit, Martin Transportation Systems.

We have successfully completed our first bidding season and work to resolve outstanding grievances. Being an American based company, coupled with the border restrictions, has presented some challenges in resolving key issues that remain outstanding from bargaining.

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Manny Cardoso Report . . . cont'd

GFL

Our members at our waste disposal unit, Green For Life, have continued to provide their essential services to the city of Windsor, regardless of the pandemic and with little to no recognition. To make matters worse for our members they have been, and continue to be, harassed by residents with regards to the rules of collection set in place by the city and their employer. These members must adhere to the regulations encompassing their scope of work and we ask that all residents of the city show these individuals the respect and humility we all deserve as workers.

Auto Warehousing Company

The AWC E.C. Row Railyard unit, consisting of 444 members who load FCA products onto the CN Rail cars, was awarded the service contract for the next 3 years. It has been a struggle for these workers due to the pandemic and the resulting restrictions and backups in the logistics chain only providing a couple of days work in some weeks.

Our members at AWC Chute, those who receive our cars in the dome, and Drive Away, those who drive and park the cars for delivery, are both currently eleven months into a contract extension. This is due to the fact that the contract of work between Auto Warehousing Canada and FCA Canada has yet to be awarded from the bidding process that was to have occurred this summer.

These workers have consistently provided the Windsor Assembly Plant the services required of them and have done so at the mercy of WAP's scheduling, whether it be extra shifts on weekends to cover repairs, WAP short shifting and/or product mix fluctuations which have seen our members short shifted with no compensation even though the Assembly Plant continued to produce vehicles for other markets.

As a result of FCA's indecision on awarding this service contract, all workers, including those in supervision, were given their notice of termination back on October 29th. This precautionary move by AWC was to comply with the Employment Standards Act requiring 8 weeks notice of termination.

We, at local 444, continue to inform the upper brass at FCA that we will not stand by silently if they decide to take this work from our members in favour of awarding it to a low-cost carrier, comprised mainly of temporary workers. It is not a question of the performance of our members or AWC's ability to fulfill FCA's needs - this is strictly a cost cutting exercise at the expense of good paying jobs. We have no interest in supporting any company's desire to exploit cheap precarious work, nor will we join in any race to the bottom.

It is our hope that as you read this edition, AWC has not only secured an additional 3+ years of work for our members, but that we are back at the bargaining table securing the compensation those members deserve.

Southgate Residence

The current pandemic has deterred senior citizens from taking residency in senior living homes, as we have witnessed here at Southgate Village Kingsville. Our Local 444 members at Southgate Residence continue to provide the residents of this retirement home with care and compassion like no other. Walking thru the facility gives one the sense that the workers and residents are truly members of one family. Our members were in receipt of the recognition pay, provided by the government to workers in senior care facilities across the province. That recognition was short lived but that has not deterred our members from providing the care the residents deserve. We are currently entering negotiations with the employer as we are working past the contract deadline. It is our intention to make improvements to both monetary and quality of work life for our members at Southgate Residence.

Angus Consulting

We would like to take the opportunity to wish our current Chairperson, Mike Fox, all the best in his quickly approaching retirement. Mike played an integral part in bargaining our first agreement for his members and setting the relationships with management required to implement the negotiated improvements to their workplace. We welcome the newly elected Chairperson, Tim Boufford, and workplace Representative, Richard Backer. We look forward to working with both gentlemen.

Choice Nutritional

With the shutdown and the limited activity at many workplaces, office buildings and postsecondary schools, our members in the food vending industry witnessed a major drop in demand, earlier this year. With these workplaces gradually returning to normal and with an increased demand in PPE vending machines, serviced by our members, the unit is almost back to full worker utilization.

Windsor Assembly Plant

As with any permanent job loss, the loss of the third shift was definitely a step backwards for our members and the communities we live in. But with the bargained incentive packages offered by the company, many of our senior members were afforded the opportunity to start the next chapter in their lives and thus providing openings to be filled by our junior members.

We congratulate all of our recent retirees and urge all of you to remain active and in touch with your local.

It was definitely an honour to have been able to play an active role in this round of negotiations and to have been surrounded by such a knowledgeable and steadfast bargaining team. Being able to secure future investment that will put Windsor Assembly at the forefront of the newest technology in alternative fueled vehicles will certainly cement the future not only for our current members but many more to come.

We have a Resilient Workforce

I want to start by commending all of our members for being resilient in the face of a pandemic. The way we knew has significantly changed in the workplace, but this has not stopped us from being the best at what we do inside our facilities.

From safe distancing to wearing masks to washing your hands more often has secured our facilities from maintaining a safe place to go to work, and it is the work of all of you that has made this possible. All of us have families to go home to and the sacrifices you have made to achieve this is commendable to say the least.

I would be remiss if the Local didn't mention the Health and Safety committees and Representatives inside our facilities. It was all of you that made sure protocols were put in place so we could be confident that we would be going home from work everyday safe to our families. Thank you for being the best at what you do.

Integram Seating

I want to commend all the members at Integram for their resilience in the facility during these trying times. With the loss of the third shift and Covid-19, it has been a tough year on this membership.

As you are all aware, you have a new three-year Collective Agreement as of November 4 2020. Although we could not achieve all the demands our members presented, we believe we brought back an agreement that represents all the members in the facility.

Talking to the members in the facility, it is clear that pensions are still the main issue, and our commitment is to continue to push the envelope to achieve this in future bargaining.

Some of our members did not realize that retirement packages were tied to the grow-in, and although we were not able to achieve the same packages as previous, we were still able to attain packages the next three years.

The grow-in was another major sticking block for the company, and this bargaining committee was tenacious when it came down to the wire. They were not going to budge unless the company reduced the grow-in, and they did just that.

ZF

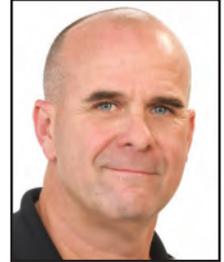
2020 has not been a year of good news. With the loss of the third shift and covid-19, it has been a battle. Fortunately, this membership has stepped up to make the best of a bad situation and continue to do what they do best, produce parts for FCA.

Bargaining is right around the corner, and you all can expect your priority sheets early in the new year. Let's be clear our membership has kept this facility running during the tough times, and we wait three years to make changes that are important to this membership.

Talking to Jerry and your elected bargaining committee, we are looking forward to upcoming bargaining to address the membership's priorities.

By
**MIKE
D'AGNOLO**

*2nd Vice President
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Dakkota

Dave Dello has been in his position for roughly ten months, and it has not been easy, to say the least, with the loss of the third shift and covid-19. I think it is essential to recognize that this individual has been thrown into the fire with these issues, and I think he's doing a great job as he continues to grow to serve his membership as your plant Chairperson.

Your collective agreement will be expiring in March, and we will be preparing your priority sheets early in the new year. We all must participate in the upcoming process to achieve the gains that are most important to this membership.

HBPO

HBPO has been impacted no differently than the other feeder three plants and it is crucial to recognize all of you for making this facility the success it has been through these trying times.

There has been several changes in your facility, and working with Jen, she continues to address each and every one of them, from line changes to materials

Fortunately, we will be going into bargaining in the new year, so you should expect your priority sheets early in the new year. I encourage everyone to participate in this process so your bargaining committee can present what is most important to this membership.

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Mike D'Agnolo Report . . . cont'd

Avancez

I want to commend all the members at Avancez for maintaining a safe facility through these covid-19 times. Like everywhere else, you were also impacted by the loss of the third shift, and the importance of getting these people back to work weighs heavy on all of us at this Local.

March is only a few months away, and with our agreement set to expire you all can expect your priority sheets in January. It is important that you take the time to fill these out to help us get you the best Collective Agreement possible.

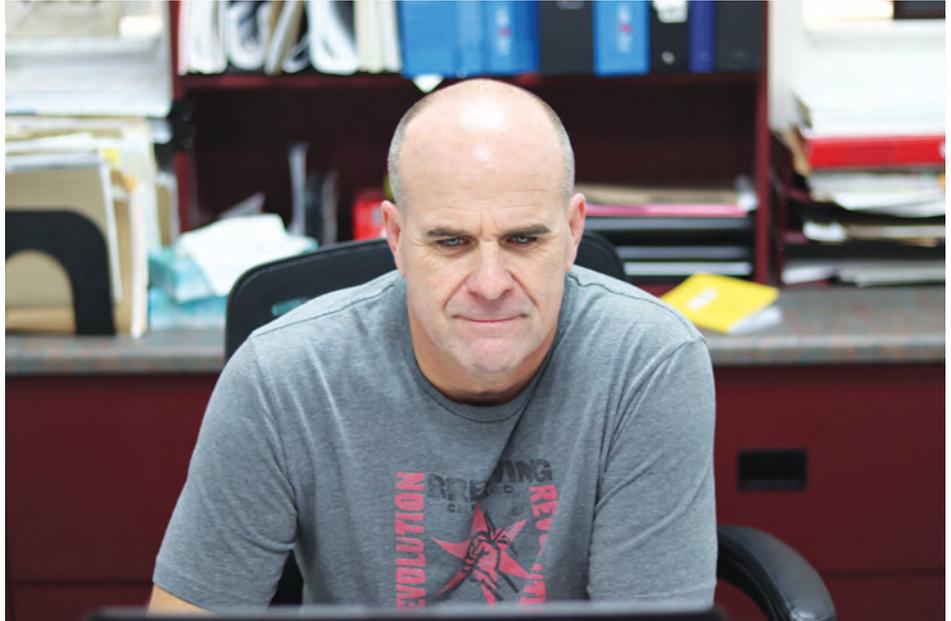
ElringKlinger

Everyone knows at this facility that we were in bargaining last March when this ugly virus hit the world. I want to thank all these members for their patience through this process. I also want to recognize the work they have done in this facility to keep it a safe place to work, kudos to all of you.

March is approaching fast, and although we extended your Collective Agreement with a wage increase and signing bonus, we will be back at the table soon. You can expect your priority sheets early in the new year, and your bargaining committee needs all to participate in bringing back the best agreement possible.

Peterson Spring

Along with this ugly pandemic, your facility has been experiencing job losses through lay-offs. Through dialogue with the company, they assure us that they are continuously trying to get a new prod-



uct. Recognizing that everyone currently working has over twenty years seniority, it is important that new work is achieved, so all in this membership can retire here.

There is no doubt most of the members at this facility have ridden this roller coaster before, and I believe because of the workforce that you are, which is second to none in your field, you will overcome.

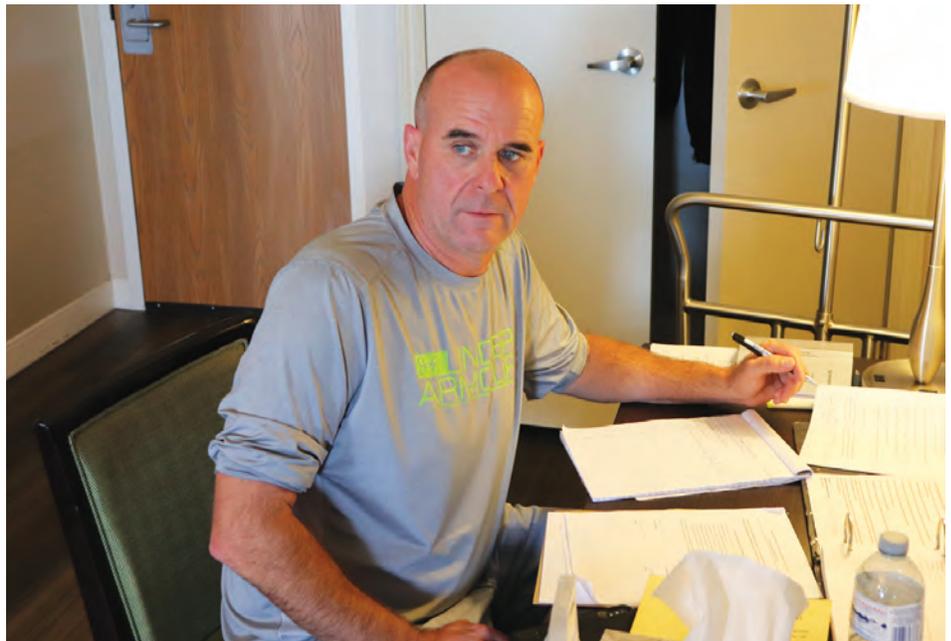
Heligear Northstar

This facility has been no different from any of our others and con-

tinues to run a safe place to work under our times. There have been some lay-offs at the facility but our hope in the new year our numbers will come back and hopefully some of our members.

Our members have seen quite a few management changes the last two years, and our hopes are they have a crew there now that will progress this facility forward for the betterment of this membership.

I would like to wish all of you and your families a safe and healthy Christmas!



We can Open, and We can Open Safely

By
**DARRYL
DESJARLAIS**
3rd Vice President
Unifor Local 444

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My thoughts and prayers are with all of you during these difficult times we are in. This year's bargaining schedule on top of Covid has had our local hopping!

Casinos

Finally, after months of being closed all of our Casinos opened with 50 people max capacity in October. The Match restaurant at Starlight Casino Point Edward and at Cascades Casino Chatham opened at end of July to great reviews! As well 5 of the 15 Casino Technical Operators out of London (work on projects throughout Ontario) were also called back. We have proven that we can open and open safely.

Just when we had a chance to show this province and the medical officers that we can open and open safely, Windsor went into code red, closing Caesar's doors and laying off more of our members. We will continue to work with all the casinos and lobby the government to get more members back to work in a safe working environment.

I want to thank all the Casinos for stepping up and doing the right thing by extending our qualifying members' benefits throughout this pandemic.

Starlight Point Edward and Cascades Casino Chatham

Pre bargaining has already taken place, and we officially kick off bargaining with Starlight Point Edward and Cascades Casino Chatham the week of Dec 7th. These will be some very tough negotiations. The Casinos were closed for 8 months with numbers way down. Not knowing if or when this virus will entirely shut down the restaurants and the gaming floor and how long, will not make bargaining any easier. We do know that this virus will not be here forever, and our members are the best in the business.

Windsor Machine

Some good news! Windsor Machine was able to win work contracts that includes some parts of the Pacifica head rest and needed to hire 55 employees!!

Sterling Fuels

This summer, we negotiated and ratified a new contract, which saw gains in wages and benefits! Because of COVID and work hours, we had our ratification vote in

the parking lot with our car headlights on. Felt like we were back in the days when employers would not let unions near their property and votes had to take place outside after hours in the dark.

Owen Sound Transportation (Pelee Island Ferries)

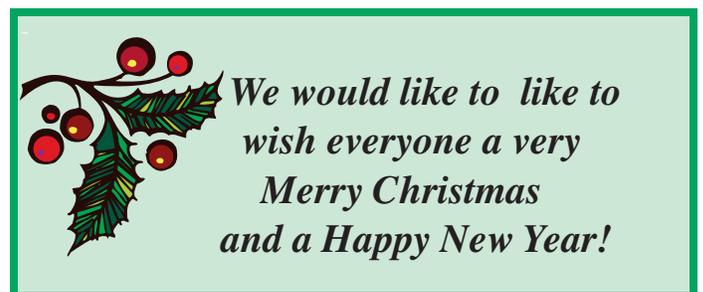
We have been in negotiations with this company for what seems like forever; there is tons to cover in this first agreement with OST. The past contract framework etc from their previous union was... "different" than the way we usually conduct our business, so there is some reworking there to do. These members are Federal employees who are being funded by the Provincial government. There are Federal/Provincial rules and jurisdiction that we are working through that are difficult and time constraining. We are committed to bringing home a contract deserving of all our members.

