



# PARTSLINE

CAW TCA  
LOCAL 584



The Official Organ of CAW Local 584 - Brampton PDC

Volume 2 December 2010



*Wishing You and Your Family  
A Very Merry Christmas and Happy New Year*

Editor: Mark Machado Editorial Committee: Tammy Dempsey, Kim Timmins, John McCloskey,  
Chris Brookbanks, Dave Champagne.



Habitat for Humanity Can Donation



2nd Annual 584 Charity Golf Classic



Annual Retirees Luncheon



CAW Local 584 Retiree Food Drive



## CHAIRPERSONS REPORT

Kim Clout

As usual, things have been very busy for your Inplant. We're still waiting for management to identify which jobs they feel will be affected by the current restructuring. The changes should have been completed by mid September, but it seems that it will still be some time before the true impact is known. Originally the company had informed us that they would have a final detailed plan by the first week of October. We didn't think this was a realistic expectation, especially since October is one of our busiest months of the year. We're ready to negotiate any time with the company, but also clearly understand that the membership wants any plan to be as concrete as possible. The last thing anyone wants is to see people bid into jobs that don't exist a few months later.

Your Inplant continues to push the company to offer buyouts so the senior members can exit the building while

securing the junior members jobs at the same time. The company has never come off their number of 15 being affected by the restructuring. They have made a commitment to work with the union to ensure that no one is laid off. Exactly how this will be accomplished can't be finalized until we have a true number on the job impact. I recognize that none of this is new information, but it's important to state the facts clearly so that the rumours and misinterpretation from some people do not create an unwarranted sense of insecurity. Your unions position remains that everyone who wants a job with Ford, will have a job at Bramalea. Exactly how this will happen still needs to be negotiated, so we are asking the membership for their continued patience. It's a complex situation and the right decisions must be made the first time. If you have any questions at all, please contact the Inplant before you believe rumours

coming off the floor.

Ford Canada sales numbers continue to climb. Ford is now the number one selling brand in the country. This is on top of the very impressive profits that the company has made this year. The Canadian sales should lead to more UIO's (units in operation) and an increase in our work levels in the future. Canadians are demonstrating their commitment to Ford, so you can bet that your union will be demanding that Ford create good Canadian jobs in the next round of bargaining. This membership has made the sacrifices that needed to be made and should now be rewarded with real job security. We will continue fighting to ensure that your rights are protected.

On behalf of the Inplant I would like to wish everyone a great holiday season.

In Solidarity,  
Kim Clout  
Plant Chair



## PRESIDENTS REPORT

Dave Champagne

The months since our last edition of the "Partslines" have been incredibly busy, to say the least. Trade deals, important legislation, continued economic turmoil and an increased presence in the community have kept us moving here at Local 584.

### Canada-European Union: Comprehensive Economic and Trade Agreement (CETA)

That's right, Prime Minister Stephen Harper and the Federal Conservatives are at it again! Negotiations with Europe are in full swing for the Comprehensive Economic and Trade Agreement. This new trade deal looks to trump all previous

ones in a few very scary ways. The E.U. is looking to have all public services covered by the CETA, including health care and water services. Europe is home to some of the largest multinational water companies in the world and they are seeking to limit how our government can limit profit making of the companies, potentially giving them access to our drinking water system. One only needs to look to the example of Cochabamba, South America to how disastrous the results can be. The fear of including health is obviously the increased pressure it will put on the government to privatize our system.

Perhaps one of the most damaging

pieces of the deal is it would allow European companies unrestricted access to government procurement contracts. Under the current WTO agreement, Provincial and Municipal Governments can require Canadian content, much as the city of Toronto did in purchasing their streetcars and awarding the contract to Bombardier in Thunder Bay. This important exemption would be gone and further complicating matters is NAFTA's "most favoured nations" clause that would automatically grant the United States and Mexico the same rights and privileges. Please take the time to contact your MP and urge them not to sign another trade deal that looks to hold Canada hostage to huge multinational corporations.

