

# THE GUARDIAN



JUNE 2017 - VOLUME 73 - ISSUE 1 - WINDSOR - ESSEX



## \$15.00 / Hour Long Overdue



By  
**DINO CHIODO**  
*Unifor Local 444  
President  
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**A** lot has been said and written in the last year and a half about the Ontario Government's plan to overhaul the Employment Standards Act through a process set up called the 'Changing Workplaces Review.'

The CWR was a consultation process whereby groups could present to a panel, changes that they would like to see incorporated in the updated legislation. Unifor as an example offered many different recommendations to the Changing Workplaces Review as did individual locals like ours at 444.

The CWR process, although not perfect in any way, what system ever is, has been a welcome way for all walks of life to be able to present ideas and ask for change. In fact, it is important to recognize that it was not only labour with Unifor's presentation but also small business groups, homeowners associations, the real es-

tate board, banks, large corporations and even municipalities from across Ontario.

This is the first time that labour laws have seen the ability to be changed en masse by any government in many, many years. When I state that it is a welcome process, I would have to say it was also extremely fair in that any group could schedule a consultation time. The consultation also allowed for many 'open,' presen-

tation times available in many cities that individuals could have shown up to. I tell you all of this to emphasize that this was not done in isolation as some groups would have you think, it was truly an open system that was set up for all Ontarians.

Recently there has been a lot of emphasis through the media on the minimum wage piece to the recommendations, and it is a major compo-

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**Local 444 was well represented at the 28th Constitutional Convention of the Canadian Labour Congress which was held in Toronto from May 8th -12th. A standing ovation went to Hussan Yussuff on his acclamation as President of the Canadian Labour Congress along with Marie Clark Walker as Secretary-Treasurer and Executive Vice Presidents Don Lafleur and Larry Rousseau who were elected.**

## Dino Chiodo

... cont'd

nent about what was requested from many groups, including Unifor. We believe that every member of our society has the right to a living wage, – this is what the \$15 per hour minimum wage campaign was and remains all about.

The \$15 for fairness campaign is an OFL initiative that we have wholly supported since the beginning, and we applaud the government for giving credence to such an important piece of the CWR puzzle.

The Ontario Chamber of Commerce recently released a statement that Ontario businesses would suffer and many would be forced to close if the minimum wage was to be raised to the proposed \$15 per hour. I take great offense to the chamber weighing in without utilizing all the facts. The minimum wage has increased dozens of times in years past and not once can economic proof be provided that it was a hardship so great that it caused businesses to close.

In fact, some things are verifiably correct, one being that if you pay your employees a minimum of a living wage they will be more productive, more efficient and more loyal to your business (according to a report by the Centre for Policy Alternatives). Another fact not proven is that goods will inevitably have to raise in cost to satisfy the minimum wage hike.

There is no verifiable proof that this is the case, again, you can read an article (albeit out of the U.S.) that contradicts this very statement and shows evidence that the raising of goods is primarily driven by market demand and business drive for higher profits to line their pockets.

I will ask you one question as it relates to the minimum wage and a

minimum standard of living, if you, your daughter, your son, your partner, your mother or your father were to be looking for work would you not want them to at least be able to have some semblance of prosperity? It is also interesting to note that the countries in the world that have minimum living wages also have a society that is healthier and happier.

A healthier and happier Ontario could lead to less worker stress

thereby reducing medical visits and saving much-needed health care funding. The recommendations that are being put forth by the CWR are not automatic, in fact, they will need to be debated and voted on in the legislature. Many other items are up for review that has also raised the interest of different groups. I will list a few that we have put forward for consideration.

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**Seen are area retirees from various Unifor local unions within Essex County partaking in the recent elections at the CLC Convention held in Toronto.**



**Unifor Locals 444 and 2458 continue to be major sponsors supporting the ANNUAL BOB PROBERT RIDE which will be held on Sunday, June 25th and has played a significant role to help raise over \$650,000.00 for Cardiac Services in Windsor-Essex. This year's road captain will be Bob's friend and former NHL'er Dave Hutchison. For more information visit: <https://www.hdgh.org/probertride>**

*Remembering . . .*

# **Rolly Marentette**

To Sandy, Jamie and partner Michael Wyatt and Scott Fletcher, take comfort in knowing that your husband, father was loved and respected by those he touched through his many years of activism in bringing health and safety issues to the forefront, and assisting injured workers maintain their dignity.

As past President of the Labour Council, and Financial Secretary of Local 444, it was very early on that I became aware of Rolly's passion for helping workers. I can remember as if it was yesterday, when the April 28th Day of Mourning was being established. Each year we had to appear before City Council to have a proclamation adopted to have the flag fly at half-staff at City Hall, and year after year Rolly would make that appearance.

It was Rolly who approached me about having a permanent monument to recognize workers who were injured or who had been killed on the job. Of course, he really didn't need my okay as he was already looking for funding, and securing a location that was acceptable not only to the City, but would also be appropriate for the labour community. In Rolly's eyes, the best location would be the same location as the Charles Brooks Peace Fountain, and thus this is where you will find the monument.

His work on Health & Safety connected him with the Windsor Occupational Health Information Services (WOHIS) where he became a board member, and for many years organized

the Clifton Grant Award Banquet. Talk about the ability to organize events; for years, Rolly also did the planning for the Brooks Award Banquet on behalf of the Labour Council.

Many people may have forgotten this bit of information, but Rolly was also in the forefront of reducing the use and exposure of tobacco products. While this didn't bring him many fans at the time, in true Rolly fashion, he knew it was a project to protect people, and so he took it on.

On the environment front, Rolly, along with Rick Coronado, were early members of a community group called the Citizen's Environment Alliance where he made a tremendous contribution.

To the younger members of Local 444, Rolly's message to all of you, as rank and file members, is that you can make a difference in people's lives. Rolly truly has made a difference, and as we say goodbye to our brother, husband, and father, let us all recommit ourselves to follow in his footsteps. Let's not let him down; instead, let's keep up the fight against injustices to workers.

As you can see, Sandy, Jamie, Michael and Scott, he has touched many. May you take comfort in knowing that he will not be forgotten.

To my good friend, Rolly, it's time to rest now my brother and let us keep up your fight.

Rest in peace,

GARY L. PARENT



May 23, 1948 - May 24, 2017

## Dino Chiodo ... cont'd

Temporary Agency overview and legislation. In Ontario, under current law, there are no rules that stop temporary work agencies from abusing the rights of workers. These agencies will say that employees have coverage under WSIB as well as under Health and Safety legislation as do all workers in the province so yes they do.

But the question is, do they? I would argue that no, they do not have the same rights as other workers throughout the province, I would say they have many fewer rights. Simply put, if workers injure themselves on a job while working for a temporary agency, the host employer can simply tell the agency they no longer want that worker on site.

Summarily workers can be fired without cause or simply no longer called by the agency for placement. On top of all this, the employer, in this case, the agency, is taking a portion of

the remuneration to do the job that the employee should be entitled to. We are not saying that temporary agencies do not have their place in our society, in fact, quite the opposite, we believe they are very important in helping people train in new industries and be able to find suitable work for themselves.

What we have a problem with is

there is no path to a full-time job through a temporary agency. The goal is to keep you moving from one placement to another so that they can continue to make a profit from a person's labour, adding yet another level to the employer/employee relationship with this pseudo/surrogate that ultimately calls the shots and makes

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**Local 444 Local Officers along with the Windsor Assembly Plant Committee and Representatives are seen recently meeting at the union hall pertaining to the FCAT Transportation Department.**



**Recipients from the 2017 WDLC Gary L. Parent Labour Activist Awards held at Ciociaro Club on May 25th. Left To Right: Chris Ferrigan - Clifton Grant Health and Safety, Lynda Davidson - Unemployed Help Centre Community Partner Award, Enver Villamizar- Political Action, Leilani Longronio - Public Services, Bob Cruise - Human Rights, Marguerite Bastien- Public Education Advocacy, Brian Hogan WDLC President, Jason and Gina Parent, Mireille Coral - Social Justice, Rick Labonte - Environmental, Sue McKinnon - Women's, Natalie Popovic- Public Services.**

# Dino Chiodo

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decisions that are not in the interest of the worker. It is the ultimate in 'just being a number' as a worker.

The last item, I will touch on in this piece is that of the fairness to scheduling. Currently, under the law, an employer can tell you to come to work on whatever schedule they see fit but then cancel those shifts without cause or notice at any time right up until it starts.

Under the CWR, a primary focus has been to have scheduling legislation for part-time workers, although we agree that part time work is rampant in this country and we would rather see full-time jobs; we recognize that is not going to happen overnight. What we would like, and the Wynne government has issued a few details stating this to be the case, that a worker that is scheduled for a shift must be informed a minimum of 48 hours prior for it to be canceled. If the employer neglects to do this, then there is a 3-hour call-in pay that must be given to the worker. This is incredibly important to workers that are mistreated daily and expected to just 'do as they are told' and show up for shifts, disrupting their lives just to be told to go home or at the last minute not to come in.

All in all, the Changing Workplaces Review has been a real process for the Government to undertake, I look forward to the debates that will surely come around this issue and ultimately, seeing the recommendations implemented. A full report has not yet been made public so we only know of a few of the changes that have been announced, this too will be interesting to see what else comes of this review process.



**On April 28th the National Day of Mourning and recognizing injured workers and those who have been killed on the job, proud Local 444 members take a moment for a photo at the Workers Monument at Coventry Gardens in Windsor.**



**Unifor Local 444 Environment Committee participates annually by providing one of the more than 50 hands-on events that will help to educate over 3,900 students this year alone. This is the 14th year for the Essex Children's Waterfest educating more than 48,000 since inception for our community.**

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# Unfair Trade Deals = TRUMP



**By DAVE CASSIDY**  
*Unifor Local 444 Secretary Treasurer,  
 President of Windsor-Essex Skilled Trades  
 dcassidy@uni444.ca*

**W**hatcha going to do when they come for you ....Bad Boys ....

Emissions police (EPA) have been all over the auto manufacturers. We all remember when Volkswagen hit the headlines when a U.S. District Judge slapped Volkswagen with a \$14.7 BILLION DOLLAR settlement in the US.