Chrysler Bargaining

Although I participated and even led local bargaining, this was my first time on the master bargaining committee. Bargaining in the heart of the Covid pandemic in Toronto was a real experience. The big city was a ghost town compared to whenever I have been there in the past. Many places were closed, and bargaining had strict protocols. Bargaining was very slow going at the beginning with plenty of NO from the company! Once time started running out, they could see we had no problem walking away and going on strike, things started moving. It was an honour and a privilege to be able to bring back this contract to our members. Our work continues.

If anything, this virus has taught us is how quickly life can change. During this holiday season, take the extra time and let those who mean the most to you know it.

From my family to yours . . .



Windsor Assembly Plant

Global pandemic, reduction of a product line, loss of a third shift, murder hornets..... 2020 has played out like a bad science fiction movie and we've all had a front row seat! So let's take this opportunity to say goodbye to 2020 and hello to what will hopefully be a brighter and more upbeat 2021.

Although 2020 has been challenging there have been a few bright spots to reflect on. While we did lose a shift at WAP we were successful at bargaining to ensure that the future of WAP is secured although it will take some time for the implementation of the negotiated \$1.5 billion investment. This investment will enable Windsor Assembly to run multiple platform vehicles, with multiple drive trains including ICE (internal combustion engine), PHEV (plug-in hybrid electric vehicle, BEV (battery elec-

tric vehicle) and EV (electric vehicle) which will allow the plant to set up its build based on customer demand. Where one product may be at a reduced demand, the plant can shift its ratio to a vehicle that is in greater demand, thus ensuring job security for our members. While we recognize we will have members on layoff until the launch of a new product, we have ensured that all members will have an opportunity to come back to work at the plant if they choose to do so. Along with the reduction of the 3rd shift there was the opportunity for the company to offer retirement incentives to allow senior members who were ready to move on to the next part of their lives to retire, allowing junior members to continue working and providing for their families.

I would like to congratulate all the members who did decide to

By
TONY
GRECO
Chairperson,
Windsor
Assembly Plant

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take advantage of the retirement incentive on their retirement and wish them nothing but the best in the future. I also would like to give a special thank you to the reps, both in plant (Mike McGowan, Bob Bakos, John Del Bianco, Brad Colman, Sharon Henderson, Richard St. Denis, Shirley McLean, Mark Champagne, Stacey Baker, John Kerr and Lisa Small) and at a National Level, Patty Cunningham, Jamie Hansen, Wyatt Clark and Mark Bartlett, who have retired; we all thank you for your years of service to the membership. I want to also welcome Dwain Graham (committee person district 2 – Trim), Todd Laliberte (committee person district 4 Chassis/MLM) and congratulate Jamey Daehn on his new role as the midnight shift coordinator.

Along with the investment secured at National Bargaining, we were also successful in not only having the company rescind the letter to outsource the FCAT division, we secured the resources necessary to replace the entire fleet of trucks and now the division is in a hiring position. It is important to recognize that this achievement was possible due to the support of the membership ensuring the company understood the fight they would have ahead of them as well as the work done at numerous meetings by the FCAT committee, it was a great job done by all.

... cont'd on next page



Windsor Assembly Report . . . cont'd

WAP is currently in the process of realigning seniority across all divisions. The ability of the Union to successfully secure this realignment has caused the company to have to rehire 48 members from layoff who now will be working at Christmas rather than being on layoff.

I want to thank the Local and National bargaining committees on behalf of the members at Windsor Assembly Plant. Under the leadership of James Stewart, who was the lead negotiator for our members at the National table, our committees

were successful in bringing back the largest economic increases and investments our members have seen in the last decade. Thank you to all for your hard work and sacrifice of being away from your families amidst a global pandemic to improve our member's way of lives. You should all be proud of what you were able to accomplish.

Lastly, it is important to thank the members of the Windsor Assembly Plant for their effort and understanding during these very difficult times surrounding COVID-19. We recognize that all of our lives have changed and we all have had to adjust to this new way of life, from wearing masks and glasses to social distancing.

Thus far Windsor Assembly has

been a success story in regard to this pandemic, overcoming and moving forward to ensure our members can continue to make a living to support their families and the community, while still producing a world class product. Please continue to adhere to the guidelines put in place to ensure we all remain safe until this pandemic is behind us and we get back to what we once considered normal. We realize it has been a long journey thus far but try to be patient with each other and together we will come out stronger on the other side.

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

SKILLED TRADES REPORT



E-mail: paul.renaud@fcagroup.com

By **PAUL RENAUD**
Skilled Trades Chair WAP

December 2020

What a year it has been. From the beginning of the pandemic in March, the Trades have been instrumental in bringing the plant back to work safely and keeping up with Covid-19 protocols to keep all the members safe. Thank you to all the Trades that worked through the beginning of the pandemic to help us get back to work and to those that kept the outbuildings going.

The Skilled Trades population is currently five hundred and sixty-three, including the fifty-seven apprentices plus two temporary licensed Trades from production-one temporary licensed painter and one temporary licensed carpenter at

ARDC.

The company is strictly enforcing proper PPE usage and compliance with current Covid protocols in the plant, tents, trailers and outbuildings. The Ministry of Labour and the Health Unit have been in the plant to verify compliance with current legislation and continue paying visits to the plant. They can write tickets for non-compliance, so please be sure to wear your PPE for all of our safety.

BARGAINING

This round of bargaining was a difficult one, dealing with the company and dealing with the restrictions due to Covid. We successfully

secured our plant's future for years to come with a significant investment in the plant and made some substantial gains for the Skilled Trades. Apprenticeships, shift premiums, and the special Skilled Trades wage adjustment are some of the major highlights along with investments in Trades training facilities and shop equipment, the ability for electricians to move Centres (canvassing in the new year), some new flatbed carts and bikes, and discussions on an HVAC classification. We were also successful in keeping the company from attacking some of our traditional classifications and language.

WAP

The third shift's loss has impacted the Trades, with over one hundred Skilled Trades retiring in the past year. We successfully convinced the company to bring in sixteen licensed Trades from production to fill some of the holes, thus having fewer production members being laid off. We welcome these

. . . cont'd on next page

Skilled Trades Report

... cont'd Paul Renaud

new Journeypersons to the Skilled Trades at WAP and wish the retirees all the best in their future endeavours. The current midnight shift is reduced, but the Trades still follow a three-shift rotation other than a few of the posted jobs for the production shifts. We have no Skilled Trades on layoff.

The Christmas shutdown canvass closed December 6th, and the overtime hours are frozen as of December 7th. As of this writing, there is not much work scheduled for the Christmas shutdown as there is a down week slated for the first week of January that we expect most of the maintenance work to be performed.

The process for us to perform TSSA work is complete, and we can now perform new installations, repairs, and changes to all threaded piping connections.

CWB certification had been delayed due to COVID as we were unable to get the welders certified under CWB. It is still moving forward and we expect to get the plant certified early in the new year, once the welders are certified.

APPRENTICE UPDATE

Currently, we have fifty-seven apprentices in three Trade groups – twenty-six electricians, fourteen plumbers and seventeen IMM. Twenty-two apprentices have completed the program and successfully written the Certificate of Qualification to become fully licensed Journeypersons. Thirty-seven more will be completing the program in the next year.

Schooling is tentatively sched-



uled in January for Level II electrical but with the second wave of the pandemic currently upon us, it may affect the schedule at St. Clair College. Stay tuned for further updates.

Seventy-five apprenticeships have been negotiated in the new contract to be split between Windsor, Brampton and Etobicoke. There is currently no timeframe for the application process.

ARDC

The Automotive Research and Development Centre is currently very busy testing some new models that will be in production in the next couple of years. The facility was one of a very few in the corporation that continued to work throughout the pandemic's early months. Thank you to the Trades there that worked through the uncertain times safely and without incident.

FCAT

The Trades at FCAT continue to keep the ageing fleet safely on

the road, but there is now a light at the end of the tunnel. The letter from the company of their intent to outsource the truck garage has been rescinded, and there is a new fleet of trucks coming. Two new licensed Trailer Repair mechanics were hired from production to replace retirements, and we welcome them to the Skilled Trades. The company is also in the process of hiring two new truck mechanics from the street.

There will be some difficult times ahead as we deal with the pandemic, potential down weeks and the general uncertainty all around us, but we will get through this together and come out stronger on the other side. The future of our plant is bright as we work towards the investment that was negotiated this year.

On behalf of the Skilled Trades Committee, I would like to wish everyone a very Merry Christmas and a happy and healthy New Year. Please keep yourselves and your families safe.



CAESARS REPORT

By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



Incredibly Challenging Year

Unfortunately, at the time of this writing, Doug Ford announced that our region is moving into the red zone. The red zone restriction caps the number of customers in a casino at 10. Due to this restriction, the casino announced they would be closing again. In the green, yellow and orange zone, we have been restricted to 50 customers at a time in our entire facility. This restriction makes no sense to me at all. Not when every other store could have hundreds of customers with very minimal safety protocols in place.

I would argue that right now, with the protocols and procedures that the casino and the union have put into place, people are safer in our casino than they are in any grocery store, retail store or restaurant.

Many members have asked me to push the government to change the current restrictions to be more realistic. Well, I can tell you that Dave Cassidy has had meetings with the Premier, he has sent letters to the Medical Health Officer of Ontario, the AGCO, the OLG, the Mayor and The Windsor Essex County Health Unit. He has even been able to get a zoom meeting arranged with the Prime Minister. He is pushing every angle he can.

With the Casino's closure, we will be down to approximately 45 members working and 2150 members on lay off.

We are navigating through something we have never seen before. There is so much uncertainty for our

industry and not just in Ontario but across the Country. When we were ordered to close on March 16th, I would have never believed we would still be in this situation in November!

The timing of our region going to red is terrible as we just finished a wide casino bump on November 20th, and we were in the process of training.

2020 has been an incredibly challenging year for everyone. Mental health issues are on the rise, feelings of self-isolation are on the rise, the financial crisis is on the rise, addiction issues are on the rise, the use of food banks is on the rise, stress levels are on the rise. Please remember you are not alone. I am here for anyone 24 hours a day, seven days a week. Our local officers are here for you any time, any day.

I want to thank the Casino for continuing our health and welfare benefits through this pandemic. They recognize the importance of benefit coverage, especially now. Starting December 1, we will have a

new employee and family assistance program provide. The new provider is called INK BLOT. Most of you will know our current provider as the purple elephant or Warren Shepell. I will put out an update on the details of the new provider as soon as I have them.

The most positive piece to 2020 so far has been that single-game sports betting has been tabled in parliament. It is Bill C 218. Bill C 218 will need to pass three readings, a committee stage. Then ultimately, it will have to be approved by the senate. Although this is positive news, our fight is not quite over yet. I know that Dave Cassidy will continue to push all the MP's and Government officials until we are successful in getting single games sports betting. This fight has been ongoing for over 20 years. We need available game sports betting to be able to remain competitive with the three casinos across the river.

In closing, I know these are very uncertain times for everyone, but please be there for each other. We need to help one another. Let us not get divided over differences of opinions. We need to stand together and support each other. Together we will get over this hurdle, I promise.

Please stay safe and healthy.

***Have a Safe and Happy
Holiday Season!***



Recreation Report

By
SCOTT RICHARDSON
Recreation
Chairperson

E-mail:
scott.richardson@fcagroup.com



Upcoming Events

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

As with many other recreational organizations, our Local 444 recreation committee has had to cancel all meetings and events due to the COVID -19 pandemic. Our hope was that some events may have been able to be rescheduled later in the year however this was not the case. 2020 saw the cancellation of the annual Charlie Brooks golf tournament for the first time since its inception. Our Family Picnic normally attracts over 2000 members with their families for a fun day of activities and was also cancelled this year. We continue to follow the health and safety protocols as determined by our National Union. Our hope is that 2021 will bring some normalcy back into our lives and we can once again convene at our recreational events and share some fun time with all our members. On behalf of our recreation committee and our National Recreation Council I would like to wish everyone a safe and Happy Holiday season. We hope everyone stays safe and healthy and hope to see everyone at our next event when we get through this pandemic

STAY CONNECTED

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



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

Take some time to spend with friends and family!



INTEGRAM

By **DAVE SIMONE**

Chairperson, Integram Seating

E-mail: integram444@magna.com



When this report was written, the plant population was at 650 with 123 members on lay-off.

This year our collective agreement was up for negotiation. On Nov.4, 2020, we reached a tentative deal with the company at 5:45 am. Our membership ratified this deal on Nov. 8, 2020 with a 60% vote in favour. All demands that were handed back to us were presented to the company. The top demands presented to us by our members remained on the bargaining table until the very end; in which a tentative deal was reached that captured gains for all our members and obtained job security. This collective agreement had no concessions and showed gains in all areas for our members, including benefits, wages, bonuses, retirement incentive packages, job security and many language improvements. A positive outcome has already presented itself as the foam department will be obtaining new work starting in Jan.2021. This new work will play a big part in recalling more of our members from a lay-off.

Manpower has been a massive issue in the plant. Our members have complaints of not being able to secure time off, team leaders being put on the line every day to fill holes, making it difficult to get relief

breaks. We have met with the company to try and resolve the issue. We have asked the company to recall more of our members from lay-off. We will continue to press this issue.

As we move forward during these very precarious and uncertain times, the only thing that we can do is concentrate on helping to secure our collective futures to the best of our abilities. The top-quality parts that this membership assembles day in and day out to our customers show that Integram will continue to be an award-winning supplier.

This fact will always play a huge role in our future. Thank you for the fantastic job you do every day!

I would like to wish all our members and their families a Merry Christmas and Happy New Year. Please stay healthy and safe.



TransAlta

By **LUC CHARTIER,**

Chairperson, TransAlta

E-mail: Luc_Chartier@transalta.com



What a year 2020 has been. As essential workers, TransAlta worked right through the pandemic. The membership and the company cooperated quite well to ensure we safely operated our facilities. George Reid was elected in the Steward position. George is a great addition. our team will benefit from his hard work and dedication. Congratulation, welcome and thank you, George.

Like many at local 444, we negotiated a new col-

lective agreement this year. The company came at us hard and difficult decisions had to be made to get a deal. Thankfully our members understood the tough negotiations we faced and supported us well at ratification.

Let's all do our part to keep our community, family and friends healthy. Not only by respecting each other with space and masks, but also to ensure we reach out to our friends and family who are spending too much time alone during this pandemic. Strong mental health will help maintain one's physical health.

***Have a Safe, Healthy and Happy
Holiday Season.***

Northstar

KEVIN DUNN, Chairperson

Email: wunion@nsaero



We Continue to Prove our members are the Best

Season greetings everyone, it's been a long year; hope everyone and their families are staying healthy and safe through these difficult times.

