

Unifor Local 584



PARTSLINE



Christmas is:

sharing

celebrating

giving

caring

love

believing



Solidarity

Have a wonderful holiday!





A Message from the PRESIDENT, SANDY KNIGHT

Greetings everyone,

I would like to first of all welcome our latest new hires. Looking forward to celebrating with you on day 90. If you have any questions or concerns, like for anyone else who works at the depot the president office is always open.

To all the members, your solidarity and support was well appreciated over the last little while. Be proud and know YOU are the union, and together we can help each other. The news of the closure of General Motors is very upsetting not only for the employee's, but also for the whole city. The feeder plants, stores and restaurant owners to name a few are also very concerned with their future's. Showing our sisters and brothers at local 222 our full support in anyway we can at this time is the UNIFOR way. Another plant that is closing is Purina in Mississauga. They are moving to a Right to Work state. Corporate greed...

On December 6th, it will mark the 29th anniversary of the Montreal massacre. That is when 14 women were murdered at l'Ecole Polytechnique in Montreal, by an act of gender-based violence. We also commemorate the missing and murdered Aboriginal women, the trans-women and each and every women across the world who lives have been harmed or lost to gender-based violence. We have some brother's who will be at the employee entrance to hand out white ribbons and buttons to show our support.

December 8th is our Christmas party. Great music and good food. Let's support our Recreation Committee.

Pizza luncheon will be on Wednesday December 12th. This is for all employees to come down to the union office area and have some pizza, drink (non alcoholic) and chips. We hope to see you all that day. It's a great time to wish all others in our workplace a Merry Christmas and Happy holiday.

On December 19th, stop by for the Solidarity annual coffee, tea, cookie appreciation day and a chance to win a prize. This will also be held in front of the president's office. This is supported by the hockey pool seconds. All employees are welcomed.

The next union meeting will be held on January 13th, 2019 at Spot One, 10:00 am. Come out and let your voice be heard.

From me to you, have a Merry Christmas and i hope the best for you and your families in the coming New Year.

In Solidarity,

Sandy Knight
President Local 584.



A Message from our **CHAIRPERSON**

GARY RUMBOLDT

DOUG FORD IS NOT ABOUT THE PEOPLE



Gary and
Sandy

At the
Ontario
Regional
Council,
Toronto.

Brothers and Sisters,

This past year has been a challenging one for all of us here at Local 584. The uncertainties of the Auto industry, new NAFTA agreement (CUSMA), along with issues we have been dealing with in our own Plant, has made 2018 a difficult year. It was just a few months ago that we saw Doug Ford run on a platform “for the people” but instead, has actually forgotten about the people. The gains made for workers under Bill 148; such as sick days, emergency leave, and a \$15/hour minimum wage, have now been eliminated under the Ford Government.

On November 26, 2018, GM announced there would be no product allocation for the Oshawa plant beyond December of 2019, which would result in a plant closure. On that same day, Doug Ford stood in front of the assembly at Queens Park and told them that the “ship had sailed”. Instead of laying out a government strategy to save the plant, he placed blame on others for the closure. **Doug Ford is not about the people but only about the corporations**, and for this reason we need you to join us in telling our MPs and MPPs to stand up and fight for good jobs in Canada.

BRAMALEA PDC SOLIDARITY

Since the implementation of the new PICS process, along with the salary personal changes, we have been in a constant battle over; our seniority rights, bargaining unit work, and the fight against the implementation of production standards. Our battles have been successful because of language we negotiated back in 2016, but most importantly, because of the strong support you have shown your leadership these past few years.

I want to take this opportunity and personally thank the membership of Local 584 for your continuous support, for the solidarity you have shown in the fight for **Workers' Rights**, and the fight for **Respect** we all deserve. We could not have taken on these battles without you and we look forward to your continuous support in the future. On behalf of myself and the entire leadership of Local 584, we wish you and your families a very Merry Christmas and Happy Holiday!

In Solidarity,

Gary Rumboldt



A Message from your VICE-PRESIDENT

PAUL FRIESEN

Brothers and Sisters,

I would like to take this opportunity to thank the membership for the support they have given me, as your Vice-President. There is a lot to learn, and I strive to do the best job possible and represent you, the membership to the fullest of my abilities. Our local has shown we will stand together, and support the union in these troubling times. No matter our different shifts or classifications and departments we must remain united to further any gains for our future. Congratulations to our new hires, and to all the members who have retired, and are planning to do so in the near future. I hope we all can support our various committees, and if anyone has any ideas for them, please let them know, and possibly volunteer to help. This will be harder than ever because of the new afternoon shifts.