Now – The Justice Department filed a civil suit recently accusing Fiat Chrysler of illegally using software to bypass emission controls in 104,000 2014-2016 diesels and labeled the software "defeat devices.".... in a sense tricking the system. Not good

Serg by all "public" accounts does not seemed phased by the accusations. Their lawyer said recently at a hearing in San Francisco, that regulators' concerns could be RESOLVED with new software without a need for any new hardware.

Serg and the boys are sticking to the line that the company does NOT concede that the 104,000 vehicles emitted excess emissions. He said, "there were very complicated regulations governing whether auxiliary emissions control devices should have been disclosed to regulators."

It will be decided in the courts ... we will have to see how this plays out.

## **GM .... Not to be outdone**

Just recently two plaintiffs have asked a judge to let them proceed with a class-action lawsuit against General Motors. They claim that 705,000 of the American carmaker's diesel Silverado and Sierra HD trucks are giving off nitrogen oxide (NOx) emissions in excess of what a consumer would expect and what the Environmental Protection Agency (EPA) legally allows.....The EPA is on the hunt!!

## **TRUMP and NAFTA**

The North American Free Trade

Agreement (NAFTA) is a treaty entered into by the United States, Canada, and Mexico; it went into effect on January 1, 1994.

### **In regards to Auto**

The trade deal allows auto parts to travel easily around North America, with some products crossing the Canadian, U.S. and Mexican borders multiple times before being assembled into a vehicle. That means any tweaks to NAFTA could slow production, increase costs and ultimately make vehicles more expensive for consumers.

### **Enter Trump**

Trump has threatened everything he could regarding NAFTA. He threatened to rip it up, and then he told Trudeau he would merely tweak it. Then he threatened again to kill it, and then backtracked again, because Trudeau and Mexican President Enrique Pena Nieto were such swell guys.

Then he told The Economist he would seek "massive changes." Trump, no surprise is all over the map!!

### **What Will he do?**

Keep in mind that almost nine million United States jobs depend on trade and investment with Canada. So there is massive pressure from U.S. businesses to not meddle too much with NAFTA. We all know the BIG THREE love the free trade. Those shareholders love the cheap Mexican labour and low Canadian dollar.

### **At the G7**

The Prime Minister and the President reaffirmed their commitment to

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## Dave Cassidy

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the deepest economic partnership in the world. Trade between our countries supports job creation on both sides of the border and the growth of the middle class, and in 2016 was valued at nearly \$882-billion.

### Rules of Origin NAFTA- KEY!

Rules of origin means how much goods can come in from countries outside NAFTA (China, India etc.)-- and yet get all the benefits of absolution from tariffs...- (pay no penalty). Under NAFTA, 62.5% of a car and its parts MUST be made in a country to qualify for tariff concessions.

Interesting- Under the Trans-Pacific Partnership, only 45% (Terrible) of the vehicle or vehicle content would have to be made in the country to qualify for the concessions. Over half of the car can come from China assembled in North America.

That's why we as a union and why I as your rep lobbied in Ottawa against the awful TPP

### What does Trump Want?

Trump wants that NAFTA 62.5% increased! That would force manufacturers to source EVEN MORE parts from whatever country their assembly plant is in....

This percentage is at the top of Trumps administration's priority list, and trade experts are predicting this could include ANY vehicle built in North America must contain a certain percentage of American content. No surprise the UAW is thrilled and are fuelling this drive.

### Not just Mexico

While Mr. Trump has singled out Mexico as a target he has so far taken a softer approach with Canada, saying it is a "much less severe situation than what's taken place on the southern border," and telling J.T. ( Our PM not Timberlake) late February that he will only be "tweaking" NAFTA's terms with Canada ..... hmmm. While the target

might be Mexico, if these rules are going to be part of NAFTA, that will be us too!

Folks, I will tell you when it's time to worry, we are not there yet.

### Our People

I just wanted to say I've been fortunate enough in the past little while to get into our facilities and/or been able to connect with our people on the floor. I am sure I do not say it enough, but it is a privilege to serve you, represent you, and fight for you! More and more

I know to be true that the more the people have a say in our union the better we will be. There is no unionism without democracy. Democracy and unionism MUST go hand and hand.

### Conclusion

Unfortunately, at the time of this writing my Tigers are 3rd place... 5 games out!! Grrr Hoping things get turned around by the next guardian issue. Folks enjoy the summer; if you need me I am here and always remember to Keep the Main Thing the Main Thing!

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# Challenging Times



By  
**JOHN D'AGNOLES**,  
President,  
Unifor Local 200

Over the past several years, we have experienced very challenging times in all of our units. I have seen first hand what it takes to represent all of our members at the highest level of the Local and as the newly elected President, I am prepared to take on that role with the intent of ensuring a stable future for all of our workplaces and growing our local within the community.

I have been fortunate to represent our Ford members through two rounds of bargaining, working closely with our National Presidents Ken Lewenza and Jerry Dias and the heads of Ford. In my Executive Board role I have been able to work with all of our units (Nemak, Leotec, Penske, Diageo and Goodwill) on the issues that affect them, while also observing all of the bargaining that has taken place.

Our recent successes through bargaining were extremely important in paving the way to future successes in our workplaces, and for our Local as a whole. Although our path is clear, it will take strong, dedicated and experienced leadership to ensure that those agreements are adhered to, and that we are prepared for the challenges that will most certainly face us in the future.

Local 200 has been an integral part of our community for over 75 years and we must continue to drive agendas and help support our community. I commit to continue our work within our community to both maintain and build the alliances and partnerships that count on us while supporting us in our endeavors.

In closing, I want to thank Chris Taylor for all he's done. His drive, leadership and dedication for Local 200 was like no other. It was an honour working side by side in bargaining, watching him work tirelessly to make sure we had a

successful contract. I want to thank his wife Janice and his children, Ryan and Stephanie, for giving Chris to us for his tenure as President. Chris was not only the President of Local 200, he was the Chair of Ford Council, the Chair of Auto Council and on the National Executive Board which kept him from his family weeks at a time.

Chris, I wish you all the best on your

new position at the National and I know your heart will always be with Local 200.

## TRADE

The only positive thing that has come out of this U.S. Election is the debate on trade, specifically NAFTA. It's amazing it took this long to figure out that the

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**Local Leadership and National Representatives from the Windsor, Chatham and Sarnia areas are being updated on current campaigns within Ontario from the Ontario Regional Council.**



**Another proud moment from members of Local 200 who continue to give back to the community year after year, knowing the importance and the good work that the United Way does.**



# John D'Agnolo

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NAFTA deal was unfair.

CAW founding leader Bob White recognized the negative impact the NAFTA Agreement would have on industries across the country. If you allow corporations to move to Mexico at a tenth of the all in costs we have in Canada with no barriers, they would move to Mexico and destroy our industry in both the U.S. and Canada.

Corporations were not done; they lobbied governments to have an organization that would make sure government policies couldn't supersede trade agreements, welcome the World Trade Organization. The WTO deemed the Auto Pact as an unfair trade policy and our government folded instead of challenging the WTO, resulting in the loss of hundreds of thousands of jobs.

Donald Trump is now challenging soft wood lumber. Trump claims that Canadian lumber is subsidized by the Federal and Provincial governments due to the majority of timber being owned by the government; additionally claiming that the prices to harvest the timber are set administratively, rather than in the competitive market place.

This has been dealt with many times throughout the years, yet it's back on the table with Trump superseding any rulings and immediately charging a 20% tax. The impact with a simple stroke of the pen will cost thousands of jobs. We have 500,000 jobs in the forestry industry with 300,000 spin-off jobs. What do we do about a President who doesn't care about rulings, laws and policies? Educate Canadians on the impact it will have on our communities.

As an auto worker, we recognize the impact of the stroke of a pen and have experienced first hand what it can do to an industry. We need to put pressure on our governments to make sure they have a plan in place to challenge Trump and his cronies. Our government sits on their hands far too often and we watch our jobs go to other countries.



## UNIFOR DAY

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**At a special event kicking off the upcoming 70 Year United Way celebration, Locals 200 and 240 were recognized for their ongoing support towards the community.**



**Seen are Unifor Local 200 Wildcats members joining in for the Heart and Stroke Foundation's Big Bike Ride which helps raises funds to improve the lives of every Canadian touched by heart disease or stroke.**



*By*  
**CHRIS TAYLOR**  
*Past President  
Unifor Local 200*

**I WANT TO START** by saying that it has been both an honour and a privilege to serve as the President of the Guardian Board. I cannot give enough thanks to the leaders of the various Locals that make up the Guardian Board; this is a dedicated and focused group of Unifor leaders that at every opportunity ensure that we are all doing our best on behalf of our members and the community as a whole.

Over my term as president we encountered some very challenging situations outside of our day to day issues in our workplaces and the ones that stick out most to me was the defeat of Tim Hudak in the last provincial election and just as important and certainly more gratifying was witnessing the entire Guardian Board come together to defeat the worst MP that this area has ever seen, that being Jeff Watson!

Over Jeff's tenure, he and I had many battles and I think we visited his constituency office more than our employers' offices! I will give Sister Tracey Ramsey the bulk of the credit in defeating Jeff. She worked tirelessly during that campaign to deliver a message that by the results showed that Jeff was nothing less than a Harper puppet.

I am extremely proud of the role that the Guardian Board played in that election. We had every Local out canvassing, demonstrating, staffing the telephones and what ever else was needed. Jeff could not match our determination or our will to ensure a voice for the constituents in the riding by helping to elect Tracey as the sitting MP in Essex.

Our communities need the support that the Guardian delivers in so many ways and I was fortunate to witness their willingness at each and every turn whether it was campaigns, charity sup-

port, or just hearing a plea for help for a food bank in need, the member locals and their members always delivered without fanfare knowing that our community needs us.

Lastly I want to thank my Local 200 for their support during my tenure as both President of Local 200 and the

Guardian Board.

I know that the Guardian Board will continue to represent our members and this community and I wish all of the Guardian Board all the best in the future.