Since the pandemic the commercial airlines industry, which is 80% of our business have been hit pretty hard and our facility faced lay-offs and reduced orders. The work is slow in most areas with mandated overtime in others. We were told that we will see it get busy in some

departments and then slow down, while the parts move and get busier in other departments throughout the year.

Currently we have 67 members with 14 on lay-off and 2 off on medical. Early last July we ratified our collective agreement, managing to obtain gains with no concessions and as of a couple months ago we are out of red flag status with Rolls Royce for quality, which we had been in for over a year.

The company bought everyone Carhartt hooded jackets to com-

memorate our achievement. This was greatly appreciated by all. Our company is doing a great job keeping our members safe by providing proper PPE, doing daily wellness checks among many other things and I am happy to say that we have not had any positive cases of Covid 19 in our facility.

The company has sponsored a family again this year and they have set up a Christmas tree on the shop floor decorated with gift tags from the family's wish list so that members who would like to donate can take a tag and then buy that item.

From the committee and myself, we wish all a . . .

Merry Christmas and a Happy New Year.

LOCAL UNION ORGANIZER

Well, I bet we all can't wait to put 2020 in the history books. This year has been extremely challenging for our Organizing Department. When Covid hit, we had campaigns underway that were progressing well, and then everything came to a crashing halt. Inside Committees were no longer at work and those who continued to work through the pandemic had their attention shift to remaining safe. It didn't take long for 'some' employers to take advantage of these workers.

We had workers fighting for essential pay, for PPE, and others being placed in unsavoury conditions all in the name of profit. Our Union has always fought for the highest standard for our members while we are at work trying to provide for our families, and its times like these that

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



highlight just what it is that our Union provides to its membership. The work we do is being noticed. Our department gets calls all the time with everyday workers wanting the representation that comes with a Union card.

We are lucky, and I know we are all thankful. The most recent group to join our Union was a small group of Licensed workers from Owen Sound Transportation. This was a tough campaign that didn't quite finish where we expected. The Canadian Industrial Relations Board ruled that the Captains and Chief Engineers do not share a Community of Interest and therefore, the Board excluded them in our Scope. This however, does not mean that they

cannot join our Union, just that they will need their own Bargaining Unit with a separate Collective Agreement.

We continue to work with this group to achieve just that! We have also been extremely busy with the Toyota campaign. We have been aggressive and are signing new cards daily. Toyota Team Members pay close attention to what happens when we negotiate our Big three contracts and deserve the same working conditions, we all fought for. Toyota Team Members are fed up with waiting and are no longer willing to settle for less, and the volume of cards coming in shows this. We will be successful at Toyota. We will win and secure those same conditions won through the Collective Bargaining Process for Toyota workers, as we do for all Unifor members

In closing, I want to wish everyone a safe and Happy Holiday Season. These are challenging times, please stick together and take care of one another. Together we can all get through these difficult times.

**AWC
FCA**

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



At Auto Warehousing Company, 2020 has been a year of ups and downs for all our Windsor operations. As I write this report, AWC still hasn't obtained a contract with FCA. We remain cautiously optimistic, and through this, our personnel remain committed to providing the best service when handling all FCA vehicles.

At our EC Row rail facility, AWC has signed a new agreement with CN RAIL, and we look forward to bargaining in August 2021.

Concerning our pension, they are fully completed, and we are now in our current plans.

I would like to wish everyone a . . .

Merry Christmas and a Happy New Year!

Avancez

By **BILL ROSS**
Chairperson, Avancez
Email: billross@cogeco.ca



One Hectic Year!

As of this writing, Avancez has 32 members with one off on leave.

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

It has been a hectic year for everyone. With Covid hitting globally, our facility and others went through a layoff at the beginning and then saw extreme safety measures put in place to bring the members back to work safely. The masks, constant sanitizing, and social distancing is not something we all care for, but taking care of each other is necessary. One day things will hopefully go back to the way they were.

In the summer, the 3rd shift was eliminated. With the recent ratification of the Chrysler contract, there is mention of the 3rd shift returning in the future with the announcement of Chrysler bringing another vehicle to the Windsor Assembly Plant.



**Automobile
Transport
Services**

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



The Wheels of Change

Currently, there are 32 drivers on the list at ATS, with six off for various leaves. The coronavirus pandemic has resulted in an up and down year here at our workplace. From a skeleton crew that continued to work in March, April and May, to too high volumes at other times as some assembly plants that we service worked overtime to make up for production lost during the shutdown. Delays in ordering new equipment, rebalancing our workload and hiring new drivers, all items that were agreed to in bargaining a year ago, are also being blamed on the pandemic.

We have recently met with the Company to spec out the new equipment I'm told will be arriving in the first half of next year. Upper management has assured me that they will be rebalancing our workload to acquire more backhauls when the new equipment comes and hiring additional drivers. The wheels of change definitely move slowly at ATS/FCA.

In closing, I wish everyone Merry Christmas and Happy New Year.

Our facility has been quiet, and not much is going on with the pandemic and the 3rd shift leaving. Hopefully, things will improve in the new year, and we can get back to normal.

I would like to wish everyone a very Merry Christmas and enjoy the Holiday Season. Please remember to stay safe and practise social distancing when possible. We will get through this together.

CHANGE OF ADDRESS

We have been getting mail returned to the union hall and if you have changed your address please contact your employer and the union hall immediately of your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out on behalf of your employer and your Union. (519-258-6400)

ZF/TRW

THROUGH ALL THE CHANGES, OUR UNION REMAINS CONSTANT.

What a challenging year we have had here @ZF. On top of the pandemic, our members have gone through a plant closure, many had to transfer to the new plant and learn a whole new build. We have had a significant change in managers who all have a different view from what we are used to, mental health-related issues are at an all-time high, and some of our families are juggling homeschooling with work and other responsibilities.

One thing has not changed through all of this, the great work done by our members! Under extreme pressure, we continue to build quality modules, and I think every worker on the floor should be recognized for keeping the

product flowing!!

We will be meeting with the jobs committee on December 5th to re-evaluate the cell picks. We have had many changes, including the new AWD line. Now we are @ full production. The goal is to have the picks done and implemented for a start-up after the holidays. Some training will be needed, and it may take some time. Still, the bargaining committee does not see any significant barriers to the successful launch of our first full production cell pick season. Thank you to all who sat on the jobs committee to help us achieve and implement this language.

At the time of writing, we have 17 members on lay-off, 7 of these are in the TPT program covering vacations, and we do have a lot of great peace

By
**GERRY
LOGAN**
Chairperson

E-mail:
Gerry.Logan@zf.com



due to the amount of downtime experienced this year. The union is fighting to find a way to have them recalled. We have recently worked with the company to create new jobs in the facility like the quality leader, crib attendant and the second cart repair job. The salaried staff traditionally did this work. We will work to write these jobs into our CBA in March. This type of cooperation keeps members working, and we hope to continue in this direction.

Priority sheets will be handed out early in the new year as we head into bargaining with a March 3rd deadline. This year will be different from all the covid rules. Still, one thing will always stay the same our bargaining committee and the local union will work hard and fight for the best possible collective agreement that recognizes our worth, and it is us, the workers, that keep this plant producing.

I want to congratulate Ryan Hoang, who was recently elected as the shift B steward. I would also like to wish everyone a happy and safe holiday season. One of my idols, Jack Layton, said, "Hope is better than fear," which rings true now more than ever. Stay Safe.











ElringKlinger

By **KEN BARRETTE**, *Chairperson*
K23barrette@yahoo.com



New Chair at ElringKlinger

I want to first thank Lisa Ruston for her time and passion she dedicated to our members as the plant chair. It is good to know she is staying involved in the committee. I plan on seeking her council often.

I want to thank all of you who voted for me to be your new ElringKlinger Chair. It is a position and responsibility I do not take lightly, and I promise to live up to the expectation of this great membership.

I also want to thank all of you who put their names in to run for a position in serving your fellow brothers and sisters. Putting yourself out there is not easy, and I commend all of you who did.

We currently have approximately 128 employees and three probationary.

Moving of Equipment

As you know, we have been in the process of moving presses and secondary machines, lines. We are almost done with the moving portion but still in need of listening to the membership to make the smart improvements.

Negotiations

Negotiations are coming up in March; I think cov19 has reminded us there are many things we should look at in contract talks, and I am looking forward to addressing them.

Covid-19

We lack the support we need to keep things sanitary, no housekeeper at 15 seneca. The company

PETERSON SPRINGS

By **Roxanne Patterson**,
Chairperson
roxanne.stone@live.ca



We have 22 members, 1 on LTD, 24 on lay off and no grievances in the system.

expects material handlers to do housekeeping, and I think we should have more help in that department as we are ALL becoming very aware. Work safe.

As we enter into the holiday season I want take this time to wish all of your families a safe and Merry Christmas.



The company called 3 members back from lay off to cover vacations till the end of the year. As of right now January will be slow like we have been, hopefully no more will be laid off.

Cummins has said they will be running through the Christmas holidays and asked for an extra 60,000 of the 551's only. Don't know how we are going to do it the way their scheduling is, but I'm sure we will find a way.

Stay Safe Everyone

Sterling Fuels

MICHAEL MERRY,
Chairperson

Email: mike.a.merry@gmail.com



As 2020 comes to end I think I speak for most people when I say thank God. This year has been a challenge and a test of resilience. With 2021 approaching and hopefully a solution to covid-19; we will all be able to move forward and put this year behind us. At Sterling we have managed to keep everyone working while also negotiate a new collective agreement during the pandemic. This year has been up and down for business as shipping, mar-

ket prices and maybe even politics have come into play. For now, we are currently steady with vessel traffic.

Our trucking asphalt loads remain consistent and we even have had a few old American customers return as of late. Hopefully this trend continues as we move out of bunker sales and into a more green energy industry.

All the best, Merry Christmas and Happy New Year!

Benefits Report

Windsor Assembly Plant



By **KEN
KWIATKOWSKI**

E-mail: ken.kwiatkowski@fcagroup.com

Green Shield Travel Insurance

Prior to any travel we encourage you to contact Green Shield travel insurance assistance (number is located on the back of your Green Shield card 1-800-936-6226) and the Government of Canada travel (travel.gc.ca) for any updates, advisories and requirements upon return. As of this writing, the following information is on the Green Shield website regarding Green Shield travel insurance:

As the COVID-19 pandemic continues, travel coverage remains a hot topic in our industry. While GSC continues to view the Government of Canada advisory as the primary travel guideline, we understand that our plan members will make their own choices around travelling and, in these situations, we firmly believe that providing you with peace of mind is the right thing to do. For that reason, we made a significant update to all standard GSC travel plans (as of August 15, 2020) to include coverage for emergency medical expenses related to COVID-19 through to June 30, 2021, up to the existing maximums and limitations of your plan.

This additional coverage applies to all destinations globally – regardless of the COVID-19 travel advisory being in place or reason for travel (i.e. leisure, work, school) – and is subject to all other terms, conditions, and limitations of your benefits plan, including the requirement that you must be symptom free, in good health, and that all pre-existing conditions must be stable for 90 days prior to departure.

We also encourage you to review Government of Canada travel infor-

mation for the latest updates, including travel advisories for other reasons, in addition to requirements upon your return to Canada. We will continue to post our latest updates on the GSC Support Centre. Lastly, if you do travel and COVID-19 symptoms arise, remember to contact GSC Travel Assistance immediately for support. You can find the phone number on the back of your ID card (as well as on your electronic ID on GSC's mobile app).

CERB (Canadian Emergency Response Benefit)

CERB payments are before tax money. The government does not withhold any taxes at source on these benefits. This is different than traditional unemployment insurance where the government takes a small amount off for taxes.

CERB will be considered taxable income when you file your 2020 tax return. You will receive a T4A from the Canada Revenue Agency on any benefit amount you receive. You are liable for any taxes due on that income.

Employment Insurance Claw Back

At the time you file your income tax return, depending on your net income (**gross income from all sources**) and if you received regular Employment Insurance benefits, you may be required to repay some of the E.I. benefit you received.

If your net income from all sources exceeds \$67,750 you will be required to repay 30% of the lesser of:

- Your net income in excess of \$67,750; or
- The total regular E.I. benefits paid in the taxation year.

Exemptions:

You do not have to repay your E.I. benefits if:

- Your total Income equals less than \$67,750
- Received E.I. benefits for 2020 but did not collect E.I. benefits in the prior 10 years.
- Received Special Benefits, i.e. Maternity, Parental, Sickness, Compassionate Care and (PCIC) parents of critically ill children benefits. However, if you received a combination of regular benefits and special benefits within the same tax year, you may still have to repay a percentage of your regular benefits received.

Canada Pension Plan (CPP)

Starting in 2019, CPP is gradually being enhanced. This means you will receive a higher benefit in exchange for higher contributions from the employer and employee. From 2019 to 2023, contribution percentage will gradually increase by 1% from 4.95% to 5.95% of the max pension earnings (2021 - \$61,600).

C.P.P. & E.I. CONTRIBUTIONS 2021

C.P.P. - \$3,166.45
E.I. - \$889.54

2020

C.P.P. - \$2,898.36
E.I. - \$856.36



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

VETERANS' COMMITTEE



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

2020 has been a hard year for Veteran support organizations to raise money, so please give what you can to your favorite local organization like Adopt-A-Vet or The Royal Canadian Legion or to other organizations like Wounded Warriors or look on Canada Helps. Org for a list of Military and Veterans charities. Check out Adopt-A-Vet on face book to purchase items for Christmas gifts or for directions to donate.

The Legions are offering the first year memberships to Veterans “free”! This is the years to join, or at least stop in and have dinner and a drink, or pick up a takeout order or buy some masks or a shirt or order some swagon line.

The 12th Annual “Trooper Mark Wilson Ride” that supports Veterans Care at St. Joseph’s Parkwood Institute in London is not allowed to raise money for them this year because of a “do no harm” policy that doesn’t support activities that might spread Covid like a ride and raffle. So they are donating proceeds to the London Veterans Memorial Gardens, the men’s mission, the women’s shelter, and the soup Kitchen this year. I have books of tickets if you can help support this fund. 3,000 were printed and the prizes are a 2021 Harley street glide, a 55 inch television, and a men’s and women’s Harley leather jacket.

Hopefully next year they can go back to supporting Veterans Care at the Institute again. See me for books to sell or tickets to purchase. Nice Christmas stocking stuffer.

It’s not too late to send a card or letter to “Any Canadian Armed Forces Member” P.O. Box 5004 stn. Forces, Bellville, ON, K8N 5W6. Send by December 9 guarantees arrival for Christmas, but if it’s

late it’s still a letter or a card that they wouldn’t have gotten! Just the cost of a regular Canadian stamp.

We have Veterans in the ranks of the homeless and the food and shelter insecure in our country so if donations or ticket purchases or merchandise purchases gets help to those in need, we have done our part at this time of giving, in this time of need. Those Warriors and their families sacrificed and did their part to make this world a safer place so let’s do our part.



Gateway Point Edward

LINDA SPENCE,
Chairperson, P.E.C.
Lindaspence99@gmail.com



As 2020 nears its end, I think we can all agree it is one we won't soon forget. For many of us, we have had a challenging year with illness, loss, uncertain employment and isolation due to Covid-19.