## **BILL C-391**

In September, when the Fall Session of Parliament began, MPs voted on Private Member's Bill to C-391. After the prorogation of parliament in November of 2009, the controversial long gun registry looked to be in danger of being repealed, with several opposition MPs threatening to break ranks with their parties and support Conservative MP Candace Hoepfner's bid to quash the important legislation. The CAW, along with the families of the victims of the December 6th massacre at Ecole Polytechnique and other anti-violence activists, had been lobbying hard to leave the registry intact. On September 22nd the vote to repeal the registry was lost by a slim margin of 153 to 151 after six NDP MPs and eight Liberal MPs changed their vote to support the gun registry. After the vote, Prime Minister Stephen Harper publicly declared that eliminating the gun registry will continue to be a top priority for the governing Conservative party. The Conservatives have already signaled that they will take this issue into a possible election. This is an important victory for Canadian women, families and all those concerned about public safety and well-being so I am encouraging everyone to contact their MP and reaffirm their support for the long gun registry.

## **MUNICIPAL ELECTIONS**

On October 25th, communities across Ontario went into municipal elections. In Brampton, incumbent Mayor Susan Fennell was successfully reelected with almost 51% of the vote, defeating her closest rival by over 27,000 votes. While the Brampton mayoralty race was being watched with interest, the real story was what happened in Toronto. Provincial and Federal Conservatives were watching very closely to see if a breakthrough could be made in Toronto. With purported help from high ranking Conservative Party members, new Toronto Mayor Rob Ford's campaign will go down as one of the best run political campaigns ever. Early talk had the right-wing Ford as little more than a fringe candidate; however, by Election Day, his message that the "gravy train"

at City Hall had to come to an end was clearly resonating with the residents of Toronto. Nearly every poll that was taken in the final weeks leading up to October 25th was predicting a close race between the former Etobicoke councilor and former Deputy Premier George Smitherman. In what was truly a shocking landslide victory, Ford captured 49% of the votes cast. The true test of Rob Ford's leadership will be in attempting to push forward with his right-wing agenda while trying to deal with a council that still has a significant number of progressive candidates. Things are bound to be interesting in Toronto over the next four years.

## **RETIREES THANKSGIVING LUNCHEON**

On October 7th, Local 584 hosted its Annual Retirees Thanksgiving Luncheon. Once again, we had an excellent crowd, with over 130 retired members and their partners attended this year's meal at the Brampton Legion on Queen St. As part of our efforts to increase charitable work in our community, Retirees Chapter Chair, Brother Chris Wilski, asked the guests to bring non-perishable food items for the Knight's Table. In all, we filled 2 vehicles with the goods, collected \$140 and made the delivery to the charity in time for the Thanksgiving weekend, a time that sees a heightened demand on their food bank.

Thanks to Brother Chris Wilski, all the retirees and active members of Local 584 that helped make our food drive a huge success! I look forward to seeing everyone again next year.

## **HABITAT FOR HUMANITY BRAMPTON**

As most members should be aware by now, Local 584 has formed a partnership with Habitat for Humanity Brampton. Since May of this year, all aluminum cans collected at the plant have been donated to this worthy cause. The cans are collected, crushed and sold to a recycler, with the proceeds going directly to Habitat. To date, Local 584 has collected over 2000 cans. I would like to remind everyone that special collection containers continue to be

set up around the warehouse for this purpose and are labeled with the Habitat for Humanity logo. Please make sure that all cans go into the proper bins so we can do our part for the environment and our community. Also, anyone wishing to bring in their cans from home can bring place them in the Habitat labeled tote outside the President's office. In addition the can collection, Brother Chris Wilski has been generously donating about 15 hours a month of his web page building expertise to help with Habitat for Humanity Brampton's website, on behalf of Local 584 and the Retirees Chapter. Thanks Chris!