In Solidarity,

Chris Taylor

**AS WE BEGIN** to move into the summer and transition from one season to another, Unifor Local 200 also has a transition taking place at the Hall. We welcome our new President, John D'Agnolo, and Vice President Tim Little. I look forward to taking care of the business of our local union members with John and Tim, and even though I know there are many challenges facing us in many of our workplaces in the times ahead, I am confident that the leadership in place will have no problem steering the vessel!

We have also completed all of our elections for In Plant Reps for all Units at Diageo, Nemak, Ford, Penske and Leotec. The elected Reps began their new three-year terms on Sunday May 7th. We have also added a new Unit, Goodwill Industries. After many months of long and difficult bargaining sessions we were able to put together an excellent first time collective agreement. Ratification Meetings have been set for Monday, June 5. Please help support GWI when you have items you no longer need and wish to donate. They can be brought to the main store on McDougal Road in Windsor, or



*By*  
**DAN CASSADY**  
*Secretary  
Treasurer  
Unifor Local 200*

dropped off at any of the attended donation centers across the city. All are represented by Unifor Local 200.

I would also be remiss if I did not thank Chris Taylor and Marc Renaud for their years of dedicated service at the Hall. Both of you gentlemen always put the interests of our members first. I know each of you have made many personal sacrifices throughout the years, but you both knew that was part of the responsibilities involved when you took on the job. It has truly been a pleasure and honour to work with you both, and I wish each of you well in your future endeavours.

On a final note, with the vacation season fast approaching, please make sure you take some time away from the job to do whatever it is you like to do, with whomever you like to do it with! What can be more important than that?



**Proud Local 200 members are seen before they board the bus to Africa to help those in need.**

# ***Fond Memories of Local 195***



By  
**GERRY FARNHAM**  
*President,  
Unifor Local 195*

## ***Greetings Brothers and Sisters:***

This will be my final report to the Guardian in my capacity as President of Unifor Local 195, as I had made a decision quite some time ago to retire and so it is both with excitement and trepidation that time has come. I will be retiring as of May 31 2017. I have worked as a Union Representative for 32 years now in various capacities as a U.A.W., C.A.W. and now a proud Unifor member.

Looking back over those years I must say there were a tremendous number of struggles and challenges that our Union has faced, however because of the support from many of our readers of the Guardian, we were extremely successful on many fronts. I cannot say we claimed complete victory at all times, but we always attempted to keep the members of our Local Union and their families in the forefront. Unfortunately, as you all know it is impossible to keep everyone completely happy and find re-

solve for every issue we were tasked to take on.

I want to take this opportunity to thank each and every one of you who supported me over those years. None of the successes I speak of could have been realized without the support of our National Union, all of our varied Unifor Locals across the country and the many affiliates who share the same goal as we do.

The old cliché that comes to mind as I put pen to paper here is that the first three letters in the word “Union” are of course U.N.I and as we all know those three letters alone represent the following “As its You and I” that can make the biggest difference in our lives and certainly in the lives of our members and their families for the next generations to come . Together we can absolutely achieve many great things that others may deem are impossible.

Some of our members have come to me asking if there were special mo-

ments that I can recall over these past 32 years. I always get a bit nervous when asked that question because if I were to name a few, I will undoubtedly forget many and in my opinion all of the events we have gone through are as important and significant as any other. I must say though that a couple events do stand out and bargaining through the period 2008 2009 certainly was a chapter in my life that I seriously will never forget.

We had many plant closures throughout those two troubled years in particular because of the economic and financial turmoil experienced here in Canada and throughout North America. With the downsizing taking place, many of our members would be laid-off. This always had an effect on me and really cannot put words in writing to explain exactly how I felt. Suffice to say that I knew in my heart that it was not only the fact that those members that were laid-off would be gravely affected as would their families as well. I have to say, that was probably the most difficult time period that I recall going through as the President of our Local Union, I can’t thank those people enough who encouraged me and supported me through that extremely difficult period. Thank you!

Some labour disputes that stick out to me throughout my tenure were: Aradco/Aradco, Vets Cab over 100-day dispute, and recently Jamieson Laboratories and Flex-N-Gate Lakeshore. All of these disputes were fortunately successful however at the time of going through them they were all equally challenging in their own right.



***Seen at the recent 2017 WDLG Gary L. Parent Labour Activist Awards, are 195 Members Mike Gee, Newly Elected President John Toth, Recipient for Human Rights Bob Cruise, Gerry Farnham and Bob Maurice.***

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## Gerry Farnham Report ... cont'd

Our Local Union has a history that we will defend our members at all times and I firmly believe the newly elected Executive Board will do exactly that.

I want to congratulate these individuals who will now carry the torch and put their own marks on the Local's history. Congratulations are in order to John Toth - President Unifor Local 195, Don White - Secretary Treasurer, Christine Maclin - 1st Vice-president, Tammy Pomerleau - 2nd Vice-president, Mario Mocerri - 3rd Vice-president, Scott Minizek - Recording Secretary, Frank Pineda - Guide, Trustees - Tammy Smith, Bob Maurice and Sarkis Gaspar, Vaughn Harris - Sergeant at Arms, Kevin McMaster - Education, Emile Nabbout - Political Education, Nicole Simpson - Women's Committee and Kirk St. Pierre - Skilled Trades.

All of the above mentioned Sisters and Brothers will carry on the duties of our Local Union and I want to ensure our membership that I firmly believe the Local is in very good hands with John leading the way!

Although I have officially retired as the President of Unifor Local 195, I am not the type of guy who just sits around. I was honored to be asked if I would consider working at the Brentwood Treatment and Recovery Home as a Counselor and I have graciously accepted this position. Many of our members have known that I have been in recovery for over 25 years, as I have not kept that secret. My thought was by not keeping this a secret I could help in some small way of breaking the stigma attached to it. By doing this, many of our own members both at the Local level and affiliates in this area, have periodically knocked on my door seeking advice and assistance as they too were going

through some difficult times, but felt comfortable enough to reach out to me and for that I have always felt blessed. This new employment opportunity that has been afforded to me by Brentwood will enable me to continue to assist many of our members, their families, all the while keeping me close and tied to our Union.

I cannot close this report without also thanking our Support Staff for their years of dedication, expertise and support as well as my immediate family. As you already know there is no doubt that our families sacrifice a lot for us and truly are the ones who enable us to carry on these jobs which at times take away from them for extended periods of time.

So, again, a sincere thankyou goes out to my dear wife Denise, my son Joe and my daughters Amanda, Paige and Faith as well as all of my extended family members.

Love You All!

• • •

Below is a list of recent newly ratified Collective Agreements since our last Guardian Report:

- **Butcher Engineering**

Our members ratified a new 3-year agreement on Friday, February 3, 2017. Highlights include: numerous language improvements, a new defined contributory plan was negoti-

ated where new hires will contribute 1% of earnings and the Company will contribute 4% of the earnings on all hours worked. All members currently in the defined pension plan will continue to be in that particular plan. Vision Care was increased, Christmas bonus for the years of 2018 and 2019 of \$125.00. Wage increases of .20 cents in each year and a \$250.00 signing bonus upon ratification. Congratulations to this Bargaining committee which consisted of Gwen MacFarlane, Chairperson, Sandra Beneteau, Recording Secretary, Richard Labrecque, Committeeperson, John Toth, 1st Vice President Unifor 195 and Mike Renaud, Staff Rep

- **Precision Group Plant 1**

Our members ratified a new 3-year agreement on Sunday February 12, 2017. Highlights of this agreement are as follows: language improvements, job security language, shift premium increase of .5 cents, increases in safety glasses, safety boots, prescription eye wear and eye exam coverage. Three new PPH days over the life of the agreement. \$500.00 Christmas bonus in each year, 2 new classifications were added with both receiving an additional .25 cents per hour increase. Wage increases of \$1.50 per hour in year one, .25 cents

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**On the National Day of Mourning President John Toth and others take a moment to lay a carnation at the workers monument in memory and to recognize Injured Workers and those who have been killed on Job.**

## Gerry Farnham Report ... cont'd

in year two and an additional .25 cents in year three, taking these wages from \$15.00 per hour to \$17.00 per hour over the life of this agreement. As well, a \$650.00 signing bonus to all employees. Congratulations to the Bargaining Committee of Kevin Shearon, Chairperson, Darryl Killo-ran, Recording Secretary, Gerry Farnham, President Unifor Local 195 and Mike Lovric, Unifor Nat'l Staff.

### • E.R. St. Denis

Our members ratified a new 3-year agreement on Saturday, March 4th. Highlights of this agreement had language improvements, O/T rates and conditions were put in place to cover off hours that were currently not being paid on. Increases to their travelling agreement on service hours per diem. Increases to their safety glasses, a new rate for new hires. Life insurance increase, increases on their pension payable hours, as well as a lump sum payment of \$1250.00 to all employees which could be taken in whole or as preferred to an RRSP, wage increases are, 0.65 cents in year 1, 0.55 cents in year 2 and 0.45 cents in year 3, C.O.L.A. will stay frozen at \$1.47, and a signing bonus of \$2400.00 to all employees which can also be put into an RRSP or taken in whole or part of. Congratulations to the bargaining Committee: Chris Theriault, Chairperson, Abe Shroeder, Vice Chairperson, Gerry Farnham, President Unifor 195, Tony Ciampa, Secretary Treasurer Unifor 195, John Toth, 1st Vice President Unifor 195 and Theresa Farao, National Representative Uni-

### • Lakeside Plastics

Our members at ratified a new 3 year agreement on Sunday April 9, 2017 with over 200 members in attendance.

The Highlights of this agreement are as follows: Numerous language improvements across the board. Chairperson will now receive the top production wage rate, a new union office will be established, New-Women's advocate with \$3500.00 used for training the successful person. Call back rights for all seniority employees will now be 3 years. Preferential hiring within the employee's family members, 10 Emergency leave days, Uniform coverages in place. Increases to Safety Glasses and Safety shoe allowances. Increases in Health and Welfare benefits, prescription glasses and eye exam. This will now also be included for the 1st time to retirees, whom have 20 years of service and 60 years of age and their dependents, increases also to their dental in the area of crowns, bridges, dentures and orthodontics.