March 15th, casinos were mandated to close the doors. All employees were then put on closure leave. We were all forced to make decisions regarding CERB, CEWS and unemployment. July

30th, Gateway reopened the Match, with minimal recalled staff. (Kudos to F&B staff who worked tirelessly during a hectic patio season). Except for table games (still undetermined), casino gaming floors (Sarnia/Point Edward) reopened on October 10th with a 50 person capacity. It is on rare occasions that we maximize our capacity. Unfortunately, it seems recovery will take some

time.

Some employees are anxiously awaiting the bump process. The Union is still negotiating with Gateway on the best approach. These are unprecedented times, and we must look out for the welfare of all our members.

Negotiations for our contract (expired November 12th) will begin December 10th.

On behalf of the committee and myself, I was hoping for better times ahead for us all and wishing you a very . . .

Happy Christmas and a Safe and Healthy 2021



DAKKOTA INTEGRATED SYSTEMS

By **DAVE DELLO,** Chairperson
dwd.dakkota@gmail.com,



As the year quickly comes to an end, 2020 will be a year we will all want to forget. From COVID-19 to social distancing to the idling of our plants for two months to the unfortunate elimination of the third shift, it has been a different way of life. Wearing face masks, getting a temperature check and answering questions just to start our day. Let's all hope this will be a distant memory and look forward to 2021 with great promise on the horizon within the next few months.

At the present time, we have a plant population of 116, 13 of whom are on layoff and another 18 who are on various leaves. We are encountering CI moves being made across all zones with the 2021 RU model. The company needs to hear

all of our concerns we have for the changes they have made. I would like to thank all of the management who take our temperature and sanitize many areas throughout the plant each day. As we know, all of this is done so that at the end of the day we all go home safe.

We will have begun our United Way campaign by the time this letter is published. I would like to thank all of you who contributed to the campaign and the vendors for all the great prizes. This is a great program that helps our community in multiple ways.

2021 Bargaining

Our most important issue in 2021 will be the commencing of negotiations with the company. Let's roll up our sleeves and dig our heels in.

As in previous years, our bargaining committee needs the help of each and every one of us, so let's make sure that we fill out our demand sheets with our suggestions that are important to us. These sheets are crucial for our bargaining committee to have an idea of how they can shape our future for the next three years.

Adopt a Christmas Family

With the holiday season upon us, we are once again sponsoring Adopt a Christmas Family from the Windsor-Essex Children's Aid Society. Our sponsor is a single mother with four children, helping to ensure that every child has a present to open. Thank you to all of our members' participation.

Holiday Wish

On behalf of myself and the committee, I would like to wish you all a happy, healthy, and safe holiday season and all the best in the New Year.



Chatham Cascades Casino - Gateway

JASON KEARNS, Chairperson
jaykearns444slots@gmail.com

Unbelievable that 2020 is almost over!

Unbelievable, we are still navigating through a pandemic!

The Match restaurant was reopened in July, and the casino floor minus table games were reopened in October after the government restrictions went into effect. We currently have 45-50 members back to work with mostly part time hours to offer.

We are currently getting ready to bargain with Gateway early December. The crisis with all the

HnS and government mandated restrictions in place is going to continue to make this a very interesting round of bargaining to say the least. We are looking for some language to be cleaned up and to make appropriate gains in this agreement. We will not accept concessions!

As we close out the 2020 year I would like to personally wish all of our Unifor family a very Merry Christmas and a Happy New Year!

The holiday season can be very stressful and overwhelming.... Please stay safe over the holidays and look out for one another.

In Solidarity!

GFL Unit



Scotty Gillen
Chairperson
sglilduck@gmail.com

Hello, everyone

Happy holidays to all of our union brothers and sisters. I hope the holidays treat you all well and see you in good spirits.

It has been a trying year, with most industries shut down due to COVID restrictions. Unfortunately, our services were deemed essential, and we've been forced to work.

Simultaneously, other essential services were paid some sort of hazard pay for having to do. Our employer felt it was in their best interest to divest those few dollars (should have gone to us) in purchasing other waste companies.

As usual, we have a high turnover with drivers and throwers. Even with this occurring, we've proven day in day out that we are a highly skilled workforce that can get the job done.

Glad to say that we handled the fall yard waste pickup great. Only a couple of weeks left, and it's done for another year.

As of the writing of this letter, we have one major grievance in the system that is going to arbitration shortly. Hopefully, it goes our way.

Windsor Machine & Stamping

By **MARY ORIET**
Chairperson
maryoriet29@gmail.com



As of today, Plant 3 population is 87 with 33 probationary members, and Plant 1 has a population of 47 with 27 probationary members. We also have six on medical leave. A lot of things have changed this year since last year. We were closed for two months because of the Pandemic. We now have been back to work since May 20, 2020.

Since August, the company has brought in a work

from Taylor Michigan, building Pacifica's headrests. We had no room at Plant 3, so the company opened up the Warehouse, Plant 1. We now have three lines over at Plant 1.

We also have a new speaker cell that was brought in to Plant 3. Overtime had been experienced Saturdays at both locations.

Committee Nominations were held on October 28, 2020. I was acclaimed as Chairperson along with Tamara Bradley for Midnight Union Steward! Congratulations Tammy!

Ian Romney has been appointed as Union Steward for Days and Afternoons! Congratulations! Ian!

In closing, On behalf of the Committee and Myself, we wish everyone a safe and Happy Holiday Season!

YOUTH COMMITTEE

HAYLEY ROUNDING
Chair of Youth Committee

Email: Haleyrounding125@hotmail.com



Ronald McDonald House Construction Adjustment Center

Over the last year, the Youth Committee was getting more involved within the union and the community. The Youth Committee had members that would volunteer monthly at the Ronald McDonald House charity, located in Met hospital. The members would cook meals for the local families that were currently staying at the facility.

It was a fantastic experience to see the Ronald McDonald House facility and all the amenities they offer to local families staying there.

The volunteers would prepare

food for the families and sometimes be able to share the meal with them. The families and Ronald McDonald House facility were extremely grateful and so welcoming. Thank you to the Local for donating the groceries to make these events happen.

The Youth committee's big event of the year would be building a Canstructure at Devonshire Mall. It was cancelled due to COVID-19. With the help of all of our generous members at Local 444, the committee secured approximately 10,000 cans to build the structure. All of

the cans were donated to the Unemployed Help Centre to be distributed throughout Windsor-Essex County.

Year 2020 has been a challenging year for everyone, between COVID-19 and eliminating the third shift at Windsor Assembly Plant. The shift elimination has dramatically affected our members' community and has left many of the Youth Committee members on lay-off.

Throughout these times, it has been challenging to get together or connect as a committee.

During negotiations, the bargaining team negotiated funds for an Adjustment Centre to help with the laid-off workers' displacement. This will be a fantastic place for the members to reconnect with the union and receive any help or resources they may need.

From the committee and I,

Happy Holidays!



Rosina Riccardo, Haley Rounding, Christine Gouin & Vanessa Abouhoussein volunteering at Ronald McDonald house Windsor.

Women's Committee

Our Most Important Mission Ever: Stop Violence Against Women

We must do better

We need a comprehensive National Action Plan on violence against women, girls and gender based violence, this needs to be established and fully funded by the Federal and Provincial Governments. With this people in need would have the ability to access essential services and the protection they require.

COVID-19 has created isolation, economic insecurity, with many people working from home, many others on lay-off, creating stress and other uncommon pressures. These circumstances foster

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

E-mail:
womanscommittee444@yahoo.ca



risk factors that will increase the chance of violence.

Violence against women has risen during COVID -19 by 20 to 30percent in calls to the different agencies. It is difficult during these times for anyone living in abusive relationship to escape their abusers having all these

other worries. 1 out 3 women in Canada has been affected by violence this year. Approximately every 6 days, a woman is killed globally and many more go unreported. This year, as of this date in Ontario alone, 42 victims have been reported to Canadian Femicide Observatory for Justice and Accountability.

We need to continue educating that bullying and violence is not acceptable and encourage positive messaging on gender equality. Make a call to or e-mail your local MP and MPP on implementing a comprehensive Action Plan on violence against women. So that All women are able to live a life free of violence.

On behalf Women's Committee,

Have a Health and Safe Holiday Season!



Environment Committee



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



Season Greetings!

The year 2020 was a challenging year for every citizen on the planet. Covid-19 has dampened our quality of life on many levels and, unfortunately, have taken many lives. Many annual functions and events were cancelled for safety reasons due to the pandemic.

As a union, we have soldiered on to represent our members and engage in our community to make things better in this new reality.

Our committee could not participate in this year's Earth Day Celebration, Children's Water Festival and many social events. However, we managed to communicate and still lobby behind the scenes. We are hopeful that 2021 is around the corner, and we will get through this and return to somewhat normal living conditions.

I must give kudos to the Unifor Bargaining Committee for a very successful bargaining round. They encouraged more investment in the Windsor Assembly Plant and boosting the hybrid technology in our fleet. As a committee, we are genuinely proud of our union accomplishments during these challenging times.

I like to congratulate the following delegates on their retirement, and the committee wishes them the very best: John Bacon, Mark Bartlett, Larry Breen, Richard St. Denis a.k.a Radar and Albert Nari

These Brothers have participated in our committee for years, and just because they are retired from the job, it does not mean they are retired from

the movement. I want to thank each of them for their essential role in our committee and environmental activism.

Also, I would like to congratulate Allison Kozolanka (Vice Chairperson of Environment Committee) for her

Growing the LGBTQ Committee

Unfortunately, due to Covid-19, our committee has not had any in-person meetings. However, we need to stay connected, as it is very easy to feel alone and isolated. To make sure everyone is doing ok, we have done group chats and will continue to find ways to stay connected.

On September 11, we participated in our annual Pride Flag raising day at Charles Clark Square. Even though it was very different this year with the masks and social distancing, it was still successful. We could never forget about the challenges we have had to go through, and we need to acknowledge our successes. I would like to personally thank all of our Local Officers for attending the Flag Raising ceremony. The support you show us is second to none.

Our campaign for a Rainbow Crosswalk is still on our agenda but has been put on hold until it is deemed safe to start canvassing the neighbourhood door to door.

Once we navigate through covid, we will get back to the work

new position in the Windsor Assembly Plant as the Union Environment Representative. Richard St. Denis has passed the torch to her brightly, and she will do a great job too.

Finally, yet importantly, I like to welcome Mike Stevenson as our new liaison from the executive board. We are glad to have you on the team.

On behalf of the Environment Committee, we like to wish everyone

Safe and Happy Holidays.

See you next year!

By **DANA DUNPHY**
Chairperson

E-mail:
unifor444caesars@
hotmail.com



we all want to do.

Our committee wishes everyone a safe and happy holiday!



Employee Family Assistance Program

By **TANYA KELLY**

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

tanyapower76@hotmail.com



COVID-19 has had a significant impact on mental health with many seeing their stress levels increase due to the pandemic.

Some issues that might be triggering our mental health are feeling like we are living in “survival mode”, feelings of despair, increased health anxiety, fear for loved ones, financial insecurity, social withdrawal, loneliness, etc.

The EFAP Committee is committed to raise awareness now more than ever to these issues of Mental Health and Addiction in our communities by repeating the message that there is no shame in

reaching out and that “it is ok to not be ok”. Please!

PLEASE, if you feel the need to access support reach out to our local EFAP Reps for more services. There truly is help available and the first step is asking for it.

At this time perhaps you can ask yourself how am I prioritizing my mental health because it matters, you matter.

In the New Year the EFAP Committee will be organizing a drive to collect items for at risk youth in our community as well as participating in the “Coldest Night of the Year” event which will take place on February 20th.

Please join us if you can! Our next meeting is scheduled for December 20th via Zoom, all are welcome to attend. Wishing everyone and safe, secure and healthy holiday. Here’s to more hugs in 2021!



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



Retirees' Chapter

By **PETER PELLERITO**
Chairperson,
Unifor Local 444
Retirees' Chapter
ppellerito3@cogeco.ca



We need long term supports for our retirees on all fronts.

The Executive of the retirees need your help, we will try to keep in touch with you. We were hoping you all come back to our meetings when it is safe to do so. We have plenty of work ahead of us.

We want you to enjoy the Holiday season the best you can, stay safe, stay home and when the time comes, let's all get together.

Retired from the job, but not the Fight

As of this writing, we have had no meetings for our Retirees (11 months). We miss you very much. I hope everyone is staying safe and healthy.

We are all going through some tough times. We have missed a lot of family time and not seeing our friends. We have made lots of sacrifices.

There may be a light at the end of the tunnel. Vaccines are coming but not soon enough.

Many things have happened at our local in the past little while. Detroit 3 Bargaining is behind us, several local contracts have been put to bed, the Local has been quite busy.

We know that our retirees have gone through a lot, but our pension cheques have been on time. Seniors have been a risk, and many need our help.

Those with loved ones in nursing homes or long-term care have had their challenges. Many others in our communities are going through some difficult times. Some need our help if you can, food banks, coats for kids, United Way, Good Fellows, just to name a few.

There are a few things that we need to do in the new year for our retirees. Hopefully, when we get together, we can deal with some of the issues, concerns, and challenges our retirees face. The ASR Health Trust has sent out a survey

that we will be dealing with. Enhancing some of our benefits is something we need to talk about. We intend on fighting for retirees.



Education Report

By
**WAYNE
MacLEAN**
Education
Committee
Chairperson

E-mail:
wmaclean@uni444.ca



To say that this year has been a challenge would be an understatement of epic proportions. The world as we know it has changed in ways that we could not even fathom just eleven months ago. If someone had told me a year ago we would be limited to how many people could go into a grocery store, that rationing would be taking place, that bathroom tissue would be a hot commodity and that we would be wearing masks everywhere we go I would have called that person crazy; but yet here we are. Add onto this our southern neighbour having its very existence and democracy being called into question from the highest levels of office and 2020 has been, well, like a bad dream.

Many parents have had to adapt and find ways to ensure their children could continue with their education. The resilience shown by Canadians has been inspiring. What I feel we sometimes may lose sight of is the situations that are occurring that don't directly affect us. I think often about those individuals that have been forced to work extremely long hours in their essential services. My own grandmother, in a long term care home, being cared for by people that, for no other reason, are dedicated to making sure she stays safe while they themselves are put at risk daily. And how about those grocery workers that have been put under extreme strain as they work more hours than they would normally and deal with an increasing number of hostile customers as supplies dwindle? These people are the modern day heroes in our communities.

Our own Casino workers in our

local union that have not worked in months and are finding themselves at even a greater disadvantage as they continue to wait to see when they will be able to earn a living again. I am grateful for how lucky I have it but am saddened for my sisters and brothers that will have such a difficult time this holiday season.

The next group I think about, probably the most of all, are the ones that were suffering before COVID hit. People with mental health issues, people that were homeless, without jobs, not being able to make ends meet. Those individuals are in my thoughts and should be in all of ours every day as they battle harder than ever just to survive. As we enter the winter months these people are at even greater risk.

I bring all these things up because I think we can all do a little more, find someone to help, even in these times of social distancing, red level coding and fear, there are ways we can help those less fortunate.