## **2nd ANNUAL 584 CHARITY GOLF CLASSIC**

On September 18th, Local 584 hosted its 2nd Annual 584 Charity Golf Classic at Banty's Roost. Our charity of choice for the proceeds was Knight's Table in Brampton. Knight's Table is a registered charity that is one of the few places in Peel Region that operates a soup kitchen 7 days a week, 365 days a year, in addition to a food bank and several other services. In all, 140 golfers took part in this year's tournament and by all accounts, it was a great day of golf! At the conclusion of the tournament, we served a fantastic steak dinner and made a cheque presentation of \$10,000 to Knight's Table. In the two years since the format has changed, we have now donated in excess is \$16,000! I would like to offer sincere thanks to the Golf Committee for all their hard work, the golfers and especially our sponsors, for helping to make a tournament a huge success! Next year's tournament is tentatively scheduled for September 19th so please pencil the date onto your calendars and help us build on our success.

In closing, on behalf of myself and the Executive of Local 584, I would like to wish everyone Happy Holidays and a healthy and happy 2011.



## CAW National President- Ken Lewenza

Last week's decision by the federal government to block the hostile \$40 billion takeover of Potash Corp. touches on a much deeper challenge facing Canadians. In the face of rampant globalization, Canada needs more tools to regulate foreign investment, to make sure that it helps our economy (rather than hollowing it out). The current Investment Canada Act does not do this; it's been mostly a rubber stamp since it was implemented in 1985. It should be scrapped and replaced with more powerful measures.

Indeed, the potash decision represents only the second foreign takeover ever turned down under the Investment Canada Act. The only other case was Ottawa's refusal to allow the sell-off of the space assets of MDA to a U.S. armaments giant in 2008. In that case, the CAW helped lead the opposition; that takeover would have badly undermined our already-weak high-tech capabilities. Ironically, it was the Stephen Harper government -- perhaps the most pro-business government in our history -- that blocked both of those takeovers.

I give full credit to Saskatchewan Premier Brad Wall for putting the broader issue of foreign takeovers once again squarely on the national agenda. He's a conservative, business-friendly politician, to be sure; and many of his policies have hurt working people in his home province. But this time he put the province's interests (and the country's) ahead of his own ideology. And in so doing, he did us all a favour, because our foreign investment policies are well overdue for a fundamental rethink.

The Investment Canada Act supposedly ensures that each takeover provides some kind of "net benefit" to Canada. But in practise that test has been applied so loosely it has become meaningless. Most

takeovers aren't even reviewed, because they don't meet the thresholds under the Act. When reviews do occur, they are perfunctory, secretive, and unenforceable.

The philosophical presumption behind the Investment Canada Act is that foreign investment is generally a good thing, and Canada wants as much of it as we can get. This philosophy is hardly surprising. After all, the Act was the creation of Brian Mulroney's government -- the same one that brought us continental free trade. Only when a takeover struck a particular political nerve with Canadians, did it even get a second glance from the regulators.

The CAW is not opposed to foreign investment on principle. After all, our entire auto assembly industry is 100 per cent foreign-owned. Many other valuable, high-value sectors (from computers to aerospace to machinery) are also heavily foreign-owned. If a foreign company brings something to Canada that we don't have (such as technology, real capital equipment, engineering and design capabilities, and more), and if that company actually builds a business here (rather than just taking over one that Canadians built), then foreign investment is clearly beneficial.

But foreign investment has its drawbacks, too. It results in an outflow of profits and interest to foreign owners, dragging down our national balance of payments to the tune of about \$40 billion per year. With foreign control, crucial decisions regarding the future of Canadian operations are made somewhere else. (We constantly face that challenge in the auto industry, where it's often a struggle just to get foreign-based executives to recognize Canada as a separate jurisdiction.) And it negatively affects the structure of our economy: Foreign investors

have been interested more in our natural resources than anything else, reinforcing our backwards evolution as a resource supplier to the rest of the world.

To overcome those inherent costs and disadvantages, a foreign investor needs to demonstrate -- concretely, publicly, and enforceably -- that it will deliver other benefits that genuinely enhance Canada's economic capacities.

I get angry when business lobbyists and commentators (like last week's Economist magazine) denounce any measure to control foreign investment as "protectionist" -- as if it is somehow illegitimate for a government to protect its citizens' best interests. But it isn't emotion or "nationalism" that motivates our concern about takeovers. It's bread-and-butter economics. Because the reality, contrary to free-market doctrine, is that many foreign transactions do not benefit Canadians.