Numerous improvements in language and wages etc. for Skilled Trades. Increase to the Representation Fund, PEL increases, increase in their bereavement leave for immediate family members to 5. Shift premium increases in years two and three, percent increases to those members with 15 years of service and more starting in year three, 3 floating holidays at Christmas in year one, 4 floating holidays at Christmas in year

two and 5 floating holidays at Christmas in year three. As well, an additional PPH Day starting in year two, wage increases of 0.50 cents on April 11th, 2017, and an additional 0.35 cents in October of 2017, for a total of 0.85 cents in year one of this agreement, 0.50 cents in year two and 0.50 cents in year three.

This will take their wages in year three of this agreement to a minimum of \$20.00 per hour for their largest classification of Production Associate and higher depending on wages in all other classifications with the adjusted increases accordingly on the high end which is skilled at this facility will be \$35.92 per hour. The total of the \$1.85 increase represents a 10% increase to our members.

Finally there was also a \$1000.00 signing bonus to all unionized employees. Congratulation to the bargaining committee of: Sara Reynolds, Chairperson, Pamela Roy, Committeeperson, Scott Fletcher, Committeeperson, Kirk St.Pierre, Skilled Trade Committeeperson, Gerry Farnham, President Unifor Local 195 and Mike Renaud, National Staff Representative for Unifor.

### • Central Stampings

Our members ratified a new 4 year agreement on Sunday April 30th,  
... cont'd on next page



**Seen are proud members from Local 195 recognizing and paying respect on the National Day of Mourning at Coventry Gardens in Pillette Village.**

## Gerry Farnham Report ... cont'd

2017. Highlights of this agreement are numerous: language improvements, increases in prep time, plant wide seniority versus classification seniority is now in place, increases in their health and welfare benefits as well in their social security in the areas of dental, vision care, life insurance and physiotherapy, S&A increases, vacation increases for those with 6 years of service and above, RRSP increases, wage increases of .35 in each year of the 4 year agreement equaling a \$1.40 over the life of this agreement taking wages in most classification to \$21.90 and in skilled classifications to \$30.50. Congratulations to the bargaining committee which consisted of Ernie Austin, Chairperson, Jason Wark, Committeeperson, Shane Austin, Committeeperson, Mike Beckett, Committeeperson, John Toth, 1st Vice President, and Mina Sarajcic, National Staff Representative.

### • Precision Group 2

On Sunday May 7, 2017 we finally received and welcomed those workers at Precision Group Plant 2 as they endorsed their first newly negotiated Collective Agreement which was ratified by this membership by 100% margin! These workers were working at this facility through a temporary agency and only earning \$12.00 per hour with no benefits or other time off the job other than stat as per the ESA. We negotiated this package that we believe substantially assists these members in order to have some dignity and respect from the employer to these members. Obviously numerous language was put in, in all areas most CBA have with respect to Purpose, Recognition, Management Rights, Union Security, Checkoff, Representa-

tation, Grievance Procedure, Arbitration and the list goes on and on! This new agreement puts in place immediately such things as layoff and recall, LOA, Bereavement Leave, Incarceration Leave, Jury Duty, and this list also goes on and on. Contracting out language, shift premium, O/T now, call back on O/T now, holidays, plus employees birthday off paid, as well as 2 PPH days in each year, vacation percentage above the ESA, numerous language in H & S, safety glasses now covered up to \$150.00, safety shoes to \$130.00, Health and Welfare benefits, dental, prescriptions, travel insurance, as well as extended health, hearing aids, diabetic supplies, x-rays and diagnostic imaging covered, in home private duty nursing care to \$10,000 annually, emergency transportation, orthodontics \$300 per year, chiro, podiatrist, physiologist, speech therapy, natural path, physical therapy, hospital coverage for ward, prescription eye wear to \$250, life insurance of \$25,000, AD&D/S&A package, LTD, RRSP to 3% after 5 years will go to 5%, Christmas bonus of \$500 in each year for those employees with 2 or more years of service and \$250 in each year for those less than 2 years. Finally, a signing bonus of \$300 to all employees. Congratulations to the bargaining team which consisted of John Toth, 1st Vice President, Gerry Farnham, President and Mike Lovric, National Staff Representative.

### • PM Plastics

Our members at PM Plastics ratified a new 3 year agreement this afternoon. Highlights of the agreement are: numerous language improvements, including from now on part time and students will not be used to circumvent any O/T opportunities. 10 ESA days with bereavement not included in these days. Shift premium increases and will be paid on all O/T hours. Safety boot increase, Vision and eye exam increases. LTD to 65 years of age. In the event of a layoff



## Workplaces we represent throughout Windsor - Essex County.

ADM Agri Industries  
AG Simpson  
Accucaps  
Amherstburg Chevrolet  
Brinks  
Butcher Engineering  
Campus Police - U Of W  
Canadian Engineering  
Central Stampings  
Chrysler Security  
Colonial Tool  
Comfort Inn & Suites  
Comfort Suites  
D&C Tunnel  
E.R. St. Denis  
Emrick Plastics  
First Student  
Flex-N-Gate  
Gates  
Jamieson Laboratories  
JD Norman  
Kautex Textron  
Lakeside Plastics  
Lanex Mfg.  
Morrice Transportation  
Motor City Chrysler #1  
Motor City Chrysler #2  
Nickleson Machine  
Papp Plastics  
Performance Ford  
Pm Plastics  
Precision Group  
Provincial Chrysler  
Riverside Inn  
Romeo Machine  
Shurlok Products  
Syncreon Canada  
Team Industrial  
Team Industrial GS  
Tilbury Concrete  
Titan Tool  
Veltri Howard  
Veltri Lakeshore  
Ventra Plastics  
Vets Cab  
Viking Pump  
Waterfront Hotel



## Gerry Farnham Report ... cont'd

those employees with 5 or more years of seniority will be entitled to 7 months of benefits plus the month of layoff. If an individual is off sick at the time of layoff they will be covered for 52 weeks of benefits. Three additional holidays during the Christmas break in order to achieve a complete Christmas shutdown. Pension increase to the CWIPP. Wage increases of 0.50 upon ratification, 0.25 on January 1, 2018, .050 in May of 2018, 0.25 in November of 2018 and 0.50 in May of 2019, as well as a special 0.25 increase to numerous classifications other than the operator, taking these wages for an operator to \$17.50 per hour at the end of this agreement, to \$20.00 an hour in other classifications and on the high end to \$29.75. And finally a \$500 signing bonus to all employees. Congratulations to this bargaining committee of Steve Banfill, Chairperson, Mark Charboneau, Committeeperson, Linda Gravel, Committeeperson, Gerry Farnham, President Unifor Local 195 and Mike Renaud, National Staff Representative Unifor.

### • Jamison Laboratories

Our members after a brief strike that caught the employer off guard sent a clear message that we were prepared to settle in for a long dispute, as a result of the solidarity and the good work from our membership, Local Union and National Unions support. On Tuesday February 28th, our members at Jamieson Laboratories ratified a new 3-year agreement with the possibility of a 4th year providing they land a new contract for their GNC work in June by a 79% margin.

The Highlights of this agreement are: Numerous language improvements specifically under their TPT

language, as in the past the Company had the right to flood this facility with agency workers. With this new agreement this will come to a halt immediately, limiting the amount of TPT workers to being allowed to work only certain hours at peak times such as during vacation times in the summer and 3 weeks in December where our members prefer that time off. Increases in protective clothing and equipment, increase in union time for the Chairperson, increase in Vacation pay, and additional time off. Increase in Health and Welfare benefits, increase to their plant fund contribution, a new classification of workers called CTE (Crossed Trained Employees), Wage increases of \$0.50 in each year of this agreement for the 3 year agreement, and an additional \$0.50 in the 4th year as well should the employer land the new contract with GNC.

A letter was also established that should this new contract take place the work will stay here in Windsor. Finally a \$1000.00 signing bonus was also negotiated, Congratulations to the bargaining committee which consisted of: Joseph Mikhael-Chair, Dana Kvaska-Committee, Jeffrey Semande-Committee, Gerry Farnham-President Unifor 195, and Mina Sarajcic-national Representative Unifor.

### • Flex-N-Gate Lakeshore

After a brief labour dispute where strike action was necessary, our mem-

bers ratified a new three-year agreement. Highlights of this agreement are: Numerous language improvements, Overtime-all shifts scheduled to work on a Saturday that should fall on a long weekend shall be paid at the rate of double time, Skilled trade increases in tool allowances, benefit increases, vacation increases in percentages, pension increases, as well as early retirement incentives, wage increases of 0.50 in year 1, 0.40 in year 2 and 0.30 in year 3 to the production classifications taking their wages to \$22.00 an hour on the low end by the end of this agreement and \$25.63 for the production operators, Rework, Spray Painter, Janitor or general helpers, Weld destruct classifications, other non skilled classifications will fluctuate between \$26.13 an hour, to \$28.03 an hour depending on classification, Skilled Trades will go as high as \$32.73 by the end of this agreement. A \$1500.00 signing bonus for each seniority employee and finally a commitment letter was established.

Congratulations to the Bargaining Committee which consisted of: Don White - Chair, Steve Petrie -Vice Chair, Luc Belanger - Committee, Ray Nantais - Committee, Earl Lajoie-Committee, John Toth - 1st Vice President Unifor Local 195, Gerry Farnham- President Unifor Local 195 and Mike Lovric- National Representative Unifor.



**Local 195 members of Jamieson Laboratories hit the picket line and ratified their new 3-year agreement**

# ***A Time of Change and Transitions***



By  
**TONY  
CIAMPA**  
Secretary Treasurer  
Unifor Local 195

**B**y the time you read this article, I will have concluded my term as Secretary-Treasurer for Unifor Local 195. This represents a time of endings but also of new beginnings. I look forward to the opportunities that lie ahead and to contribute in other ways to enhancing the quality of life of people in our community.

I would like to extend my sincere thanks to the membership of Local 195 for providing me with the opportunity to serve them as a member of the Executive Board as Union in Politics Chair, Trustee and last Secretary-Treasurer for over 15 continuous years. It was an honour and a privilege to work side by side with so many of you in my role as Secretary-Treasurer to resolve workplace issues, bargain collective agreements and support you on the picket line.