Although this article has been concentrating on the negative, there are bright spots as well. We are entering a time that we can see the light at the end of the tunnel, the vigilance of the many far outweighs those of the few and we expect to see vaccines by next fall, daily there are news stories of people coming together to help one another. During this time we have been able to spend with those that we love most that we rarely have had these kinds of opportunities with. Close family has been able to spend

OBITUARIES

You will notice that this issue does not include our usual honouring of 444 members who have passed away. It has been difficult this year to gather and compile an up to date list due to the pandemic and the staffing restrictions at the local. We are working on a complete list for the spring edition.

In saying that I must mention retiree Harold Lloyd Plummer 45488, who passed away June 2019 and was missed in a couple of issues, our apologies.

May all our 444 members and their families that have passed before us Rest in Peace.

more time together in the past eleven months than most people will get the chance to spend under normal circumstances for an entire decade. Cherish the time with family you have had, it may never happen again.

So I would like to end on a high note by thanking everyone for all that you have done to make someone's life better over the past eleven months. Whether that was by asking how someone was and actually caring about the answer, thanking an essential worker for their sacrifices or just being willing to listen to a friend in need. This holiday season will not be like any we have ever seen before, but together Canadians will survive and will do what we do best, care for each other.

On behalf of the Education Committee I would like to extend our most heartfelt hopes that you have a wonderful holiday season and a happy new year. Stay safe!

444 RETIRED MEMBERS 2020

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)

ABADIAN, DEBBIE L.....	Jul 31, 2020	BEAUCHAMP, DOUGLAS C.	Dec 31, 2019	BOYER, JOHN A.....	Jul 31, 2020
ABBOTT, PAUL J.....	Jul 31, 2020	BEAUDOIN, KEITH G.....	Jun 30, 2020	BRADT-FELICIANO, CYNTHIA	Jul 31, 2020
ABELA, CHARLES J.....	Jun 30, 2020	BEAUDOIN, RICHARD D.....	Jul 31, 2020	BRADT, JOHN.....	Jun 30, 2020
ABRAHAM, CHRISTOPHER...	Jun 30, 2020	BECHARD, JOHN C.....	Jul 31, 2020	BRANGET, TERRY.....	Jul 31, 2020
ABUZAIID, ABDULL.....	Jul 31, 2020	BECHARD, RICHARD E.....	Aug 31, 2020	BRANTON, NANCY J.....	Jul 31, 2020
ADAMS, MICHAEL E.....	Jul 31, 2020	BEDARD, KEITH L.....	Apr 30, 2020	BRATT, ALAN J.....	Aug 31, 2020
ADLINGTON, ROBERT W.....	Jul 31, 2020	BEECROFT, THOMAS L.....	Jul 31, 2020	BRAUKIS, EGON J.....	Aug 31, 2020
ALAS, JOSE.....	Jul 31, 2020	BEKETIC, MIJO.....	Jul 31, 2020	BREEN, LARRY T.....	Jul 31, 2020
ALDANA, FILBERTO.....	Jul 31, 2020	BELANGER, BRIAN M.....	Jun 30, 2020	BRITENBAUGH, JIM G.....	Aug 31, 2020
ALDER, WILLIAM R.....	Jul 31, 2020	BELANGER, MARK D.....	Jul 31, 2020	BROCKWAY, VEENA K.....	Jul 31, 2020
ALLEN, JEFF R.....	Jul 31, 2020	BELAWETZ, WILLIAM M.....	Jul 31, 2020	BRODERICK, DARRELL V.....	Jul 31, 2020
ALMEIDA, PAUL.....	Jul 31, 2020	BELLUZZO, DINO.....	Jun 30, 2020	BROWELL, DAVID A.....	Jul 31, 2020
ALOISIO, ALAIN.....	Jul 31, 2020	BELLUZZO, LISA E.....	Jul 31, 2020	BROWN, ARTHUR R.....	Jul 31, 2020
ALVAREZ, SILVIA A.....	Jul 31, 2020	BELMORE, DAVID.....	Jul 31, 2020	BROWN, KARIE S.....	Jul 31, 2020
AMATO, AGOSTINO.....	Jul 31, 2020	BENETEAU, CHERI L.....	Jul 31, 2020	BROWN, MARY A.....	Jun 30, 2020
AMLIN, DANIEL R.....	Jul 31, 2020	BENETEAU, DALE L.....	Jun 30, 2020	BROWN, STEPHEN M.....	Jul 31, 2020
ANDARY, BERNADETTE A...	Jul 31, 2020	BENETEAU, WILLIAM R.....	Jun 30, 2020	BRUIN, ALLAN S.....	Jul 31, 2020
ANDREWS, BRIAN.....	Jul 31, 2020	BENOTTO, GENE A.....	Jul 31, 2020	BRYAN, MONA G.....	Jun 30, 2020
ANDRIAN, ALEXANDER.....	Jun 30, 2020	BENOTTO, JOHN.....	Jun 30, 2020	BRYANT, DAVE A.....	Jul 31, 2020
ANDRIAN, ROSE ANN.....	Jun 30, 2020	BENSON, WENDY M.....	Jun 30, 2020	BUAC, MILICA.....	Jul 31, 2020
ANGER, JAMES W.....	Jul 31, 2020	BERES, WILLIAM F.....	Jul 31, 2020	BUCHAN, MICHELLE D.....	Nov 30, 2019
ANGER, RICK J.....	Jun 30, 2020	BERESH, JOSEPH T.....	Sep 30, 2020	BUDINSKY, CARL T.....	Jun 30, 2020
ANTAYA, KERRY J.....	Jul 31, 2020	BERGERON, STEVEN H.....	Jul 31, 2020	BULLOCH, TIM D.....	Jul 31, 2020
ANTIC, NELLY M.....	Jul 31, 2020	BERGERON, TERRY J.....	Jul 31, 2020	BURDICK, DALE.....	Jun 30, 2020
ANTONIUK, CRAIG J.....	Jul 31, 2020	BERTHIAUME, BRIAN.....	Jul 31, 2020	BUTT, JAMES R.....	Jul 31, 2020
ANTZARAS, CHRISTINA.....	Nov 30, 2020	BERTOIA, ADRIAN.....	Jun 30, 2020	BUZZEO, RALPH D.....	Jun 30, 2020
ARBOUR, MICHAEL E.....	Jun 30, 2020	BESSE, JEFF E.....	Aug 31, 2020	CALHOUN, DOUGLAS R.....	Aug 31, 2020
ARCAND, ANDY E.....	Jul 31, 2020	BEUGLET, TIMOTHY T.....	Jul 31, 2020	CALIZ, PROFELIO.....	Jul 31, 2020
ATTAR, GEORGE.....	Jun 30, 2020	BHO GAL, BHAJAN S.....	Jul 31, 2020	CALLEN, MICHAEL.....	Jul 31, 2020
AUSTIN, ELDON C.....	Jun 30, 2020	BIGELOW, KIM A.....	Jul 31, 2020	CAMPBELL, JAMES P.....	Jul 31, 2020
AVILA, MARIO J.....	Jul 31, 2020	BISHOP, JOHN M.....	Aug 31, 2020	CAMPEAU, BRUCE A.....	Jun 30, 2020
AVINANTE, MELQUIADES B.	Jul 31, 2020	BLAIN, JEAN PAUL.....	Jul 31, 2020	CAMPEAU, DANIEL A.....	Jun 30, 2020
BABCOCK, JEFF A.....	Jul 31, 2020	BLAKE, RANDY A.....	Jul 31, 2020	CAMPEAU, GEORGE.....	Jul 31, 2020
BACHMEIER, GERALD.....	Jan 31, 2020	BLATA, DANIEL.....	Jul 31, 2020	CAMPEAU, YVETTE.....	Jul 31, 2020
BACON, STEVEN K.....	Jul 31, 2020	BLONDEAU, MARIO R.....	Jun 30, 2020	CANDELA, CHRIS V.....	Jul 31, 2020
BAGLEY, DAVE D.....	Jul 31, 2020	BODYK, LEON R.....	Jul 31, 2020	CAPPUCCI, ANTONIO.....	Jul 31, 2020
BAILEY, CHRISTOPHER J.....	Jul 31, 2020	BOISMIER, JEFF J.....	Jul 31, 2020	CARDER, DEBORAH A.....	Jul 31, 2020
BAILLARGEON, KAREN L.....	Jul 31, 2020	BOISMIER, STEPHEN P.....	Jul 31, 2020	CARMICHAEL, DAVID B.....	Oct 31, 2020
BAILLARGEON, MICHAEL...	Jul 31, 2020	BOISSONNEAULT, TERRY J.	Jun 30, 2020	CARMICHAEL, ELMER S.....	Jun 30, 2020
BAILLARGEON, PATRICIA J.	Jul 31, 2020	BOMBEN, RANDALL E.....	Aug 31, 2020	CARREIRA, TONY.....	Jun 30, 2020
BAIOFF, DANNY.....	Dec 31, 2019	BOND, LARRY J.....	Jul 31, 2020	CARVALHO, LOUIS F.....	Sep 30, 2020
BAKER, STEPHEN.....	Jun 30, 2020	BONDY, RICKY R.....	Jun 30, 2020	CASAGRANDE, RICH.....	Jul 31, 2020
BANNER, PATRICK.....	Jul 31, 2020	BONDY, WAYNE.....	Jul 31, 2020	CASCADDEN, DAVID T.....	Jul 31, 2020
BANYAI, JOE L.....	Jul 31, 2020	BOSHART, DAN D.....	Aug 31, 2020	CASEY, MICHAEL A.....	Aug 31, 2020
BARAN, DAVID.....	Jun 30, 2020	BOSSE, KEN J.....	Jun 30, 2020	CASHABACK, GEORGE A.....	Jun 30, 2020
BARDWELL, RON J.....	Jul 31, 2020	BOSSE, MARK R.....	Jul 31, 2020	CASSIDY, MICHAEL J.....	Jul 31, 2020
BARIBEAU, ROGER P.....	Jul 31, 2020	BOUCHARD, DONALD.....	Jul 31, 2020	CECILE, ROY P.....	Jul 31, 2020
BARNETT, JOHN A.....	Jul 31, 2020	BOULOS, PAUL V.....	Jul 31, 2020	CELLETTI, MASSIMO.....	Sep 30, 2020
BARNETT, THOMAS M.....	Jul 31, 2020	BOURDEAU, ROBERT R.....	Jun 30, 2020	CHAHIN, CHAKIB.....	Jul 31, 2020
BARTLAM, BRIAN E.....	Jul 31, 2020	BOURQUE, JASON M.....	Jun 30, 2020	CHAHINE, ANTOINE.....	Jul 31, 2020
BARTLETT, MARK D.....	Jul 31, 2020	BOUTET, DAVID A.....	Jul 31, 2020	CHAMBERS, GREG L.....	Jul 31, 2020
BATTERSBY, DONALD S.....	Jul 31, 2020	BOUWMEESTER, DAVID.....	Jul 31, 2020	CHAMPAGNE, MARK A.....	Jun 30, 2020
BAUMRITTER, STEVE.....	Jul 31, 2020	BOYAGODA, LAKSHMAN D.	Jul 31, 2020	CHAN, FRANK.....	Jul 31, 2020
BAY, COLIN.....	Jul 31, 2020	BOYCHUK, TERRY W.....	Jun 30, 2020	CHARBONNEAU, JOE R.....	Sep 30, 2020
BAZZI, FRED.....	Jun 30, 2020	BOYD, JAMES R.....	Jul 31, 2020	CHARETTE, RANDY J.....	Jun 30, 2020