We learned the hard way from the huge takeovers that Investment Canada rubber-stamped during the last commodities upswing (including Falconbridge, Stelco, Alcan, and Inco) that Canadian facilities, and Canadian jobs, will be jettisoned by foreign executives the minute they need to cut capacity or reduce debt. Every one of those takeovers supposedly guaranteed a "net benefit" to Canada, according to Investment Canada. Yet every one hurt us, and badly.

Now is the time to abandon the presumption that foreign investment is inherently good. Instead, let's put in place the regulatory ability to separate the wheat from the chaff. We must screen foreign investments that are genuinely helpful, from those that aren't.



## HEALTH AND SAFETY REPORT

**Thayne Smith**

Greetings,

I would like to thank the local for the opportunity to attend the Joint Ontario Federation of Labour and Ontario Network of Injured Workers Groups Health and Safety and W.S.I.B conference in Toronto November 25-27 and thank the executive for sending brother Clout and sister Burton as well to this very important meeting.

Labour groups from all over Ontario were in attendance, over 800 delegates in total. The key topic at the conference was the changes at W.S.I.B/WCB and its effects on injured workers in Ontario. The

provincial government has commissioned a study regarding these changes and the importance of labour's voice at the table. As any of you that have been injured on the job can attest at all times and report, the board is questioning any injury and making it more difficult to collect benefits. I would like to remind all members to consider this when on the job. Work safely at all times and report any unsafe conditions to the company.

Another important topic was the use of C-45 legislation finally in the province related to the death of workers on Christmas eve. 2009.

You will recall that four workers were killed in a swing stage/scaffolding failure falling thirteen stories to their deaths. This is only one of the few times that this legislation has been used in Canada to hold employers criminally responsible for the protection of workers. Since it's inception in 2003, it is important that all of our members consider attending protests or writing your MPP to help protect workers' right to fair compensation in Ontario.

In Solidarity  
Thayne Smith



## BENEFITS REPORT

**Sharon Burton**

Scholarship Program

Eligibility

This benefit will be made available to all active employees, retirees and surviving spouses for dependents as defined in our collective agreement and who are enrolled for healthcare benefits.

Dependent has to have been accepted for full time attendance at a post/secondary or post-graduate degree/diploma program at an accredited Canadian or U.S. university or community college.

Reimbursement

The starting date will determine the benefit year in which the payment will apply.

Green Shield will send a statement to each employee, retiree or surviving spouse indicating the amount that was refunded.

Reimbursement of the scholarship tuition allowance is taxable as income for the dependent student claiming the benefit and is subject to federal and provincial taxes. The dependent student will receive a T4A from Green Shield prior to March of the following year.

If both parents are hourly Ford employees, they may fully coordinate their claims for the scholarship tuition allowance benefits.

Once Green Shield has approved your claim you will receive the reimbursement in the form of a cheque.

What is not covered?

Funds remaining in one year will not be carried over to the next.

The program benefit will not cover the cost of room and board, books, parking or supplies.

Full time dependent students enrolled in certificate programs.

Eligible dependent children enrolled in correspondence at an accredited college or university are not considered to be in full time attendance by the program and therefore will not be eligible for the benefit

Applying For the Scholarship Tuition Allowance

Claim must include an original paid fee statement or an original paid receipt which indicates student name, the term starting date, the student status (i.e. full time

attendance or part time) the amount paid for both tuition and fees and a completed Green Shield claim form.

The student's SIN # is a requirement of the Canada Revenue Agency for the purpose of T4A generation.

Claim payment will be made to the employee.

Prescription Drug Benefit

In January of 2010 the annual out-of-pocket maximum was \$270.00 Effective January, 2011 it will be \$290.00. Once the annual out of pocket maximum (per family) is reached the plan will pay 100% of the total allowed amount paid by the plan for eligible prescription drugs for the remainder of the year. The covered person will still be required to pay any dispensing fee charged by the pharmacy in excess of \$9.00 per prescription.