Over the past month I was very happy with everyone's generosity towards all the collections and raffles that we have had at the depot. It shows that we do care about those who need help, at a time, which should be for celebration and joy.

I would like to wish everyone and their families a very MERRY CHRISTMAS /HAPPY HOLIDAYS and a prosperous new year.

In Solidarity

Paul Friesen



Dave Champagne led the MOVEMBER campaign again, raising \$1660.00 this year.

Local 584 donated \$584.00



A Message from the RETIREE'S CHAIRPERSON

CHRIS WILSKI

Retirees Report - Chris Wilski - Retiree Chair

Christmas is a time for celebration and good times but not for all as news of GM announcement recently to close the Oshawa operation putting over 3000 workers out of work. This is bad news for all autoworkers as it shows that none of us are protected from corporate greed and insensitivity to disrupting lives of these workers and their families.

Ford and Unifor will be going into bargaining in 2020 and you can already see the writing on the wall, Ford will be saying they have to compete so don't expect to make any gains and you'll have to give up things or we might have to pull our operations out of Ontario.

Our retirees who retired knowing that they would be protected from inflation will have gone through a decade with no increase in their pensions. Many of the active workers who will be retiring soon also do not have this protection and the newer workers have even a lot less to look forward to.

It's important to all of us to stand united in improving all of our pensions so we can all have a safe and secure future. Our retirees chapter has been lobbying all of our leadership during the past two sets of negotiations to reverse this downward trend and we will continue to do so coming into this next set.

Our bargaining teams will have their work cut out for them under the present climate but with everyone's support and direction we can finally hope to see a brighter future for all of us.

Our Local 584 Thanksgiving food drive was a great success with both the warehouse and retirees raising a total of 1,754 lbs of food for the Knights Table. Thank you to everyone for your support.

On October 23, 2018 our retirees and members from local 584 attended a Health Care rally at Queens Park fighting to save cuts to health care and privatization promised by Ontario Premier Doug Ford. Thousands were in attendance from all across Ontario braving the wet weather.

Our first meeting of 2019 will be held Wednesday April 3, 2019 at the Canadian Legion at 1 pm.

On behalf of all the retirees I would like to wish you all a Merry Christmas and a safe and prosperous New Year.



Chris joined many of us at the Pharmacare rally at Queens Park



Chris and Pauline at our Christmas dance



Chris, Pat Riley and Barb Morrison at the Retiree's Thanksgiving lunch



A Message from your FINANCIAL SECRETARY

GEOFF RIDDLE

Happy Holidays Everyone

Fraud.

Being of financial back ground, I would like to inform you about Canada Revenue Agency. Please be careful of phone calls from our pretend government about your taxes or emails saying you owe money or have some money coming back (refund). The tax man or the CRA will only contact through **paper**, unless **you** otherwise authorize a preferred method.

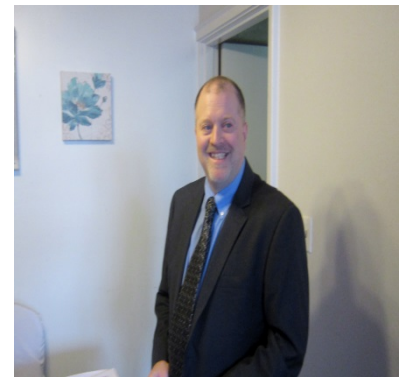
Just remember anyone asking you for your birthdate, address, social insurance number, and/or your banking information, double check who they are. If you are not the one initiating the call, text or email to the CRA or anyone else. Please make sure the person or company you are dealing with is legit. Research them and ask or call people in that occupation or someone who has had training in that particular field.

Fraud is everywhere, so please be very careful who you give your information to. Report the fishy phone number, emails or texts to officials. They will get caught eventually. Look at the individuals who got caught in India.

Financial Secretary

Geoff Riddle

P.S. Please remember to do your taxes.