Our work within the Local would not be possible without the support of the National Staff. I would like to thank all of the staff who guided and supported me over the years and who played a key role in bargaining fair collective agreements for our members, resolving grievances and representing the best interest of our members at arbitrations and other workplace conflict resolution processes.

Our secretarial staff are instrumental in helping us provide the best service possible to our members. Tim, Karla and Shelley, your behind the scene work has not gone unnoticed. Thank you for your dedication and outstanding contributions.

Last but not least, I would like to thank our partners at the 3400 Somme Labour building, Unifor Locals 2458, 240, 2027 and 1973 and all the members of the Windsor District Labour Council. Your collective actions have improved the quality of life of so many people in our community.

This is also a time of imminent change for many workplaces across Ontario. On May 23, 2017, the Ontario Government's Special Advisors released their final report in the Changing Workplaces Review which outline 173 recommendations for changes to the Employment Standards Act (ESA) and the Labour Relations Act (LRA). The labour community played an active role in the consultations that took place across the province. These recom-

mendations are now being reviewed by the government and in the coming months the Labour Minister will propose legislation to enact some or all of the recommendations. Collectively, the labour movement can ensure that the changes create better workplaces and more decent working conditions for all Ontario workers. Go to the following site to learn more about the Changing Workplaces Review Report:

<https://www.labour.gov.on.ca/english/about/workplace/>

June 2017 represents the beginning of a new chapter for Unifor Local 195. I wish the new leadership all the best as they implement their platform of change.

Looking forward to new beginnings.



***Seen are Unifor Local 195 members joining in for the Heart and Stroke Foundation's Big Bike Ride which helps raise funds to improve the lives of every Canadian touched by heart disease or stroke.***



# Health Care Accord?



By  
**BRUCE  
DICKIE**  
President  
Unifor Local 2458

A few months ago, the federal government backed away from another Trudeau campaign promise.

During the federal election campaign Trudeau pledged to negotiate a new Health Care Accord with the provinces. As you may recall Stephen Harper refused to negotiate a renewal of the health care accord with the provinces that had expired in 2014.

The expired accord was a 10 year agreement reached in 2004. When the Harper government refused to negotiate a new accord, Trudeau spoke of the need for the provinces to have long term stability in funding from the federal government to plan for and secure the future of our health care system.

Once in office though the Trudeau government reneged on that commitment and demanded instead that each of the provinces negotiate shorter term bilateral agreements with the feds. In December of 2016, the provinces and territories rejected that as inadequate and would not meet the

health care needs of an aging Canadian population.

The Trudeau government walked away from the table and several provinces, including Ontario have since signed bilateral agreements with the feds.

With these bilateral agreements in place any hope that we can improve and protect equal health care access for Canadians is all but gone.

Frankly it is no great surprise that the Wynne government caved on this issue but it is disheartening to see the federal Liberals of Justin Trudeau walking away from serious commitments on this most important issue.

For many years health care costs were shared equally between the federal government and the provinces. In the 1980s, Brian Mulroney with his Reaganomic trickle down approach came in with large tax cuts for the wealthy and paid for them largely with reduced transfer payments to the provinces. The federal share of health care spending soon dropped into the mid teens.

Paul Martin as finance minister was of a similar mind early on but saw the damage it was causing and as prime minister reversed the trend. By the end of the 2014 health care accord the federal share was up to about 25%. The Trudeau approach will see the federal funding percentage once again decline to unacceptable levels.

The recent Ontario budget proposes increases to health care spending by 3%. However, we have not seen the full details yet. It is projected that the funding need will grow by 5.2% in order to maintain current levels. That projection is in line with estimates from the Conference Board of Canada, the Financial Accountability Office of Ontario and the federal Parliamentary Budget Office.

The hard reality is that the Trudeau government's approach to Health Care funding will not meet the care needs of Canadians. There will be service cuts and/or increased privatization, and that will mean more out of pocket expenses for our citizens to meet basic health care needs.

We have to continue to work with our partners in Provincial Health Care Coalitions, the Canadian Health Care Coalition and other Union's and social partners to keep this issue front and center for politicians at all levels of government at every opportunity.

I think our primary and immediate focus should be on pressing the federal government to return to a long term Health Care Accord with all Provinces and Territories in the country. That is fundamental to the future sustainability of our public health care system.



**Taking a moment for a photo-op at the Bob Probert media kickoff supporting cardiac and wellness programs at Hotel Dieu Grace, in which Locals 444 and 2458 are the major sponsors; from left, John Cadarian, Dino Chiodo, Dave Cassidy, Bruce Dickie and John Bacon.**

# Personal Support Workers' Day



By  
**TULLIO DIPONTI**  
Secretary Treasurer  
Unifor Local 2458

**M**ay 19th marked “**Personal Support Workers Day**” across Ontario. This was an opportunity to recognize the work of the amazing women and men who go above and beyond in caring for seniors and others who are not able to care for themselves. Their work in the long-term care sector is incredibly challenging. We know that they have approximately six minutes to provide basic care for a resident from the time they wake them, to ensuring they arrive in the dining room, prepared for breakfast.

Think about this. Six minutes to assist a resident with basic care. What would your priorities be? What are the necessary tasks and which things will you spend less time on, or skip altogether? These are the decisions PSW’s make every day. It’s more than a job; it is truly a labour of love and I know that you all join me in thanking them for their dedication.

We also recognized the contribution of nurses during **Nursing Week**, May 8 to 14. This year it was a challenge to celebrate for registered practical nurses, after their competency came under attack by the Registered Nurses Association of Ontario (RNAO). RNAO called for the elimination of RPNs from most acute care hospitals in the province.

A recent letter to Ontario Local Union Presidents from Ontario Director Noreen Rizvi said the following:

“Unifor represents approximately 3,000 of the 18,000 RPNs who work in Ontario hospitals. The staff mix is based on the needs of patients, and the RPNs are part of an entire team of caregivers and support staff, all of whom are critical to the system operating in an efficient and sustainable manner.

“RPN curriculum, training and skill set have increased significantly to keep pace with the needs relevant to our entire health care system. Both classifications of nurses are regulated and can practice

autonomously, and all nurses are trained specifically to recognize when something is beyond their scope of practice, much in the same way a nurse practitioner would know when she or he needs to refer a patient to a doctor.”

Unifor has worked closely with the Registered Practical Nurses Association of Ontario (RPNAO) and we are asking members to support our RPN’s by using the link below to send a message of support to the Minister of Health and Long-Term Care.

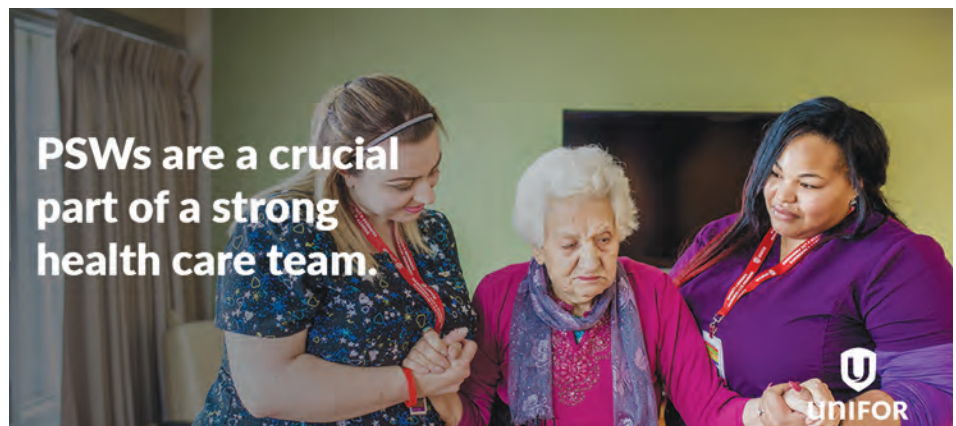
We recognize and appreciate that health care is delivered by an entire team of nurses, caregivers and support staff who all contribute to our health care system, and we thank them for their work.

On a final note, it’s important that we all take the time to demand national

pharmacare coverage in Canada. Recently the Ontario NDP added a limited pharmacare plan to their platform and the Ontario Liberal Government committed to pharmacare for everyone in Ontario under the age of 25, beginning in January of 2018. While neither of these are perfect solutions, it does underscore the momentum that we have on this issue.

Please take a moment to sign the petition developed by our partners at the Canadian Health Coalition and share on with your friends on social media.

<http://www.unifor.org/en/whats-new/news/canadian-health-coalition-petition-national-pharmacare>



*Seen at the Ontario Regional Council leadership meeting held in Windsor are Executive Board members to ORC are Sec.-Treas. Tullio Diponti, Chairperson Dino Chiodo, Director Noreen Rizvi along with Regional Director Jack Robinson.*

# SWORC REPORT



By  
**SCOTT  
RICHARDSON**  
Chairperson

E-mail: [scott.richardson@fcagroup.com](mailto:scott.richardson@fcagroup.com)

## RECREATIONAL ACTIVITIES FROM UNIFOR

The SWORC Council meets monthly to discuss the recreational activities for our respective Locals and Unifor sponsored tournaments. We encourage all Unifor members and their families to get involved and take advantage of these and other events we co-ordinate throughout the year. There is no other union that gives back to its members in terms of entertainment and recreational events. Visit our website for more information [www.uniforsworc.ca](http://www.uniforsworc.ca) or join our group “UNIFOR SWORC” on Facebook.

## REGIONAL 10-PIN BOWLING

In January, the Annual SWORC Regional 10-Pin Bowling Tournament went very well with 27 teams participating. There was a lot of positive feedback from the bowlers thanking us for continuing to host this event. Thanks to the team of volunteers from Unifor Locals across the region for helping run this event.

*Here are the results with handicap:*

<b>Men's Team</b>	<b>Score</b>
Mike Doidge, Loc. 200	3405
Marc Mayea, Loc. 1973	3373
<b>Men's Singles</b>	<b>Score</b>
Joel Desjardins, Loc. 444	760
Chris Lanoue, Loc. 444	757
<b>Women's Team</b>	<b>Score</b>
Theresa Laliberty, Loc. 444	3143
Linda Fleury, Loc. 1941	3096
<b>Women's Singles</b>	<b>Score</b>
Waneita Atkinson, Loc. 444	686
Carole Pernicairo, Loc. 444	672

## MOONLIGHT BOWLING

This was a very popular outing for couples on the night of February 25th with a total of 65 couples participating. The winning couple was Lisa Pearson of Local 444 & Carmine Perrone of Local 341-O. Second place went to Rene Ladouceur of Local 1941 & Frank Butera of. Thanks to Darby McCloskey and the SWORC committee in making this tournament a yearly success. If you ever wanted to have a great night out with your partner, this is the tournament you want to be in.