If you have any questions or concerns relating to benefits please contact your Benefit Office at (905)454-6074

In Solidarity  
Sharon Burton



## RETIREE'S CHAIR REPORT

Chris Wilski

The CAW Local 584 Charity Golf event was held on September 18th at Banty's Roost. It was a smashing success, a well organized and fun event with over 130 golfers. An amazing \$10,000.00 was raised for the Knights Table, a Brampton soup kitchen-food bank. On behalf of the retirees I would like to thank Local 584 for making this event possible for such a worthy cause and to thank everyone involved in putting this together as I'm sure a lot of work went into organizing it. Good job everyone!

On October 8th CAW Local 584 held their annual Thanksgiving Retiree's Luncheon at the Queen St Canadian Legion here in Brampton. In conjunction with this luncheon we also held a food drive for the Knights Table food bank. I am happy to report that we were able to fill two vans full of food and raised \$140 which we also donated to the Knights Table. I want to thank Local 584 for putting on the Luncheon and the assistance they provided with for the Food Drive. Thanks goes to Dave Champagne, Sandy Pitman, Penny McCabe, Tammy Dempsey, Ken Donaldson, John McClosky and Frank Marek and to all the people that donated food and money. I would like to turn this event into an annual affair. Pictures of both of these events are posted on our Retirees website ([www.cawlocal584.com](http://www.cawlocal584.com)). Great job everyone!

I'd also like to thank the retirees that gave up an afternoon to help support the Nortel workers at Queens Park on September 15, 2010. Those that attended were, Dave Champagne, Dave McKnight, Doug Berry, Frank Marek, Reg Galbraith, Joe Alonzi, Roz Monchamp, Carney Scott, Orville Shaw and Chris Wilski. As you aware these retirees stand to lose a fairly big chunk of their pension and depending on how the government decides to invest their monies on windup this will have an effect on the amount they will receive. What everyone is trying to stress is that their fight is our fight as this could still happen to us, the CAW/Ford Retirees.

The Twin Oak Credit Union recently voted to amalgamate with the Hamilton Community Credit Union to form the new Momentum Credit Union effective December 1, 2010. Most reports say that this is a positive move but time will tell.

I have an email list that I update all the Retirees and Surviving spouses with but obviously do not have everyone's email address. I did lose some addresses in a recent computer crash so if you did not receive an email from us in the month of November then please email your address to me at [retirees@cawlocal584.com](mailto:retirees@cawlocal584.com) and I will add you to our mailing list. Anyone is welcome to join our mailing list so

please let me know so you can stay on top of any events that arise.

Sharon Burton wanted me to mention that if any retiree 65 or over that has had major surgery or been hospitalized for a period of time and requires Physiotherapy there is very good coverage available at the North Brampton Physio, Brampton, (905) 455-7744, Evans Physio, Brampton, (905) 792-2312 and Four Seasons Physio, Etobicoke (416) 621-8873. You will need a referral from your doctor, you pay approximately the first \$50.00 for the initial assessment and OHIP will pay for the full cost of your treatments. For more information call the CAW Benefit office at (905) 454-6074.

Our prayers and condolences go out to the families of our retiree brothers who have passed away this year, George Grasby (Sept 8, 2010), Jim McAteer (Aug 19, 2010), Gus Gallant (April 20, 2010), Peter Mieczanec (April 9, 2010) and Tom Bachs (November 19, 2010).

Our next monthly retiree meeting will be held on Wednesday March 2, 2011, 1pm at the Canadian Legion, 80 Mary Street in Brampton.

On Behalf of the entire CAW Local 584 Retirees Executive board we'd like to wish everyone a Merry Christmas and a Happy New Year.

### Membership Spotlight

Brother Ken Murray has been a member of local 584 since August 2000. He arrives at Ford everyday from Dundas Ontario, where he lives with his wife and four children. ( 2 girls and 2 boys! ). For the last nine years Ken has given back to his community by mentoring girls and boys as a hockey coach. This winter Ken is coaching a mixed bantam team. Being a busy man, Ken still finds time for hobbies such as woodworking, crafting furniture and arbors, home renos, golf, crosswords and sudokus. Ken believes in helping others whenever he is able. When it comes to life, Ken's philosophy is " good deeds come back to you and everything in life happens for a reason." Way to go Ken!!!!