Geoff at the Retiree's
Thanksgiving luncheon



Halloween at the depot



A Message from your BENEFIT REPRESENTATIVE

CLAUDIO PARISE

Season's Greetings to members of Local 584,

Welcome, all new full-time members and TPT's recently hired at Bramalea PDC. For new full-time hires, please be advised that you should have or will be soon receiving; in the mail; your enrollment guide for the Defined Pension contribution plan administered by Great-West Life Assurance Company. It is important for you to understand the Pension Plan, to assign a beneficiary to your investment and to elect option to contribute the additional 1% towards your pension investment. Ford will contribute an additional 2% of your earnings to the plan. We are working with the company for an opportunity to discuss any questions you may have with your DC Pension and any other Benefit questions.

Green Shield Update:

- **Compression stocking changes** – Green Shield states that no change to this benefit has occurred as they have completed their utilization review. However, please note that the covered amount has now changed from \$180 for 20-30 mmHg (full length) to \$80 for 20-30mmHg (knee high). This type of stocking is the most common and providers were previously billing \$180 for full length and only dispensing the knee high. As of Sept. 2018, all providers were notified of the reduced dollar amount. Unfortunately, benefit reps. were not. Moving forward, please check with the benefit office for provider status dispensing the compression stockings before purchasing.
- **Prescription Drugs** – For dependents aged 24 or younger and for those members 65 +, please be reminded that your primary coverage continues to be OHIP PLUS. The ODB will be billed first with Green Shield being billed second. On June 30, 2018, the PC government has tabled changes that will require private plans to pay first and OHIP to pay secondary but it has yet to be passed as law.

S&A Update:

Great-West Life Assurance Company has in the past made changes to their Administrative policies regarding Mental Health claims. These changes usually results in a disadvantage to members claiming benefits for this type of disability. Specifically, the amount of time typically adjudicated on the original claim varies from 3 weeks (surrounding bereavement) to 4 weeks (mental illness diagnosis) depending on individual circumstances. Rarely are these policy changes/ new protocols communicated and explained to Union benefit reps.

The Benefit Council has requested to meet with the Company representative to review these changes in early January 2019. At this meeting we will also be discussing and reviewing the '**Attending Physician's Supplementary Statement**'. The Benefit Council has agreed that this form needs revision, to better capture the details involving mental health related claims. Both the Company and Great-West Life are willing to review and revise the form in consultation with Union benefit reps.

On a closing note, I sincerely wish everyone a very Merry Christmas and a safe and Happy New Year.

Yours truly,

Claudio Parise ,

Benefit Rep.

JEFF HILLIER

Holiday Season Safety Tips

Common Holiday Hazards

Watch out for your kids. Kids get excited, especially concerning a new place, new people, or new experiences. Many locations aren't as childproof as your own home.

- If you're travelling or you're a guest, you'll have to be alert for potentially dangerous food, drinks, household items, toys, tools, choking hazards, etc.
- Don't wait to clean up after a party. Kids or pets could get to hazardous alcohol, food, or decorations before you do.
- Poinsettias are poisonous to man and beast; keep them far from children and pets.

Be alert for fire hazards. Most residential fires occur during winter, and it's easier to get careless when you're caught up in good company.

- Never leave sources of fire or heat unattended.
- Never use charcoal- or gasoline-fuelled devices indoors

If you're decorating,

- Assemble, clean, and inspect the location and all of your tools and equipment first.
- Never block exits.
- Never use damaged accessories, cords, lighting sources, etc.
- Never overload on electrical outlets or cables.
- Ensure your holiday lights aren't damaged (frayed, aged, cracked, etc.)
- All outdoor electrics should be plugged into GFI (ground fault circuit interrupter) outlets for extra protection.
- Always opt for non-flammable material (whether for Christmas trees, Halloween or Carnival costumes, Easter decorations, etc.)
- Never leave fire or heat sources unattended.

Seasonal Safety

Plan ahead. Know where you're going and how you're going to get there. Download the latest GPS data or obtain a new map. Check for construction detours, and consult the weatherman.

- **Let a trusted person know** where you are and leave them an itinerary and your contact info.
- **Never inform strangers of your travel plans.**
- **Create the illusion that somebody's always home.**

If you're driving, keep these holiday safety tips in mind:

- Never drive under the influence of alcohol, drugs, or distractions.
- Buckle up—yourself and your family; use the car-seat for small children.
- If possible, travel by day. Quite simply, it's safer. If you're worried about traffic congestion, get a very early start or avoid the hours when most folks drive to and from work.
- Keep a breakdown kit (spare tires, jumper cables, fuses, flares, flashlights, blankets, etc.).