444 RETIRED MEMBERS 2020

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

CHARETTE, ROBERTJul 31, 2020	DEMCIE, DANIELJun 30, 2020	FERRARO, VINCEJul 31, 2020
CHARRON, CHERISE AOct 31, 2020	DENEAU, PHILLIP JSep 30, 2020	FERRON, DAVID TJul 31, 2020
CHENETZ, DAVID WJul 31, 2020	DENT, DEAN BJul 31, 2020	FIELD, JEFFJun 30, 2020
CHENIER, LARRY JJun 30, 2020	DERY, GEORGE LJul 31, 2020	FILICE, EMILIO CAug 31, 2020
CHENIER, MARCELJul 31, 2020	DESANTIS, DOMINICAug 31, 2020	FILIPOVIC, ELENAJun 30, 2020
CHESLOCK, JAMES JJul 31, 2020	DESJARDINS, BINGO AJun 30, 2020	FILIPOWITZ, MANFRED AJul 31, 2020
CIEBIN, JEFFREY RJul 31, 2020	DESJARDINS, RICKJul 31, 2020	FILLION, MAURICE JJul 31, 2020
CIPHERY, GORDONJul 31, 2020	DESMARAIS, DORIS MFeb 29, 2020	FISTROVIC, JOHNJul 31, 2020
CIRINO, FERNANDO MJun 30, 2020	DESROSIER, DALE MAug 31, 2020	FITZGERALD, MARK RJul 31, 2020
CLARK, EVAN WJul 31, 2020	DEYONG, DAVID HJul 31, 2020	FLEURY, MARTY RJul 31, 2020
CLELAND, RICHARD TJul 31, 2020	DIBIASE, JOHNJul 31, 2020	FLOOD, MICHAELMay 31, 2020
CLEMENT, DOUGLAS MJul 31, 2020	DICECCO, JOEJun 30, 2020	FORSYTHE, THOMASJul 31, 2020
COLAROSSO, ROBERT TJul 31, 2020	DIMAGGIO, ANTONINOJun 30, 2020	FOX, MARKAug 31, 2020
COLLARD, DON WJul 31, 2020	DIONNE, DANIEL DJul 31, 2020	FRACAS, GINA MJul 31, 2020
COLLINS, CRAIG SJul 31, 2020	DIPPOLITI, JOHNJul 31, 2020	FRANCE, JOHN LJul 31, 2020
COLMAN, BRADLEYJul 31, 2020	DISHMAN, WILLIAMJun 30, 2020	FRANCIS, JERRY AJul 31, 2020
CONGI, SERAFINOSep 30, 2020	DISTEFANO, JOE CJul 31, 2020	FREDETTE, DONALD AJul 31, 2020
CONNELLY, DREW DJul 31, 2020	DJARMOCKY, MARTIN MJul 31, 2020	FREKER, BRIANJul 31, 2020
CONSTANTINEAU, CLIFF JR Jun 30, 2020	DMOWSKI, JERZY SJul 31, 2020	FROESE, JOHN DJul 31, 2020
COOKSON, TIM CApr 30, 2020	DOLL, MICHAEL AJul 31, 2020	FUERTH, BERNIE LJul 31, 2020
COPP, DEREK RJun 30, 2020	DONA, ALBINO RJul 31, 2020	FURLONG, KELLY DJan 31, 2020
CORDEIRO, ALPHONSE MJul 31, 2020	DONNE, JOHNJul 31, 2020	FURMAN, RICHARDAug 31, 2020
CORMAN, JIM MJul 31, 2020	DOREY, BOB BJul 31, 2020	FURMAN, ZENONJul 31, 2020
CORMAN, RICK IJun 30, 2020	DOUGLAS, KEVIN WJul 31, 2020	GAGNIER, ROBERT RJul 31, 2020
CORREA, ELDRED MDec 31, 2019	DOZOIS, CHARLES MJul 31, 2020	GAGNON, EDWARD CJun 30, 2020
COSSETTE, LIONEL RJul 31, 2020	DRIESSEN, DEBBIE AJul 31, 2020	GAGNON, RANDY RJun 30, 2020
COTE, JAMES BJul 31, 2020	DROUILLARD, CATHERINE Aug 31, 2020	GALBRAITH, JERRY JAug 31, 2020
COUCH, BRENDA JJul 31, 2020	DROUILLARD, ROYJul 31, 2020	GARANT, ROBERTJul 31, 2020
COUCHMAN, MICHAELJul 31, 2020	DRYDAK, WENDY JJul 31, 2020	GARDINER, THOMASJul 31, 2020
COURTLAND, MICHAELJul 31, 2020	DUFAULT, SUSAN MJul 31, 2020	GARLAND, TREVOR JJun 30, 2020
COWELL, DAWN EJul 31, 2020	DUFFY, KATHERINE JJul 31, 2020	GARRETT, BRIAN RJun 30, 2020
COWELL, TIMOTHY SJul 31, 2020	DUFOUR, CHRISTOPHER JJun 30, 2020	GELINAS, DAVID OJul 31, 2020
CRAIG, THEODOREJul 31, 2020	DUFOUR, RANDAL JJul 31, 2020	GELMINI, WALTERJul 31, 2020
CREAGHE, BRAD AAug 31, 2020	DUGDALE, KEVINDec 31, 2019	GERARD, ANGEL LMar 31, 2020
CROOKS, ANDY AJul 31, 2020	DUGUAY, DANIELAug 31, 2020	GHERASIM, JEFF SJul 31, 2020
CROSBY, ERIC DJul 31, 2020	DUGUAY, RAYAug 31, 2020	GIGNAC, KERRY ADec 31, 2019
CROWLEY, CHUCK EAug 31, 2020	DUNCAN, GEORGE NJul 31, 2020	GILES, RON FOct 31, 2020
CRUDO, ANTHONY RJul 31, 2020	DUNDARA, JOHN IJul 31, 2020	GILLARD, DEANJul 31, 2020
CRUMB, GARY RJul 31, 2020	DUNN, RAY KJul 31, 2020	GIRARD, ALAN CJul 31, 2020
CSAPO, MARTAAug 31, 2020	DUPUIS, DANIELJul 31, 2020	GIRARD, KENNETH AAug 31, 2020
CULLEN, PERRY JJul 31, 2020	DUPUIS, WENDY LJul 31, 2020	GIRARD, TERRANCE AJul 31, 2020
CUNNINGHAM, PATRICIA Nov 30, 2019	DURHAM, DENNIS GJul 31, 2020	GIVLIN, JIM JJul 31, 2020
CURIC, NICOLAEJul 31, 2020	DUTKA, PHILIPJul 31, 2020	GLOVER, WAYNE KJul 31, 2020
CURTIS, JAMESJul 31, 2020	EANSOR, PAUL CFeb 29, 2020	GOBBO, BARRYJul 31, 2020
DALLAIRE, PHIL JJun 30, 2020	EAST, GRANTAug 31, 2020	GOEBEL, DANNY GJul 31, 2020
DAMM, DOUGLAS WJul 31, 2020	ELDRACHER, HENRY JJul 31, 2020	GOLDEN, JAY AJul 31, 2020
DAVIDSON, GERALD AJun 30, 2020	ELLENBERGER, TERRY GJul 31, 2020	GOLDSPINK, AUDREY MJul 31, 2020
DAVIES, KEVIN AJul 31, 2020	EMERSON, RANDYJun 30, 2020	GOOD, GUYJul 31, 2020
DAVIS, RODNEYJul 31, 2020	EMERY, ROBERT FJul 31, 2020	GOODMAN, DAVE AAug 31, 2020
DE ROSE, JOHNJun 30, 2020	ENG, DAVID BJun 30, 2020	GORA, HENRY JJun 30, 2020
DEAN, JACQUELINE MJul 31, 2020	ETZL, TIMOTHY LFeb 29, 2020	GORZELSKI, BOGDANJul 31, 2020
DEANS, LINDA JJul 31, 2020	FAROUGH, BRENT JJul 31, 2020	GOUDIE, TYLER WJul 31, 2020
DEBROE, GRANT RJul 31, 2020	FAUBERT, WILLIAM GJul 31, 2020	GOUIN, ALLANJun 30, 2020
DEL BIANCO, JOHNJun 30, 2020	FAUTEUX, DENISJul 31, 2020	GOULET, DAVID MJul 31, 2020
DELARONDE, KENNETH EJun 30, 2020	FECTEAU, GREGORYJul 31, 2020	GOW, MICHAELJul 31, 2020
DELGRECO, ANTHONYJul 31, 2020	FERRAIUOLO, CARMELOAug 31, 2020	GRAHAM, JAMES RAug 31, 2020
DELLE GRAZIE, GIOVANNA Jun 30, 2020	FERRARI, CHRISTOPHERJul 31, 2020	GRAHAM, JOHN CJul 31, 2020

444 RETIRED MEMBERS 2020

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

GRAOVAC, ANDREJul 31, 2020	INTING, LEONILLO L.....Jul 31, 2020	LAPORTE, MICHAEL EAug 31, 2020
GRAY, CATHERINE M.....Jul 31, 2020	IVANOVICS, IMREDec 31, 2019	LAPORTE, NORMAN A.....Jul 31, 2020
GRECO, ONOFRIOJul 31, 2020	JACOBS, JAMES D.....Dec 31, 2019	LAPORTE, RICHARD GJul 31, 2020
GREEN, RANDY EJul 31, 2020	JACQUES, ADY WAug 31, 2020	LAPORTE, ROGER BJun 30, 2020
GREENE, PETER E.....Jul 31, 2020	JAKOPLIC, JOSEPHJun 30, 2020	LARIVIERE, MICHELJun 30, 2020
GRIGUOL, JEFF JJul 31, 2020	JANISSE, PHILIP JJul 31, 2020	LARUE, DAVID J.....Jul 31, 2020
GUILLO, ELIZABETH IJun 30, 2020	JARISON, TIMOTHY M.....Jul 31, 2020	LASORDA, FRAN M.....Apr 30, 2020
GRUBISICH, PATRICIA AJul 31, 2020	JARROLD, CHERYL-ANNE EJun 30, 2020	LASSALINE, DENISJun 30, 2020
GUILBEAULT, EDWARD E.....Jul 31, 2020	JIMENEZ, ARTUROJul 31, 2020	LAVIGNE, BEVERLEY ADec 31, 2019
GUMIELA, TERRY J.....May 31, 2020	JOHNSON, DANIEL J.....Jun 30, 2020	LAVIN, DAVE ADec 31, 2019
GUTHRIE, BRIAN A.....Jun 30, 2020	JOHNSTON, KEVINAug 31, 2020	LAVIOLETTE, ANDREJul 31, 2020
HALLEWICK, EDWARD J.....Dec 31, 2019	JONES, JAMES FJul 31, 2020	LEAKE, MICHAEL DJul 31, 2020
HAMELIN, BRIAN E.....Jun 30, 2020	JONES, WAYNE D.....Jul 31, 2020	LEBLANC, DONNA J.....Jul 31, 2020
HAMES, LARRY D.....Jul 31, 2020	KACHLER, RICHARD J.....Jun 30, 2020	LEBRETON, FREDERICK J...Dec 31, 2019
HANSEN, JAMES SJul 31, 2020	KADRI, NASSIBJun 30, 2020	LECLAIR, KEITH D.....Jun 30, 2020
HARB, BRUCE E.....Jun 30, 2020	KANE, MICHAEL P.....Jul 31, 2020	LECOURS, JAMES PJun 30, 2020
HARDER, JOAN F.....Jun 30, 2020	KAPPES, MARK PJul 31, 2020	LEE, JAMES R.....Jun 30, 2020
HARDER, RICHARDJul 31, 2020	KARENYA, MELISSA MDec 31, 2019	LEFAIVE, GREGORY E.....Jul 31, 2020
HARDER, ROBERT JJun 30, 2020	KASSIAN, MARK E.....Jul 31, 2020	LEFRANCOIS, KEVIN JJun 30, 2020
HARRIS, DANIEL JJul 31, 2020	KEHOE, KIM RJul 31, 2020	LEIGHTON, JOEL MJul 31, 2020
HARRISON, GEORGE WJul 31, 2020	KELLER, KELLY P.....Jun 30, 2020	LELLA, GIUSEPPEJul 31, 2020
HARTLEN, DOUGLAS A.....Jul 31, 2020	KELLY, FRANCIS AJul 31, 2020	LEMIEUX, DAVE GJun 30, 2020
HAYES, JOE M.....Jun 30, 2020	KENDRICK, BRAD R.....Jul 31, 2020	LEMIRE, ELAINE P.....Jul 31, 2020
HAYES, SHERRI LJul 31, 2020	KENNEDY, LAURA J.....Jul 31, 2020	LEPERA, ANTONIOJul 31, 2020
HAYES, SYLVIEDec 31, 2019	KERCANI, NURIJul 31, 2020	LESLIE, WAYNE AJul 31, 2020
HEAD, KEITH WJul 31, 2020	KERR, JOHN H.....Jun 30, 2020	LESPERANCE, HAROLDJul 31, 2020
HEBERT, CHARLES E.....Jul 31, 2020	KING, RUTH ANN MJul 31, 2020	LESPERANCE, JOSEPH D.....Jul 31, 2020
HEBERT, GISELLE A.....Jun 30, 2020	KIRCHNER, CLAUDIA BJun 30, 2020	LESPERANCE, KERRY A.....Jul 31, 2020
HEINONEN, REIJO RJul 31, 2020	KLEIN, TOM A.....Jul 31, 2020	LESPERANCE, RAYMOND WJul 31, 2020
HENDEL, DENNIS D.....Jul 31, 2020	KOBROSLI, WALIDJun 30, 2020	LESSARD, ROBERTJul 31, 2020
HENDERSON, SHARON A.....Jul 31, 2020	KOMAN, STEFANJun 30, 2020	LETARTE, ANDREAug 31, 2020
HENNIN, KEITHJun 30, 2020	KOOLA, LEONARDAug 31, 2020	LEVENICK, DAN BJun 30, 2020
HENRY, ROB M.....Jul 31, 2020	KOPACZ, DEBORAH AJul 31, 2020	LEVESQUE, ROGERJul 31, 2020
HERGOTT, MICHAEL R.....Jul 31, 2020	KOVOSI, ERNEST DJun 30, 2020	LEVIS, JEFFREYDec 31, 2019
HERMIZ, ATER G.....Jun 30, 2020	KOWALIK, ROBERTJul 31, 2020	LI, ILKINJul 31, 2020
HERNANDEZ, NORMAN J...Aug 31, 2020	KOZLOWSKI, PIOTRJul 31, 2020	LIBURDI, ANTONIOAug 31, 2020
HEUCHAN, FREDERICKJul 31, 2020	KUCHARSKI, RANDY BJun 30, 2020	LIMANEK, TERRY RJul 31, 2020
HICKS, DAVID C.....Jul 31, 2020	KUCHMISTRZ, RICHARD ...Aug 31, 2020	LINDSAY, BRENDA A.....Jun 30, 2020
HLADKI, ROBERT DJul 31, 2020	LABBEE, LEO JJul 31, 2020	LINDSAY, MARK JJun 30, 2020
HOCEVAR, VICKY L.....Jul 31, 2020	LABONTE, DAVIDSep 30, 2020	LINDSEY, IANJun 30, 2020
HOLDEN, MARTIN LJun 30, 2020	LABONTE, KIRK J.....Nov 30, 2019	LINTON, SCOTTJun 30, 2020
HOLDEN, WAYNE RJun 30, 2020	LABONTE, ROSAAug 31, 2020	LITTLE, DARREN GJul 31, 2020
HOLLINSKY, WAYNEJul 31, 2020	LAFLEUR, ANTHONY H.....Jun 30, 2020	LOBBESTAEL, ALBERTJul 31, 2020
HOMOLKA, STEPHEN M.....Jul 31, 2020	LAFONTAINE, JEAN-PIERRE Jun 30, 2020	LOCKHART, THOMAS AJul 31, 2020
HOOPER, WILLIAM G.....Jul 31, 2020	LAFOREST, DANIEL E.....Jul 31, 2020	LOMBARDO, MARIOSep 30, 2020
HOOVER, RAY T.....Jul 31, 2020	LAFORET, RANDALLJun 30, 2020	LONGMUIR, BARRY DJul 31, 2020
HORODNICZY, THOMAS F...Jul 31, 2020	LAFORET, THOMAS J.....Feb 29, 2020	LONGMUIR, JERRY MJun 30, 2020
HOWE, BRUCE AJun 30, 2020	LAFRAMBOISE, KIM J.....Jul 31, 2020	LOWRIE, BOB G.....Jun 30, 2020
HOWORTH, STEPHENJul 31, 2020	LAFRAMBOISE, WILLIAM F Jul 31, 2020	LUCIER, GARYAug 31, 2020
HOWORTH, WIL ANov 30, 2020	LAI, RONNY Y.....Jul 31, 2020	LUKAS, JAMES J.....Jul 31, 2020
HUGHES, AL AJul 31, 2020	LAJOIE, DOUGLAS PJul 31, 2020	LUM, RICHARDAug 31, 2020
HURLEY, MARGARET FJul 31, 2020	LAJOIE, MARC JJul 31, 2020	LUPTON, PAMELA M.....Jun 30, 2020
HYLAND, LORETTA M.....Jul 31, 2020	LALIBERTY, THERESA AJul 31, 2020	LUSSIER, TIMOTHYAug 31, 2020
IANNICELLO, DANNYJun 30, 2020	LAMARCHE, ANNA M.....Jul 31, 2020	LUTSCH, MIKEJul 31, 2020
IAQUINTA, PAUL P.....Sep 30, 2020	LAMOUREUX, AL M.....Jul 31, 2020	LYONS, GREGORY WJun 30, 2020
IATONNA, FRANK CDec 31, 2019	LANTIN, MARC P.....Jun 30, 2020	MACISAAC, GREG J.....Jul 31, 2020
INGOLDSBY, ROBERT M.....Jul 31, 2020	LAPOINT, DOUGLASJul 31, 2020	MACISAAC, ROBERT G.....Jul 31, 2020