## JACK BATTERSBY MEMORIAL CRIB & EUCHRE

On March 5th, we had our annual Crib & Euchre tournament. 22 players competed for points and lone hands as well as 16 teams for the cribbage title at the R.C.L branch 143 and a fun time was had by all. Congratulations to Karon Brennenstuhl (Local 14989) and Rolly Beaulieu (Local 444) for winning the cribbage tournament and to Jeff Lefaive (Local 444) and Andrew Hewitt (Local 2458) for coming in first and second place respectively in the Euchre tournament. Congratulations to all that came out to play and thanks to Leo Labbee, Roger Dzugan, Darby McCloskey, Duke Sawchuk and Mike Sankoff for volunteering to help organizing this event.

## RETIREE EUCHRE

Also in March, our retirees got together for a social and competed in their Annual “Bill Percy” Euchre



## Upcoming Events

- **BOB PROBERT MEMORIAL RIDE**  
Sunday, June 25, 2017  
In Support of Angioplasty at Hotel Dieu Grace Hospital  
For More info, Visit [www.probertride.com](http://www.probertride.com)
- **UNIFOR NATIONAL GOLF TOURNAMENT**  
Saturday, August 19, 2017  
Deer Creek Golf Course  
Ajax, ON  
Deadline July 31, 2017  
*Check our Website at [www.uniforsworc.ca](http://www.uniforsworc.ca) and/or “UNIFOR SWORC” on Facebook for applications, future tournaments and Past Tournament Results*

Tournament. The only prerequisite is that you have to be a retiree. Over 40 retirees got together for a fun filled day of cards and food. Thanks to Jim Closs and Linda Closs and the volunteers in making this a huge success.

*The Annual UNIFOR Regional Golf Tournament was held Sunday, May 28, 2017 at Roseland Golf and everyone had a fantastic day. Special thanks to volunteers of the SWORC Committee (Leo Labbee, Tony Sisti, Courtney Ryan, Duke Sawchuk, Kristin Adams and Doug Benekritis) for their time. Congratulations to Karon Brennenstuhl, winner of Women's Division and to Jamie Hamelin, winning Men's A Flight Division. For full results, please visit the SWORC website at [www.uniforsworc.ca](http://www.uniforsworc.ca)*

# Farewell and . . . What a Great Local!



By  
**JIM  
ANGUS**  
President,  
Unifor Local 240

**L**ocal 240 has just about emerged from our very busy bargaining season, with Collective Agreements just being reached with Hudson's Bay and in February with Canadian Salt. The remaining workplace still on the board to be completed is the Windsor Star. Here's a bit of a rundown:

## **K + S Canadian Salt**

Congratulations to Sister Mary Beth Nantais for leading off a solid month of meetings with an always very tough employer. Mary Beth ensured that a wide variety of issues were resolved on behalf of her Office Unit and also participated with committees from Ojibway Mine and the Fine Salt Plant to resist concessionary demands challenging seniority rights, job security and post-retirement healthcare benefits while achieving wage and health and welfare increases as well as pension improvements.

Mary Beth's unit voted 90% in favour of office improvements specifically that will include three new hires and enhanced cross-training opportunities to alleviate workloads while protecting bid jobs and seniority, additional improvements and flexibility for our members in overtime scheduling of lieu days, classifications and job posting.

Thanks to Bill Wark, Local 1959 President, for leading the negotiations as well as the Mine and Plant Committees who stood with our 240 members shoulder to shoulder in solidarity through long hours and much debate to deliver a terrific 3-year agreement.

Thanks also to now retired National Representative Colette Hooson and our former President Theresa Farao,

who followed, for great advice and guidance.

## **HBC (Hudson's Bay Co.)**

The recently ratified 3-year agreement (May 16th) was endorsed by members at 96% and is a direct result of the tenacious, persistent and very intelligent efforts of Sisters Rita Knowles and Nenzi Denomey, along with excellent National Representative Mina Sarajcic. Bargaining started in January and then continued through 3 separate weeks in the GTA with committees from Kitchener and Sherway Gardens stores.

Bargaining gains in the current retail environment are difficult. Where "bricks and mortar" stores are increasingly being challenged by digital offerings that consumers are acquiring an affinity for, employers are now more tight-fisted than ever economically and demanding flexibility that makes precarious work even more difficult.

Employers are also loath to reward full-time employees for their service and experience. Through all this, our two solid bargainers held their ground

on improvements in wages, greater flexibility in hours of work and scheduling, hours security for part-time workers and many language improvements while working toward building solidarity with the other location's committees, (believe me, not always an easy task). They stuck to their goals and managed to lead the way to an Agreement that will get some attention from other retail members throughout our Union and beyond.

Congratulations to Rita, Nenzi and the committees of the Kitchener and Sherway stores from Unifor Local 240. Thanks also to Bill Gibson, National Representative for his leadership at the table.

## **The Windsor Star**

Meetings are scheduled with the employer for the week of June 26th for 3 days to try and move the needle in this difficult round of negotiations, which have been complicated by threats of layoffs (since mitigated), the tenuous financial condition of the Wall Street controlled parent corporation, declining revenues and the

*... cont'd on next page*



**Seen are Local 240 members Jim Angus and Julie Kotsis during the recent recognition of the National Day of Mourning.**

# Jim Angus

... cont'd

changing traditional media business.

The Star Committee is led by Julie Kotsis, also Chairperson of the Joint Council of Unions composed of our 240 members at 300 Ouellette and Unifor 517G and CWA 30553 representatives based at the manufacturing facility off Central at E. C. Row. The Windsor Star is organized front to back by these Unions, a very unusual situation in the sector, mirrored by very few properties.

Good Luck to Julie, a very experienced leader and bargainer, her dedicated committee and the solid committees of the other two Unions in The Council. Stay tuned on this one.

Our next Unit in the queue for Bargaining will be our Plant Protection Group at Ford Windsor Engine who are scheduled to begin their meetings, along with counterparts in the same roles from Oakville Assembly, in October. More to follow as things develop there as well.

## Bye For Now

This is the part of the report that I was concerned about writing. After a lot of thinking and looking at scenarios for my life and the future of this Local Union, I have decided to retire. I look forward with interest from a different perspective naturally to see the progress of my Local Union and the great National Union we are privileged to be a part of.

I have had a truly wondrous experience and it came down in the main to the people who I was fortunate enough to cross paths with. My patient mentors: Dave Hall, Len Campbell, Colette Hooson, Theresa Farao and Ian Craigmyle and that just covers Local 240. I guess in the interest of brevity, never a strong suit of mine, I'll confine it to my beloved Local Union.

To continue, I can't forget Julie Kotsis, my patient alternate and most trusted confidant, our wonderful com-

mittees including Claudio D'Andrea, Maureen Dinchik, Rosemary Glass, Mike Beaudet and so many others. We saw the very good days of our industry, when newspapers were huge money makers thanks to our Advertising, Reader Sales and Business Office. It's our hard working members of Local 240 in the newsroom who continue to be leaders in news gathering, uncovering stories, whether popular or not (even in our own Union).

We fought as trade unionists, we won many battles, always bleeding printing ink along the way, buoyed by our Solidarity in Windsor Essex from the truly sterling local leadership of so many sisters and brothers. We were not always popular, sometimes feeling on the outside looking in, because of the nature of the newspaper industry, but we knew when "push came to shove" we were always part of the family. Those same leaders were always polite or was it tolerant enough to listen at least before we were told that it was a case of agreeing to disagree and we all knew it was time to move on.

The formation of Unifor changed that to some degree, but it will always be a source of lively discussion. Thank you also to our Joint Council partners who also remain solid with us even in tough times like these

The union has allowed me to see some of Canada's great cities as a delegate to various councils, experience the one of a kind Family Education Centre as a participant and for the last few years as a Discussion Leader. What a fortunate and rewarding experience. I hope that I always lived up to the confidence our Education Department showed in me and the responsibility that came with it.

As a 2nd and 1st Vice-President and most recently a President, I always felt the support of our committees in the 16 workplaces we represent, I hope I lived up to the legacies I was so fortunate to follow. After all that, it's time for a change, a renewal and to make space for a wonderful team led by Jodi Nesbitt, Julie Kotsis, Paula Bastien Stedman and Stacey Ferguson. Four

dedicated Sisters who I know will accept the responsibility and thrive doing it and enjoy the same support that every member always found for me.

Will I miss it...who wouldn't? I plan to watch and be a supportive observer, not an armchair quarterback. In fact right now, I'm more worried about the state of my corporate employer who collectively owns hundreds of titles in communities across this country but, who couldn't (it seems) care less about the democratic role of a strong, free press and is more concerned about servicing the debt they have accumulated and paying retention bonuses to a senior management team led by Paul Godfrey who may well turn out to be the architect of the biggest collapse of voices in Canada's history. I won't ever stop being a supporter of traditional media. I appeal to all of you to look beyond the aggregators like Google and Facebook who like carpet-baggers pull so much money out of Canada with no commitment to our great country.

Vinyl Records are making a comeback, young people want turntables to play them on, they are pure sound with all the pops and background noise to deliver an experience. Deliver a similar experience for your households, bring the news into your home in the form of a local newspaper, even a digital one. It will help save an industry and maybe a few pensions, including mine. You'll have my sincere gratitude for at least giving it some serious thought. Our democracy will be the better for it too and that's the real reason to jump on board.

Remember to think Union when you buy: The Windsor Star, CAA, Hudson's Bay, Beach Grove, (site of our 75th Anniversary Celebration coming in October, you'll be hearing more about) Green Shield, Ford - all are work homes to our hardworking 240 members.

So it's Bye for Now and Thanks a Million dear Brothers and Sisters, every one of you. Retirees and Actives, including family members, Thanks Dawn.