- **If you're flying or using public transportation...**Travel with a buddy (or a few); there is safety in numbers.
- Always travel with a trusted source. The airline or bus or train company (as well as any middleman company being used) should be familiar and trusted.
- **Don't carry too much cash or valuables** on your person; don't look like an expensive target.

A Very Healthy Holiday

- **Avoid smoking** and second-hand smoke.
 - **It's a good time for your regular check-up** and vaccinations. We typically interact with more people during holidays, increases our chances of catching infections along with those hugs.
 - **Always practice your good judgement.** That happens when you're sober, and not under the influence of anything else.
 - **Drink responsibly.**
 - **Stay active**, and get regular exercise.
- De-stress!** You already know stress isn't healthy. Here's a few tips to fight it off:
- Make time to sleep and eat properly
 - Drinking plenty of water
 - Enjoying the people and living in the moment
 - Pre-plan as much as possible; whatever you can do today, don't leave off for the "big day"
 - Have a lot of back-up plans
 - Make time for exercise
 - Settle on a positive attitude no matter what goes awry

Hearty and Harmless Holiday Food

- **Wash your hands** often. You come into contact with plenty of people, and you're handling unusual things (it's not every day you're setting up the Christmas tree).
- **Avoid cross-contamination;** separate raw food from cooked food.
- **Cook** at the proper temperature.
- **Thoroughly wash** raw food (fruits and vegetables). Having a food safety training is one easy way on learning the proper food handling especially if you're in the food service industry.
- **Refrigerate** leftovers promptly. Don't leave perishable food out for more than a couple of hours.
- **Thaw meat** in the fridge, not the counter.
- **Eat** plenty of fruits and vegetables, and limit sugary and alcoholic and fatty food intake.
- **Stuff with care.** If you're stuffing a turkey or any other meat, prepare the stuffing and then insert it immediately and loosely. Whether it's cooked inside or outside the main meat, be sure to cook it to at least 165 degrees F.

Wishing everyone a happy and safe holiday

Jeff Hillier

Unifor Local 584 Health and Safety Representative

Julie Commisso and Darcy St.Louis participated in our "I SHOP CANADA" contest.



A Message from your #2 Shift COMMITTEE PERSON

ANDREW LARDNER

Let me start off by saying thank you for your support in our most recent elections. You gave me the confidence to step into this role and do the best job I can.

I know there is quite a bit of turmoil in our facility at this time. All I'm going to say is thank you for showing us, your leadership that we do still have solidarity and that this membership can band together.

At this time of year it is important to reflect on what really matters. Spend time with family and friends, Enjoy time away from work. Be merry, drink good drinks, eat good food, have fun and be safe.

Oh and if you stop by the union office maybe I'll treat you to a reading from the night before Christmas!

So Happy Holidays, Merry Christmas to all, and to all a good night!

In solidarity:

Andrew Lardner.

Shift 2 Committee person





A Message from your ALTERNATE BENEFIT REPRESENTATIVE
& SOCIAL SERVICE CHAIRPERSON
SHARON CROSSLEY

I would like to thank everyone for your support in 2018. I wish everyone a MERRY CHRISTMAS and a HAPPY NEW YEAR. I hope the holidays are spent with family and friends, and you cherish your time together. Wishing you a prosperous 2019, filled with good health, love and laughter.

In Solidarity

Sharon Crossley



Sharon ready for a rally



Sandy and Gary dropping off donations for the Thanksgiving food drive.

Michelle Harvey, Jeannette, Alison, Michelle Harwood supporting UNIFOR.





Dave Champagne, Ariff Azees and Shaqueel Azees join the
"HAND'S OFF WORKERS RIGHTS " UNIFOR campaign.

Sharon and Paul at the
PHARMACARE rally

A Message from your WOMEN'S ADVOCATE

MICHELLE HARVEY

The world is full of good people, if you can't find one....be one.

Wishing you all a very Merry Christmas and all the best in the new year!