444 RETIRED MEMBERS 2020

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

MACISAAC, THERESA M.....Jun 30, 2020	MCMURREN, DARRELL J.....Jul 31, 2020	NOONAN, ROBERT J.....Jul 31, 2020
MACKIE, ROBIN F.....Jul 31, 2020	MCNAMARA, TIMOTHYJul 31, 2020	NORSWORTHY, KENNETH G.....Jul 31, 2020
MACLELLAN, BARRY G.....Jul 31, 2020	MCNEILLY, LINDA R.....Jul 31, 2020	NOSEWORTHY, MICHAEL G.....Jul 31, 2020
MACLELLAN, ROBERT C.....Jul 31, 2020	MCNICKLE, GARY L.....Jun 30, 2020	NOVOSAD, TOM A.....Jun 30, 2020
MACLEOD, JANE R.....Jul 31, 2020	MCPHEDRAN, MICHAELJul 31, 2020	O BRIEN, JAY D.....Jun 30, 2020
MAGRI, MICHAELJul 31, 2020	MELOCHE, DONALDJul 31, 2020	O CONNOR, PATRICK J.....Jun 30, 2020
MAILLOUX, JACQUELINE E.....Jul 31, 2020	MELOCHE, ERNEST A.....Jun 30, 2020	O NEIL, DENNISJul 31, 2020
MAILLOUX, JOHNJul 31, 2020	MELOCHE, RICHARDJul 31, 2020	O NEIL, KENNETH A.....Jul 31, 2020
MAILLOUX, KENNETHDec 31, 2019	MESSINA, VINCENTJun 30, 2020	OMARA, MICHAEL R.....Jun 30, 2020
MAJOR, GARYJul 31, 2020	MICALLEF, DAVID AJan 31, 2020	OPHEE, PAT M.....Jul 31, 2020
MAJOR, GLENN H.....Jul 31, 2020	MIELE, TONYJul 31, 2020	OPPEN, JEFFREY D.....Jun 30, 2020
MALAKOUTINEJAD, MEHDI Jun 30, 2020	MIFFLIN, MELODY G.....Jul 31, 2020	ORLANDO, DANJun 30, 2020
MALETTE, RAYMOND C.....Jun 30, 2020	MIGLIETTA, JEAN-YVESFeb 29, 2020	ORTON, JOHN P.....Dec 31, 2019
MALIZIA, RALPH E.....Jul 31, 2020	MILLER, CAREY K.....Jul 31, 2020	OUELLETTE, MICHAEL T.....Jun 30, 2020
MALLABY, CHRISTOPHER S.....Jul 31, 2020	MILLER, ROBERT W.....Jun 30, 2020	OUELLETTE, ROBERT D.....Jul 31, 2020
MALLAT, GLEN D.....Jul 31, 2020	MINOVSKI, SAMJul 31, 2020	OUELLETTE, RONALD J.....Jul 31, 2020
MANLONGAT, LEO O.....Jul 31, 2020	MIO, ROBERTJul 31, 2020	OUELLETTE, TIMOTHY F.....Jun 30, 2020
MANSELL, LAURA A.....Jul 31, 2020	MIREAULT, NEIL M.....Jul 31, 2020	OVANIN, MIKOOct 31, 2020
MARCHELLETTA, POMPEO Jul 31, 2020	MOCERI, JOHNJun 30, 2020	OWEN, TOM W.....Jul 31, 2020
MARENTETTE, RANDALLJul 31, 2020	MOJSO, ROBERTJul 31, 2020	PARENT, DION A.....Jul 31, 2020
MARION, JOSEPH L.....Jul 31, 2020	MOLLARD, ROB J.....Jul 31, 2020	PARENT, JAMES L.....Jul 31, 2020
MARION, ROBERT G.....Jul 31, 2020	MOMNEY, DANIELJul 31, 2020	PARENT, LEONARD L.....Dec 31, 2019
MARLEAU, WAYNE A.....Jul 31, 2020	MONAGHAN, RICHARDJun 30, 2020	PARENT, MICHAEL A.....Jun 30, 2020
MARSHALL, CHARLES D.....Jul 31, 2020	MONFORTON, ANTHONY P.....Jul 31, 2020	PARENT, RICKY C.....Jul 31, 2020
MARTENS, KIMBERLY L.....Dec 31, 2019	MONTANIER, BRUNO R.....Jun 30, 2020	PARENT, ROD A.....Jul 31, 2020
MARTINELLO, TODD T.....Jul 31, 2020	MONTICO, REMIGIO R.....Jun 30, 2020	PARENT, WAYNE M.....Jul 31, 2020
MARU, NARESH I.....Jul 31, 2020	MOORE, DARYL M.....Jul 31, 2020	PARISOTTO, DEAN A.....Jul 31, 2020
MASCARIN, VINCE C.....Jul 31, 2020	MORAIS, REGINALD G.....Jul 31, 2020	PARKOLAB, MIKE A.....Jul 31, 2020
MASTROIANNI, SANTINOJul 31, 2020	MORGAN, DAVID C.....Jul 31, 2020	PARR, JASON S.....Aug 31, 2020
MATAIJA, MILANJul 31, 2020	MOUSALY, ADNANJul 31, 2020	PATEMAN, JERRY W.....Jul 31, 2020
MATHARU, SATNAMJul 31, 2020	MOUSALY, MIKE N.....Jul 31, 2020	PATERSON, JAMESJul 31, 2020
MATHIES, JAMES L.....Jul 31, 2020	MOUSSEAU, GARTH L.....Aug 31, 2020	PATERSON, ROBERT M.....Jun 30, 2020
MATTHEWS, GERALD R.....Jul 31, 2020	MOYER, STEPHEN G.....Mar 31, 2020	PATTERSON, TINA L.....Apr 30, 2020
MAURE, DOUG A.....Jul 31, 2020	MOYSIUK, WILLIAM A.....Feb 29, 2020	PAULICK, DAVID D.....Jul 31, 2020
MAURICE, DAVIDJul 31, 2020	MULLINS, JAMES P.....Jul 31, 2020	PAVLOVIC, DRAGANJun 30, 2020
MAURICE, PAUL J.....Jul 31, 2020	MURDOCK, DENNIS R.....Jul 31, 2020	PEARSALL, EDWARD S.....Jul 31, 2020
MAUTHE, CHARLENE J.....Jul 31, 2020	MURDOCK, GARYJun 30, 2020	PELLE, GIUSEPPEJul 31, 2020
MAYEA, PHILLIP A.....Jul 31, 2020	MURRAY, JAMESJul 31, 2020	PELLERIN, ANDREApr 30, 2020
MAYRAND, JOSEPH C.....Jul 31, 2020	MUSTAR, DANNYMar 31, 2020	PELTIER, DAVID J.....Jul 31, 2020
MAZUREK, JOHN P.....Jul 31, 2020	MUZZIN, JOSEPH J.....Jul 31, 2020	PELTIER, GARY L.....Aug 31, 2020
MAZZALI, GARY A.....Jul 31, 2020	MYCAK, PETER D.....Jul 31, 2020	PERALTA, ERLINDA A.....Jul 31, 2020
MCCAIG, ALLEN W.....Jun 30, 2020	MYERS, JOHN R.....Jul 31, 2020	PERISSINOTTI, DIANEJul 31, 2020
MCCANN, CHRIS M.....Jul 31, 2020	NAHDEE, THOMASJul 31, 2020	PERROTT, DAVID C.....Jul 31, 2020
MCCORMICK, COLLEEN E.....Jul 31, 2020	NANTAIS, KEN G.....Jul 31, 2020	PETER, MICHAEL D.....Jun 30, 2020
MCDONALD, SHIRLEY F.....Jul 31, 2020	NANTAIS, KEVIN M.....Mar 31, 2020	PETROVIC, SASAAug 31, 2020
MCFADDEN, BRADLEY J.....Dec 31, 2019	NANTAIS, LARRY W.....Jul 31, 2020	PHANEUF, ROBERT E.....Jul 31, 2020
MCGOWAN, ROBERT J.....Sep 30, 2020	NARI, W. ALBERTJul 31, 2020	PIDGEEON, JENNIFER M.....Mar 31, 2020
MCGREGOR, DUNCAN M.....Sep 30, 2020	NASH, SCOTT R.....Jul 31, 2020	PILLON, RAYMOND A.....Jul 31, 2020
MCGUFFIN, ROBERT G.....Jul 31, 2020	NAYLOR, CRAIG G.....Jun 30, 2020	PILON, LAWRENCEJul 31, 2020
MCGUIRE, TIMOTHY F.....Jul 31, 2020	NELSON, CATHERINE G.....Jul 31, 2020	PINSONNEAULT, LUC C.....Jul 31, 2020
MCKENZIE, JANET A.....Jul 31, 2020	NEUFELD, DONALD C.....Jul 31, 2020	PIOTROWSKA, KATARZYNA Dec 31, 2019
MCLEAN, SHIRLEY M.....Jul 31, 2020	NGUYEN, VANJul 31, 2020	PIRAINO, ROLAND J.....Jun 30, 2020
MCLELLAN, CINDY M.....Jul 31, 2020	NICHOLLS, GORDON A.....Jun 30, 2020	PIUNNO, MARCO A.....Jul 31, 2020
MCLELLAN, GARY R.....Jul 31, 2020	NICODEMO, DANMay 31, 2020	PIZZO, CLAUDIO R.....Jul 31, 2020
MCLELLAN, TERRY J.....Aug 31, 2020	NIEC, JERZY J.....Jul 31, 2020	PLATT, DAVID J.....Jul 31, 2020
MCMILLAN, MICHAEL G.....Jul 31, 2020	NIEMASIK, PIOTRJul 31, 2020	PLUCK, ROBERT W.....Oct 31, 2020

444 RETIRED MEMBERS 2020

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

PLUMB, KENNETH MJul 31, 2020	SANTORO, ENNIO JJul 31, 2020	STEVENSON, JULIE-ANNE ..Jun 30, 2020
PLUMMER, DONNOVAN W...Jul 31, 2020	SAUVE, RICHARDJul 31, 2020	STEWART, LEN SJul 31, 2020
POIRIER, WILMOND JJul 31, 2020	SAUVE, THOMAS WJul 31, 2020	STEWART, ROBERTJul 31, 2020
POISSON, CYRILJul 31, 2020	SAVOIE, KEN WAug 31, 2020	STILLER, DAVE R.....Jul 31, 2020
POISSON, JOHN TJul 31, 2020	SCHIZKOSKE, TED EJul 31, 2020	STROESSER, DARLENE M...Jun 30, 2020
POISSON, ROBERTAug 31, 2020	SCHLOSSER, LISA HJul 31, 2020	STRONG, DAN DJun 30, 2020
POLI, NIEL PJul 31, 2020	SCHLOSSER, PAUL J.....Jul 31, 2020	STRONG, HUGH JJul 31, 2020
POMPONIO, JOHNJul 31, 2020	SCHMIDT, JAMES AJun 30, 2020	STUDMAN, KEVIN RJul 31, 2020
POOLE, TIM E.....Jun 30, 2020	SCRIGNARO, DINOJul 31, 2020	SULEMANI, KENJul 31, 2020
POULIN, BERT G.....Jul 31, 2020	SEDRAN, BRUCEJul 31, 2020	SULIK, RICHARD SJul 31, 2020
POYNTER, TIM D.....Jul 31, 2020	SEEGER, MARILYN M.....Jul 31, 2020	SUTHERLAND, SUSAN JJun 30, 2020
PRATT, MARK AJul 31, 2020	SEGUIN, RICHARD PJul 31, 2020	SUTTON, GLADYSJul 31, 2020
PRIEUR, JAMES LJul 31, 2020	SEKERSKY, RICHARDJul 31, 2020	SWARTS, DENNIS W.....Jul 31, 2020
PRONOVOST, LEO MJul 31, 2020	SERWATKA, ANDRZEJJul 31, 2020	SYTNYK, SYZONJun 30, 2020
PUKAY, LARRIE AJul 31, 2020	SHARRON, WILLIAM J.....Jun 30, 2020	SZNURKOWSKI, ROMAN ...Aug 31, 2020
QUEDZUWEIT, MICHAELJul 31, 2020	SHAW, MICHAEL KAug 31, 2020	TABASH, BASIMJun 30, 2020
QUICK, THOMAS EJul 31, 2020	SHELLEY, TED AJul 31, 2020	TAKHAR, GURDEV S.....Aug 31, 2020
QUIMBY, CHRISTINE AJun 30, 2020	SHEPLEY, BRIAN KJul 31, 2020	TALBOT, DANIEL GJun 30, 2020
RACZYCKI, LEONJul 31, 2020	SHERGILL, AMARJIT SJul 31, 2020	TARANTO, VINCEJul 31, 2020
RADOVANOVIC, BOZICAJul 31, 2020	SHIELDS, KIM DJul 31, 2020	TAYAR, ISKANDARDec 31, 2019
RAFINSKI, ANDRZEJ S.....Jul 31, 2020	SILVAGGI, DANIELEJul 31, 2020	TAYLOR, CLINTON W.....Jul 31, 2020
RAINEY, ROBERT GSep 30, 2020	SIMON, ADAM JSep 30, 2020	TAYLOR, CRIS CAug 31, 2020
RAINEY, ROBERT GSep 30, 2020	SIMPSON, DAVID AJun 30, 2020	TAYLOR, JOHN WAug 31, 2020
RAMEY, PAUL RJul 31, 2020	SINASAC, DAVE LJul 31, 2020	TESSIER, JOSEPH R.....Jul 31, 2020
RANKINE, GARY T.....Jul 31, 2020	SINCLAIR, KEITH DJul 31, 2020	TESTANI, MAUREENJul 31, 2020
RAUZINO, VINCE RJul 31, 2020	SINCLAIR, ROBERT J.....Jun 30, 2020	TEVES, TONYJun 30, 2020
RAY, DANIEL P.....Aug 31, 2020	SINGH, MANOHAR SJul 31, 2020	THERIAULT, MARKJul 31, 2020
REAUME, JOSEPH M.....Jul 31, 2020	SISIC, BOBJul 31, 2020	THOMAS, RUDY AJul 31, 2020
REAUME, MARK D.....Jul 31, 2020	SKALESKI, MARK WMar 31, 2020	THOMSON, CHRISJul 31, 2020
REAUME, THOMASJul 31, 2020	SLADE, MICHAELJul 31, 2020	THRASHER, RONALD J.....Jul 31, 2020
REKUTA, GARYJul 31, 2020	SMALL, ANDREWNov 30, 2019	TIESSEN, DAVID AJun 30, 2020
RENAUD, ERNESTAug 31, 2020	SMALL, LISAOct 31, 2020	TIESSEN, LEONARD B.....Jul 31, 2020
RENAUD, JOEJul 31, 2020	SMITH, BRADLEY WJul 31, 2020	TINGEN, JAMES CJul 31, 2020
RENAUD, MARC TJul 31, 2020	SMITH, TIMOTHYJun 30, 2020	TOFFLEMIRE, JIMAug 31, 2020
RENAUD, MARK S.....Jun 30, 2020	SMITH, TIMOTHY B.....Jul 31, 2020	TOMPKINS, KEVIN J.....Jul 31, 2020
RENAUD, MICHAELJul 31, 2020	SOARES, MANUEL LAug 31, 2020	TONKIN, JAMES SJun 30, 2020
REYNOLDS, RUSSELL G.....Jul 31, 2020	SOKOL, DAVID J.....Jun 30, 2020	TONKIN, MICHAEL AJun 30, 2020
RICE, WILLIAMJul 31, 2020	SOKOLOWSKI, MICHAEL J...Jul 31, 2020	TOPOLSKI, ROBYN L.....Jul 31, 2020
RICHARD, BERNIE TJul 31, 2020	SOLIC, WALTERJun 30, 2020	TOROK, DEBBIE AJul 31, 2020
RICHARD, TAMMY L.....Dec 31, 2019	SOULLIERE, BERNARD D.....Jul 31, 2020	TOTH, LESLIE BJun 30, 2020
RIVAIT, RICHARD EJun 30, 2020	SOULLIERE, GREG AJul 31, 2020	TOULOUSE, DENNIS ONov 30, 2019
ROBINET, NEIL TJul 31, 2020	SOULLIERE, JEFFREY J.....Jul 31, 2020	TREPANIER, LUCJul 31, 2020
ROBINSON, JANET S.....Dec 31, 2019	SOYDANBAY, HALIL B.....Jul 31, 2020	TREPANIER, TIMOTHY CJul 31, 2020
ROCK, DAVID HJul 31, 2020	SPADAFORA, BIAGIOJul 31, 2020	TRETHEWEY, JAMES L.....Jun 30, 2020
ROKE, CATHYJul 31, 2020	SPERDUTI, PETEAug 31, 2020	TRITJAK, CAROL W.....Jul 31, 2020
ROSATI, GINOJun 30, 2020	ST DENIS, RICHARD AJul 31, 2020	TRUDELL, TAMMY LJul 31, 2020
ROSS, JOHN J.....Dec 31, 2019	ST LOUIS, ALEXANDERJun 30, 2020	TURLIK, ANDREW BJul 31, 2020
ROUSSEAU, DANIEL E.....Jun 30, 2020	ST LOUIS, TOMJul 31, 2020	TURNER, GLEN AJul 31, 2020
ROY, JOHN MJul 31, 2020	ST PIERRE, CAROL A.....Jun 30, 2020	TURNER, GREGORYJul 31, 2020
RUBIK, MARK AJul 31, 2020	ST PIERRE, GARLAND F.....Jul 31, 2020	TYLER, KEITH C.....Oct 31, 2020
RUSAN, DARKOJun 30, 2020	ST PIERRE, JACQUES MJan 31, 2020	UDUH, SYDNEY NAug 31, 2020
RUSSELL, NICK DJun 30, 2020	ST PIERRE, RICHARD CJun 30, 2020	VAN DAMME, HEIDI M.....Jul 31, 2020
RUTHERFORD, DONALD N ..Jun 30, 2020	ST PIERRE, RICK AJul 31, 2020	VAN HOOREN, JOHN AJun 30, 2020
RUTT, JOSEPH RJul 31, 2020	ST PIERRE, RONALDJul 31, 2020	VANDER VEEN, THOMAS ...Sep 30, 2020
SAMPSON, RICHARDJun 30, 2020	STANKOVIC, MILANKAJul 31, 2020	VANDERHEYDT, ALFRED J ..Jul 31, 2020
SANDU, CRISTIAN OJul 31, 2020	STEPHENS, BARRY JJun 30, 2020	VANDERVEEN, DAVID HJul 31, 2020
SANTAROSSA, GUY A.....Jul 31, 2020	STEVENSON, BERNARD JJul 31, 2020	VARTUKOPLI, ALYSON J.....Jul 31, 2020