# Greetings Sisters and Brothers!



By  
**JODI  
NESBITT**  
Newly Elected  
President,  
Unifor Local 240

I am honoured and privileged to be acclaimed as President of Local 240. I am grateful for the leadership of our past President, **Theresa Farao**, as she has mentored me in preparation for this responsibility. I will continue to strive to represent our membership and uphold the values of our union.

I also want to wish **Jim Angus**, interim President of Local 240 a well-deserved retirement. Jim has worked tirelessly on behalf of our Local and working people for many years. Thank you for all you've done on behalf of our Local and our community. Jim and I will be working together as we transition.

Congratulations to **Paula Bastien Stedman**, who is replacing me as Chairperson at Green Shield Canada. Paula is passionate and dedicated to our union and its members. There is not a doubt in my mind that she is more than capable to lead and mentor the committee at Green Shield Canada as they enter into negotiations next year.

We had a change in our executive board, **Angela Divitaris** is now Trustee and will be returning to a full time position in the union office at Green Shield Canada, as Vice Chairperson to support Paula Bastien Stedman. Angela certainly will be missed as Secretary Treasurer, as she is exceptional in that role. She will still be involved in our local. Thank you, Angela for your great work and congratulations! We are fortunate to have you back at Green Shield.

Welcome to **Stacey Ferguson**, who is the newly acclaimed Secretary Treasurer. Stacey will be a valuable asset to the local as she embarks on this new

challenge. Stacey has been involved on the committee at Green Shield Canada for over 13 years and understands our union's principles and is well respected by everyone who knows her.

Last, but certainly not least, congratulations to the newly acclaimed Executive Board of Local 240: **Stacey Ferguson**, Secretary Treasurer, 1st

Vice President **Julie Kotsis**, Recording Secretary **Paula Bastien Stedman**, Trustees **Angela Divitaris**, **Jolayne Janisse**, **Tena MacLean**, Sergeant-at-Arms **Mark Radvanyi** Guide **Tammy Dunford**, Youth Delegate **Allen Bistany**.

I look forward to working with all area locals as we continue to build and strengthen our union!



**Newly elected President Jodi Nesbitt and First Vice-President Julie Kotsis are seen at the recent 28th CLC Constitutional Convention held in Toronto.**



**Members of Local 240 employed at Green Shield wear pink, taking a moment for a photo recognizing that "bullying must stop" in our schools, workplaces, homes and over the internet.**

# Giving Back is What We do!



By  
**ANGELA DIVITARIS**  
Secretary Treasurer  
Unifor Local 240

## I BELIEVE IN MY COMMUNITY AWARDS - UNITED WAY

I would like to congratulate Green Shield Canada/Unifor Local 240 on receiving the “Community Partnership” award from United Way for the 2016 campaign. The award banquet was held on March 29th at Caesars Windsor. Congratulations to Ford Motor Company/Unifor Local 240 who were also nominated for this award. Thank you to all Unifor Local 240 members who donated, volunteered time and worked on the 2016 campaign.



## International Women's Day - March 8th

Local 240 executive were honoured to present a cheque for \$2000.00 to the Hiatus House in recognition of International Women's Day. The cheques were part of a \$146,000.00 donation that was made possible through the Unifor Social Justice Fund. These cheques were delivered to 72 different women's shelters across Canada. We were very proud to be part of this great initiative.



## Women's Committee donates \$2440.00 to Hiatus House

Unifor Local 240 Women's Committee presented a cheque to the Hiatus House for \$2440.00. The money was raised by selling WISH Bracelets that were handmade by

one of our very own members, Kelly Nadalin. Thank you to everyone who supported this initiative. Our WISH is to end domestic violence.



## Retirees' Summer Picnic - Save The Date

We will be having our Annual Retirees Summer Picnic on Wednesday, July 19th at 12:00 pm. This event will be held at the Local. We look forward to seeing everyone there. Rain or shine.

## Retirees' Meetings

Are you retired from Local 240? Have you ever attended a Retiree Chapter meeting? Come out and see what it is all about. Our retiree chapter meetings are held every third Wednesday of the month at 11:30am. The meetings are held at the Riverside Sportsmen Club. This is a great way to stay connected!

*Meeting Dates for the remainder of 2017:*

**June 21, September 20, October 18 & November 15**

## New Executive

Local 240 held our nomination meeting on May 17th. All Executive positions were acclaimed. Congratulations to the entire 2017-2020 Executive. I would personally like to congratulate our President Jim Angus on his upcoming retirement and would like to thank Jim for all of his dedicated years of service to our local and our members. As you may be aware, I did not seek re-election as Secretary Treasurer. Stacey Ferguson was acclaimed as Secretary Treasurer and there is no doubt in my mind that she will do an amazing job. I thoroughly enjoyed working in the position for the last three years and sincerely thank everyone who supported me in this role.

*Summer is just around the corner and I hope you all enjoy this season with your family and friends. Have a happy and safe summer!*

# President's Report



By  
**BILL WARK**  
President,  
Unifor Local 1959

## Precision Plastics

Generally demand has been down for the last while, production is continuing on a somewhat regular schedule with some days off and continued low demand for the next little while. Plant elections have been completed with the bargaining committee returning to represent the membership. The committee continues to work on the day to day issues within the plant.

## Walker Aggregates

Site elections have taken place earlier in the spring, two new reps have taken over duties at the Quarry, Joe Penner as chairperson and Randy McCloskey as committeeperson, I'm sure they will do a fine job representing the membership. Also, I would like to take this opportunity to thank both Brian Beaudoin and Charles Beaudoin for the many years of service they put in representing the membership. Brian will be retiring in the near future and we wish him all the best in retirement, I'm sure he'll be a very busy man.

## Fine Salt

Work on the new Co-Gen plant is

starting to take place, so that's good news for the facility. It is a big project and bodes well for the future of the facility. Production/orders continue to be reasonably steady so again the members can continue to look forward to a steady future. I would like to take the opportunity to recognize the bargaining committee, who participated in their first set of bargaining. They did a very good job.

## Rock Salt

At the time of writing plant elections are underway and two production reps positions are being contested. Good luck to all the members putting their name forward to represent their respective departments. Preliminary work is underway regarding the new development which has been long awaited. Job postings have been put up and the first crew of development miner training is underway.

In closing, it looks like a 2017 will be a busy year within the local.



Seen are bargaining members from Local 240 and Local 1959 from the recent bargaining at the Ojibway salt mines.

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- Veteran Cab
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- Windsor Salt
- Beach Grove Golf and Country Club
- Comfort Suites
- Green Shield Canada

We would like to take this opportunity to thank the membership and their families for patronizing the facilities we serve and buying the products we build. Buying Unifor unionized products re-inforces our commitment to our community.

Thank you!



# President's Report



By  
**BOB ASHTON**  
President,  
Unifor Local 1941

**T**he local Union has sponsored two boats in this year's Wallaceburg Dragon Boat Races, June 3rd, one of which is an Aboriginal youth group.

We have sent out requests to several locals for our upcoming Backpack Program. Please be generous when responding. Last year, we were able to send 36 children back to school with all the supplies needed for the year in Chatham-Kent.

## Accurcast

This Unit is currently slow resulting in 20 layoffs. During this slow period they have taken the time to rebuild some of their aging equipment. Steve Millyard and his committee have been doing a great job addressing the memberships issues as they arise.

## Autoliv

Busy with contractors installing a new coating line. A recent announcement of a 26 million dollar expansion is wonderful news for this unit, which will be called shed #3. Paula Carson along with the workplace committee continues to address issues with outside contracting. The Collective Agreement set to expire in October; the committee will be entering into bargaining after the Labour Day weekend.

## Tilbury Manor

This unit is currently in the bargaining process for the renewal of a collective agreement that expired April 2017. The home is at full occupancy.

## Mahle

Sales are currently soft; however look to increase in the September time frame with several trials and launches. A total of 15 students have been hired starting May 1st, for vacation replacement. The in-plant committee will be entering into bargaining the week of June 19th, with the collective agreement expiring August 25th.

## Hudson Manor

Currently occupancy is low. A transition is taking place with a new General Manager. Edna Larsh and the committee continue to address the day-to-day issues.

We would like to extend from our membership to yours a safe and enjoyable summer.

## LOCAL 2027

# Busy as Usual



By **STEVE TAYLOR**,  
President, Unifor Local 2027

**W**e have no members on layoff and this year started out busy at Hiram Walkers and Sons. We just finished the running of a short afternoon shift starting on March 20th, 2017 and ending May 6th, 2017. The company hired six new employees but then unfortunately laid them off short of them attaining their seniority and has now replaced them with students. This has triggered our job security language ensuring no member with seniority can be laid off during this calendar year. We have had 37 members retire and 29 new members hired.

The company is using our 90 day or 3-month probationary period combined with our 120 day or 4-month student language and then repeats the 90-day probationary period to replace the full time jobs lost through

retirement. The probationary employees and students are only partially trained on the jobs they are placed on, creating unfair rotation on jobs and the burden of the majority of the workload on the employees that are fully trained.

This is a bargaining year for us, so we hope to address this issue in negotiations. Thanks to all the members for their attendance at the last membership meeting. Our next meeting is in August, – watch the union bulletin boards.

I would like to congratulate Chris Taylor, D. J. Lacey and the bargaining committee from Local 200 at the Diageo Plant for bargaining an excellent collective agreement. Congratulations and Thank you!!

# TPP Treaty



By **STEVE MORASH**  
President, Unifor Local 1498

The last article I wrote for the Guardian was about how U.S. President Donald Trump would affect the TPP treaty and the hope that he would kill the agreement. We now know how that turned out with him pulling America's support of the agreement, which helped the Canadian government from having to make a decision of their own on what to do about the TPP. Since then, Trump has turned his eyes and tweets towards changing the NAFTA agreement with Mexico and Canada. Trump sent formal letters to both the Canadian and Mexican governments inviting them to re-negotiate NAFTA in mid-May.