In solidarity,
Michelle Harvey
Women's Advocate



- December 6th, National Day of Remembrance and Action on Violence Against Women. This year's vigil was attended by Sandy Knight, Carolyn Willson and Michelle Harwood. Also known as White Ribbon Day. This marks the anniversary of the 1989 Ecole Polytechnique massacre. The victims of this horrific massacre were:
- Geneviève Bergeron (born 1968), mechanical engineering student
- Hélène Colgan (born 1966), mechanical engineering student
- Nathalie Croteau (born 1966), mechanical engineering student
- Barbara Daigneault (born 1967), mechanical engineering student
- Anne-Marie Edward (born 1968), chemical engineering student
- Maud Haviernick (born 1960), materials engineering student
- Maryse Laganière (born 1964), budget clerk in the École Polytechnique's finance department
- Maryse Leclair (born 1966), materials engineering student
- Anne-Marie Lemay (born 1967), mechanical engineering student
- Sonia Pelletier (born 1961), mechanical engineering student
- Michèle Richard (born 1968), materials engineering student
- Annie St-Arneault (born 1966), mechanical engineering student
- Annie Turcotte (born 1969), materials engineering student
- Barbara Klucznik-Widajewicz (born 1958), nursing student



A Message from your HUMAN RIGHT'S CHAIRPERSON

ARIFF AZEES

Human Rights brief review of 2018

Canada is a vibrant multiethnic democracy that enjoys a global reputation as a defender of human rights. Despite a strong record on core civil and political rights protections guaranteed by the Canadian Charter of Rights and Freedoms, the government of Prime Minister Justin Trudeau faces longstanding human rights challenges. Many of these relate to the rights of Indigenous peoples, including violations of their right to safe drinking water and police abuse of Indigenous women. Canada also grapples with serious human rights issues relating to detention, including the placement of children in immigration [detention](#). In June, the UN Working Group on Business and Human Rights concluded its 10-day visit to Canada. The group urged Canada to "take a tougher line" on human rights abuses in the extractive sector, both domestically and overseas.

In February, Canada endorsed the Safe Schools Declaration, thereby committing to do more to protect students, teachers, and schools during times of armed conflict, including through the implementation and use of the Guidelines for Protecting Schools and Universities from Military Use during Armed Conflict.

In March, Canada provided an update on progress toward meeting Prime Minister Trudeau's commitment to end drinking water advisories in First Nations in five years, and committed to taking a new approach to fixing the drinking water crisis, including an online resource for tracking the number of advisories to increase transparency in its progress. At time of writing, the process to adopt safe drinking water regulations had stalled, with the largest First Nations organization in the country calling for the problematic law enabling regulations to be repealed.

In May, the UN Committee on the Rights of Persons with Disabilities urged the Canadian government to collect much-needed disaggregated data and information about persons with disabilities and remedy persistent gaps in the equal enjoyment and exercise of rights.

In June, Bill C-16 received royal assent amending the Canadian Human Rights Act to add gender identity and gender expression to the list of prohibited grounds of discrimination. The bill also amends the criminal code to extend protection against hate propaganda to any section of the public that is distinguished by gender identity or expression while deeming that any offence motivated by bias, prejudice, or hate based on gender identity and expression as an aggravating circumstance in sentencing.

In August, Minister Freeland ordered an investigation into the alleged use of Canadian-made military vehicles by Saudi security forces in a violent crackdown in the Shia-populated city of Awamiyah in the Eastern Province. A government spokesperson told reporters that the minister would take action if it was found that Canadian exports had been used "to commit serious violations of human rights."

In September, Canada joined a successful Dutch-sponsored initiative at the UN Human Rights Council calling for an independent international investigation to address widespread human rights abuses in Yemen.

In November, Prime Minister Trudeau apologized to members of the LGBT community for actions the government took through the late 1980s against thousands of workers in the military and the Canadian public service. The government also announced in May that it would pardon and expunge records for any Canadians who were charged, and who still have on their records, criminal offences that are no longer on the books.

A Christmas candle is a lovely thing; It makes no noise at all but softly gives itself away; while quite unselfish, it grows small.

Christmas is the time to touch every heart with love and care. Christmas is the time to receive and send blessings. It is the time to breathe the magic in the air. Wishing you a very Merry Christmas and Happy New Year

Ariff Azees

Human Rights Chairperson

Unifor Local 584



Brian ,Debbie, Gary and Peter supporting the strike in Goderich, Ontario.



Supporting Pharmacare



Joining UNIFOR'S " HANDS OFF WORKERS RIGHTS " campaign



Labour Day Parade 2018