VASIC, PREDRAGJul 31, 2020
 VERARDI, ANGELOJul 31, 2020
 VERSTICK, THOMASJul 31, 2020
 VERSTICK, WAYNEJul 31, 2020
 VILLEMAIRE, DENIS VJul 31, 2020
 VILLEMAIRE, MARCELAug 31, 2020
 VILLEMAIRE, THOMASAug 31, 2020
 VIRK, RANJIV PJul 31, 2020
 VIVONA, ISIDORO FJul 31, 2020
 VOINAROSKI, JOHN PJul 31, 2020
 VOUTT-MORIN, LORI-ANNJul 31, 2020
 VULETIC, JOEJul 31, 2020
 WAKEFIELD, DON BJun 30, 2020

WALL, SANDRA LJun 30, 2020
 WALLACE, DONNA MJul 31, 2020
 WALUS, WIESLAWJul 31, 2020
 WARLOCK, OLIVERJul 31, 2020
 WARWICK, GARYJul 31, 2020
 WEAVER, RAYMOND JAug 31, 2020
 WEINZ, ADAMJul 31, 2020
 WEINZ, JOHNJul 31, 2020
 WESTFALL, ROBERTJul 31, 2020
 WESTFALL, TIM AJun 30, 2020
 WESTON, DANIEL JJul 31, 2020
 WHITFORD, DONALD WJul 31, 2020
 WHITTAKER, LINDA CJun 30, 2020
 WILHELM, JEFFAug 31, 2020

WILKINSON, ROYCE NJul 31, 2020
 WILLIAMS, BRAD RJul 31, 2020
 WILLSON, DAVID JJul 31, 2020
 WOJTAL, BOGDANJul 31, 2020
 WOLFE, HARRY GJul 31, 2020
 WONSCH, DANJun 30, 2020
 WORTLEY, JONATHAN RJun 30, 2020
 YACoub, ASSAD EJul 31, 2020
 ZAKOOR, MATTHEWJul 31, 2020
 ZALESKI, ANITA MJul 31, 2020
 ZIRIADA, JACKJun 30, 2020
 ZOLD, EDWARD MJul 31, 2020
 ZYGOWSKI, ARKADIUSZ LJul 31, 2020

Human Rights

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



Canada is said to be a leader when it comes to Human Rights. This causes me confusion when this year alone, we have seen inequality gaps, which were bad before this pandemic, be amplified because of it. Marginalized and vulnerable groups, such as indigenous peoples, black people and other racialized groups, women, children,

LGBTQ+, immigrants and refugees, older people, those who have disabilities and the impoverished have been impacted and the circle has grown. These groups have more difficulty accessing healthcare, accessible housing, and employment.

Fighting racism, discrimination and hate is an old battle which is still gaining new scars. Covid -19

has brought out the best and the worst of humanity but the impact on our vulnerable people has been devastating.

This year has been a tough one for so many of us, but I'm asking for each of you to give something back to our community over this holiday season and onward. Donations are down, homelessness, domestic violence and poverty are up. Help where you can and be kind to each other.

Your Human Rights committee wish you and your family a safe and healthy holiday season.

HBPO

By **JENNIFER ALLARD**

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



Plant population is 87 with 17 members on lay-off. It has been a rough year, with the loss of the 3rd shift and losing four jobs on the line to all the new changes. Then on top of it all changes due to Covid-19, and additional lay-offs.

Yes, we have many challenges with the new line; we did two focus group meetings on each shift to hear

from the members on the issue they felt needed to be fixed. They told us how to make the jobs work better for them. The union committee and health and safety are taking on all the issues with the company.

We will be having operator team group Kaizens with PRD/ process event. These meeting will include

two members from each shift that were involved in the first set of meetings, and work with Marc, the engineer as well as the plant Chair. These meetings will take place once a week until the end of the year: they, hopefully, this helps to keep everyone informed.

Christmas bonus was paid out in Dec 2020.

Christmas dinner will be on Dec 16, 2020.

Vacation payout will be on Dec 18, 2020.

The union committee and I would like to wish everyone a SAFE and happy holidays.

Aboriginal Workers & Workers of Colour



By Yvonne Browning Coates
evoncoates@gmail.com

The Covid virus has exposed a system that was already broken. The exposure of the inequities that afflict our First Nations people, our migrant workers that come to our country to help put fresh food on our tables. The inequities of the impoverished and low income earners, that have become front line workers. We have also witnessed and endured a rise in hate, and hate crimes not seen since the 50s, 60s, and 70s.

All of our 444 committees have been brought to a virtual halt since the outbreak, AWOC was able to participate in a few peaceful BLM marches in wake of the horrendous murders of George Floyd, Breonna Taylor and countless others. We delivered groceries, hot meals and toiletries for the migrant workers to the farms, as well as for those under quarantine. In recognition of Every Child Matters we enjoyed a walk at

the river with our Indigenous Canadians (first citizens).

Why do we do this? What we would like and deserve, is kindness, respect, and understanding. Just as anyone deserves.

As well as being a considered a voice in those important conversations at the table, so we can right some of those inequities. Most of you are not racist. Some can inadvertently make a passive aggressive comment like, "Why does he get to go pray?"

Or some other off the cuff comment that hits us like a gut punch, but we let pass to not cause a bigger deal. I ask you to think about the words you say. Do they come from a place of kindness? We all come to work with basically the same plan, get in do our job, and go home to our families and friends.

Having to deal with other issues

on top of that makes work and home life difficult. It makes way for mental and emotional stresses that truly aren't necessary. So in these times we ask that you stand with us as allies. Work with us as comrades. Speak up for us when we aren't present.

Dealing with this pandemic and rise in racial tensions has made us all rethink the direction and the way we live our lives.

As a an employee of over 25 years. I can say for myself I have honestly enjoyed the crazy journey. There have personally and fortunately only been a couple of instances, and I have had few conversations that got serious.

I do consider many, many of you my friends, and I continue to make new friends. If you see me feel free to introduce yourself, or say hi. If you have questions, you can come to me, and I will do my very best to answer. This is a chance for us all to unite in a world dealing with crisis.

With that said, from my family to yours I wish you all a safe and joyous holiday season.

Remember it's not about being politically correct, it's about kindness and respect.

Local 444 WORKERS ADJUSTMENT CENTRE

Dan Bedard

local444adjustmentcentre@gmail.com



We are very pleased to announce the opening of the Local 444 Workers Adjustment Centre.

Our well trained staff will soon be reaching out to the approx. 800 laid off workers from W.A.P. and it suppliers by phone/email.

The Adjustment Centre has great services and resources to offer everyone.

Such as:

- Resume and letter writing techniques
- Mental Health support/resources
- Information on re-training and 2nd career opportunities
- Job search techniques
- Current job postings
- Access to Food Banks and many more.

The Local 444 Workers Adjustment Centre is located in the basement at the local at 1855 Turner Rd. Windsor, Ont. Office hours are Monday thru Friday from 8:30 a.m. to 3:30 p.m.

Please feel free to contact us @

- 519 818 5017 • 519 818 4997
- 519 818 2293 • 519 818 5017
- Email local444adjustmentcentre@gmail.com
- Facebook uniforlocal444adjustmentcentre

At this time, due to Covid-19 Guidelines/Restrictions staff will be booking by appointments.

All matters will be completely Private and Confidential.

Whether you just need to drop by to just chat or visit our daily job posting boards, (located outside the office) our staff are here to help.

I would like to thank our President Dave Cassidy and the Entire Executive Board for asking me to Co-ordinate the Workers Adjustment Centre. I am looking forward to working with everyone.

In closing, the entire staff would like to wish everyone a Safe, Healthy and Happy Holiday Season.

Angus Consulting Ltd.

Some House Keeping before the Holidays

HEADING into the holidays, I would like to wish Mike Fox (Past Chair) a happy retirement and best wishes to him and his family.

We also would like to wish Karel Zouzal a speedy recovery and hope to see him back in the new year.

Richard Baker has been

acclaimed as union steward, replacing me as I take on the Chairperson's new role.

We are still struggling with the work alone policy we put in place, leaving only one person on a day shift.

The management is in the process of hiring more casual workers to limit/eliminate over-

By **TIM BOUFFORD**
Chairperson

Email:
timboufford@cogeo.ca



time from full-time employees.

Solidarity is our strength, and standing together, we can accomplish much.

I want to thank all the members for their support and wish everyone a Safe and Happy Holidays.

MTS REPORT

To say the least 2020 has been the year unlike anything any of us have ever seen, hopefully we will start to get some sort of control very soon.

At Martin Transportation Systems work has been up and down due to the Covid-19 virus. We reached our first contract in Feb 2020. I want to say thank you to some of the people who worked hard from start to finish to complete this task, first the MTS committee Tom Chaiff and Lindsey Scharinger, also Manny Cardoso, Dave Cassidy, James Stewart, the fastest most colourful typist in the City of Windsor, Frank Harshaw along with the man who kept everyone nourished to fight the battle Jeremy Glajch.

I believe we have a good first contract, but there is more work to be done as we move forward in future contracts.

Just shortly before for we

Dan Coatsworth
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reached an agreement with the company, a large contract was finished; as a result, we are only about 50% of the membership still working.

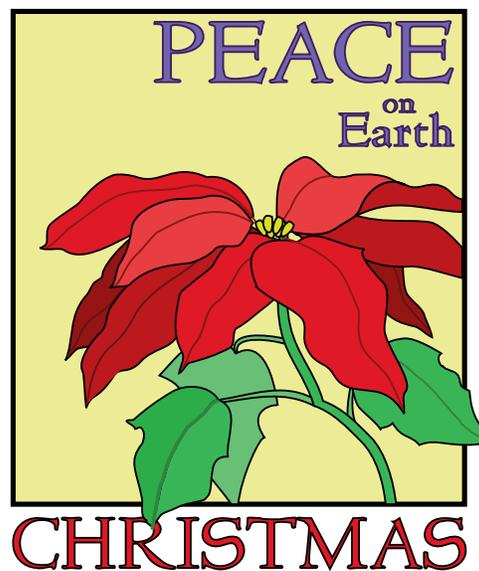
There are 30 active drivers, two laid off and one on WSIB. There are five dispatchers working and 1 laid off and one licensed mechanic and two apprentices in the shop. That is a total of 42 down from approximately ten. Hopefully because of great contracts negotiations, buy Unifor and more automotive jobs coming back to Ontario, we will get more work and build our membership at MTS. We do most of our work for WAP and Toledo Jeep with some GM,

In Ingersoll Ontario, if you know any Drivers looking for casual parttime work, contact

MTS, we are also looking for a Mechanic for full time afternoon shift.

On behalf of myself and all my union sisters and brothers at MTS, thank you, Unifor local 444 for your continued support.

Stay safe have a Merry Christmas and Happy New Year



Community Services Committee



Sue Najem
snajem@uni444.ca

AS THIS YEAR draws to a close I have to reflect on the rocky road it has been. This year has been a struggle for most, from the pandemic to job losses for our members. Sometimes things happen for a reason but I think most of us are still struggling to find a reason for 2020! The upside is many people discovered sides of themselves they never knew they had or had the time to explore. We are now in the company of many new gardeners, crafters and bakers!

Our committee has been connecting throughout the year by video conferencing and has helped out individually where we could. Most of our committee amongst thousands of volunteers helped with the June 27th Miracle! Other initiatives we have helped out with throughout this pandemic include the Unemployed Help Center food bank distribution in the county, helping out at different school locations with the United Way kids lunch program care packages, VON grocery pick up and drop off to people who are unable to leave their houses, serving meals at the downtown mission and also volunteering at the downtown mission food bank. 2020 has brought along a lot of changes but the one thing that hasn't changed is our commitment to the community!



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



RECYCLED PAPER



As the Chair of this committee I would like to take the opportunity to let you know how proud I am of all of the members of this committee and their commitment throughout the years and especially now for helping in times of need! I also would like to thank all the members of 444 for also helping out with many the community needs. I've seen throughout this year many of you participate in helping where needed whether it was volunteering time or money and especially those that were picking up a phone and reaching out to others to see how they are doing.

Please keep in mind that as the Holidays draw near this could be a difficult time for many, a simple gesture can mean the world to people. In a world where you can be anything, be kind.

On behalf of the Community Services Committee and myself I would like to wish you and your family a safe, healthy and happy Holiday Season. Looking forward to an amazing 2021!