Earlier this year, it seemed that President Trump was centering his attack solely on Mexico as he wanted them to pay for a wall between the two countries, and called NAFTA an unfair, one sided trade relationship. His acts have basically set back diplomatic relations between Mexico and the US to the 1900s. From 1995 and onwards, Mexico has enjoyed a trade surplus with the US and in 2016 that surplus was expected to be about \$60 billion. Since Mexico entered NAFTA, they have slowly transformed their country to become a huge player in trade. They have 10 Free Trade Agreements covering 45 countries and many other side agreements with another 33 countries. The governments Pro Mexico movement of reducing government red tape and generous incentives have companies falling over each other to expand or get a foothold in Mexico. Unfortunately, the success in these trade deals and obtaining foreign investment has not changed the high level of poverty, the influence of cartels and the government corruption that happens.

Trump's election platform was to make America Great Again. Once he

obtained the Presidency, he used his tweeting skills to bully U.S. based companies to stop investing in Mexico and start re-investing in America by tweeting there will be a 35% tariff on imported cars from there. Trump took credit for Carrier's cancelling of moving 800 jobs to Mexico and Ford cancelling a plant that they had started to build for the Focus compact car. The funny thing about the Ford move is that the car is still going to be built in Mexico, but now at an existing assembly plant rather than a new one. Trump glossed over that fact.

The U.S. also has a trade deficit with Canada, but it's at a paisley \$9 billion dollars. Initially, this wasn't a problem as our countries are very similar in the standard of living and wages workers earn. We were not on his radar for major changes to NAFTA. This changed when Trump started to criticize the Canadian Dairy and Softwood lumber industries. He dislikes the Dairy supply management system that Canada uses, which allows for dairy farmers to be paid a price

that covers their production costs. This also is considered a closed market as there are high tariffs on dairy imports but there was a loop hole in importing ultra-filtered milk where no tariff existed. U.S. dairy farmers were taking advantage of that loophole, but got mad and complained to Trump when it closed due to a new pricing agreement between Canadian farmers and processors which made the US sourced ultra-filtered milk too expensive to import.

Trump has extended his attack to the softwood lumber industry. He started imposing high tariffs on lumber imports from Canada which recently has caused 15,000 workers to be laid off. The U.S. has taken Canada to the World Trade Organization over what they call unfair subsidies for Canadian Lumber companies. Multiple times the WTO agreed that Canada does not subsidize them, but the U.S. keeps attacking this industry.

What can Canada expect when NAFTA negotiations start this summer? Trump will be a bully at the negotiation table to get what he wants. True, hard facts seem to be a foreign concept to him and he'll use any baseless information to make America great again. We need Prime Minister Trudeau to stand up to Trump and get him to negotiate a fair trade agreement that doesn't benefit one at the cost of another.



*At the recent Local 1498 Retirees meeting, President Steve Morash, along with Past-President Gary Taylor, and with the retirees, take a moment for a photo.*

# Windsor Area Office Update



By  
**JACK ROBINSON**  
*Unifor Canada Windsor Area Director*

National Representative Rick Laporte retired on May 31, 2017 after being on staff in the Windsor Office since 2012. Rick who had over 30 years seniority at Chrysler, held many Union positions while working there. Rick eventually became Vice-President and in 2008 became President of Local 444. Prior to coming on staff during Rick's former positions held at Local 444 he also held numerous other positions within our Union and the community. Rick was a past National Executive Board member, Chrysler Council Chair and a United Way Board member. Rick's dedication to our Union to the members he represented at his Local and the work he did in the community didn't stop when he came on staff. As a Staff Representative, Rick continued fighting for workers' rights and represented the workplaces in his assignment with the same strength and determination he had at the Local. We all wish Rick the very best in his retirement.

Chris Taylor President of Local 200 has been appointed to the position of National Representative in our Windsor Area office replacing Rick. Chris will be a huge asset to our office and the workplaces he will represent with the numerous years of experience he has as President of Local 200. Chris also was a National Executive Board member and very active in our Union and this community. We welcome Chris to the office and look forward to working with him .

## AREA LEADERSHIP MEETING

On May 23, 2017 the first Area Leadership Meeting

was held at the Windsor Area Office. The purpose of this meeting was to update Local Leadership and National Representatives in the Windsor, Chatham, Sarnia area on current campaigns within Ontario. Noreen Rizvi, Unifor Ontario Regional Director, was the guest speaker and gave an update from the Ontario Regional Council on such topics as the Softwood Lumber campaign, Changing Workplaces Review, Make it Fair Postcard campaign, Keep Hydro Public, and other lobby initiative taking place. There were also numerous other reports by National Representatives and ORC Executives and Committees. These meetings will enable Local Leadership to ensure their members are aware of the on-going work done throughout the year by the Ontario Regional Council (ORC).



## UNITED WAY 70th ANNIVERSARY

United Way was established in October 1947 and has been supporting the vulnerable people in our community for the past 70 years. On November 10th, 2017 there will be a celebration at the Caboto Club. This event will bring hundreds of people together who have helped United Way and have benefited from United Way and given opportunity to thank all the current and past volunteers supporters and the agencies involved. More information on this event will be circulated throughout the year. Please make plans to attend this very important celebration.

I want to thank Locals 444 and 2458 for supporting the Local Union Organizer (LUO) program. Next page



**Area Unifor Representatives and support staff give Rick Laporte and his wife Terri a warm send off towards his retirement and wish them all the best with good health and happiness in their golden years.**

# Jack Robinson Office Update

... cont'd

is a list of Units organized. We have several campaigns and probes within Windsor-Essex, Chatham-Kent, Sarnia-Lambton. I encourage everyone to contact their Local for updates on active campaigns. If you know any person within units with campaigns, please notify myself, John or Shelley. We would also encourage Local Union Leadership to contact us and we will do a presentation regarding organizing.

## UNITS ORGANIZED

- 11 certifications
- 13 workplaces
- 2 displacements (CLAC)
- 1 volunteer recognition
- o Plains Midstream (Sarnia)
- o Harmony In Action (Windsor)
- o Copper Terrace – RN (Chatham) CLAC displacement
- o Goodwill 1 (Windsor)
- o Goodwill 2 (Windsor – 3 locations)

- o Vision Nursing Home RN (Sarnia)
- o Chatham Retirement Resort (Chatham) – CLAC displacement
- o OLG Slots at Dresden Raceway (Chatham-Kent)
- o Landmark Retirement (Sarnia)
- o BioAmber (Sarnia)
- o Precision Group – Plant 2 (Windsor) – volunteer recognition

**Aaron Neaves:** National Rep. (519) 259-5202

**John Biekx:** Local 444 Organizer (519) 322-9564

**Shelley Smith:** Local 2458 Organizer (519) 562-1130

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Local 195—John Toth, Don White  
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 Local 240—Jodi Nesbitt, Stacey Ferguson  
 Local 444—Dino Chiodo, Dave Cassidy  
 Local 1498—Steve Morash, Charmaine Turton  
 Local 1941—Bob Ashton, Dean Mitchell  
 Local 1959—Bill Wark, Clovis Côté  
 Local 2027—Steve Taylor, Darryl McLean  
 Local 2458—Bruce Dickie, Tullio DiPonti



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

To his best friend and



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



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

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

**DINO CHIODO,**  
 President, Local 444

# Earth Month A Great Success!



By MARK BARTLETT  
President,  
Windsor Regional  
Environment  
Council

Congratulations to Brother Rick LaBonte for being nominated to receive the Gary L. Parent Activist Award for Environmental Activism. I have worked with Rick for over 20 years and he has always made the protection of our environment the centre of his activism.

The month of April is Earth Month and it has been busy as usual. Of course every day is Earth Day as we must consider how all of our actions impact our environment on which we depend for our survival.

This year has been "extra special" as Donald Trump and his cronies have made several announcements that put our environment and the health of our families and our species at risk. Among the barrage of cuts to funding and legislation were funding cuts to the Great Lakes and EPA. Public and political opposition to the 90% budget (\$300-million) cut from the Great Lakes Restoration Initiative has delayed it until September.

The community Earth Day celebration event at Malden Park was well attended and we had beautiful weather. The FCA Pacifica Hybrid Minivan (aka the PHEV or Plug in Hybrid Electric Vehicle) is available and selling well. The \$14,000 Ontario rebate is helping. The Pacifica PHEV and several other electric vehicles were on display thanks to Windsor Essex Electric Vehicle Association.

Congratulations to the Caesars Windsor Code Green team! Their events were well done and offered an opportunity for Local 444 to talk about Labour's activism around our environment.

## Stop Hydro One Privatization!

The Wynne Liberals have sold off 60% of Hydro One. Their own financial watch dog, the Ontario Auditor General found that this will result in higher rates. They have since promised a 25% reduction in rates including the already announced 8% HST reduction.

Not to be denied, Hydro One immediately applied for a 20% increase in rates with the Ontario Energy Board!

We must continue to resist this move! The UK Labour party is promising to renationalize Hydro and several other ser-

vices that were privatized under Thatcher and Blair. We can do the same!

The Windsor Chapter of *Hydro One Not For Sale* meets on the 1st Tuesday of the month from 7 to 8 pm at 3005 Marquette, Suite 130. We need participants! <http://hydronotforsale.ca>

See also the CUPE and Unifor campaign <http://keephydropublic.ca/>

## Carbon Cap and Trade

I am sure all of you noticed that the Ontario Carbon Cap and Trade system has begun. Most of us got notice when gas prices rose suddenly! I was ready for the province to add 4.5 cents/litre but the greedy oil companies raised the price about 15 cents/litre on the day the program launched! This was a typical move by big oil. They took the opportunity to squeeze us for more money hoping we would just blame the province and I bet most of us did.

CO2 and Green House Gas reduction is essential to the survival of our species. There is no doubt on this issue except that which is sown by the likes of greedy billionaires like the Koch brothers, Donald Trump and Republican/Conservatives or Far Right politicians and pundits supporting the fossil fuel industry.

Our Union acknowledges the need to reduce Global Warming and supports Cap and Trade as long as Energy Intensive Trade Exposed businesses that employ our members are considered and a justice based, fair transition is applied for workers and their communities.



*Seen with their new 2017 Pacifica PHEV is Local 444 member Neil Graves and his wife Kim who considered fuel economy and the environment when they purchased the vehicle.*



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 Follow all of the 70th year activities at:  
[weareunited.com/70years](http://weareunited.com/70years)



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