## Education Chairpersons Report

Mark Machado

As our local's Education Chairperson, I have been encouraging many of our members to visit our Education Facility in Port Elgin and to attend one of the courses offered. I realize not many of our members know the history of the facility and why it is so important to our union, so I thought I would give you a brief history of the centre.

In the 1950's, the Canadian arm of the UAW explored the idea of an education facility for Canadian union members. Their vision was a centre that would offer educational programs and hold Council and their leadership meetings. A committee was given the task of finding a suitable location for such a union facility and in 1956 they discovered the Gobleholm Lodge, a 12 ½ acre site that sat on the doors of Lake Huron, one mile south of Port Elgin, Ontario.

It was described in the following way: The lodge is frame construction and well painted with a plaster interior. The main lodge has a natural field stone fireplace, office, 2 dining rooms which seat over 75, 16 rooms and 4

baths. There are 10 or 12 rooms with two double beds and a 2 piece bath in each. The property was officially purchased on December 15, 1956.

The purchase money came from local unions that contributed one dollar per member. The council sold raffle tickets to raise money for necessary renovations. One cent per member would be used for on-going expenses for the centre. The official opening of the centre was the weekend of June 22-23, 1957. The complex was named in honor of the Canadian Director of the UAW (1939-1968) George Burt.

Educational programs gained increasing importance in the union as it was seen as a means to strengthen solidarity in the union. It was also a means to create educated activists who understand the importance of our union and what it stands for and the rights it defends. The negotiation of Paid Education Leave programs began in the late 1970's and rapidly expanded the development of education and the use of the education centre.

By the mid 1980's the centre was in dire need of upgrading and expansion. The Canadian Auto Workers union was now an independent entity and was more able to make decisions on its own about the future of the centre. In September 1986, delegates voted to turn the centre over to the National union so that it could be rebuilt entirely on the Port Elgin site. The result of that decision was the creation of a unique education facility that has and will serve union members, leaders and their families for a long time to come.

Officially opened on October 1, 1988, the new CAW Family Education Centre was now a year round, 47 acre site. For CAW members and their families as well as others who use the facilities, it is an exceptional environment for reflection, discussion and recreation. I encourage any member who hasn't been there to take the opportunity to visit the facility and discover how important education is to the CAW.



**George Burt Education Centre, Port Elgin 1957  
Now CAW Family Education Centre**

### Word from Editor - Mark Machado

We intend to use this paper to inform you on issues and events in our community and in our facility. Look for reports and messages from our local's committees, games, puzzles, and trivia. Our intention is to make the Partsline your newsletter. We hope to have something for everyone. email: [partsline@cawlocal584.org](mailto:partsline@cawlocal584.org)

**We welcome your thoughts and ideas that we can use for upcoming issues!**



## CAW PORT ELGIN EDUCATION SCHEDULE

COURSE NAME	COURSE DATE	COURSE DEADLINE	SUPPORT STAFF
<b>CORE 4 WEEK PROGRAM</b>			
Opening Weekend <b>Note: deadline</b>	March 4 – 6	<b>January 28</b>	"
Week 1 <b>for the core program is</b>	April 3 - 8	"	"
Week 2 <b>approaching quickly</b>	May 1 - 6	"	"
Week 3 <b>January 28<sup>th</sup> !!</b>	June 12 - 17	"	"
Week 4	Sept 11 - 16	"	"
<b>1 &amp; 2 WEEK PROGRAMS</b>			
Introduction to Ergonomics	Feb 27 – Mar 4	<b>January 21</b>	Jo-Anne
Collective Bargaining	Feb 27 – Mar 4	<b>January 21</b>	Mardi
Grievance Handling & Workplace Leadership	Feb 27 – Mar 4	<b>January 21</b>	Mardi
Health & Safety	Feb 27 – Mar 4	<b>January 21</b>	Mardi
Environment - Workplace	Feb 27 – Mar 4	<b>January 21</b>	Mardi
Women Activist <b>ON SITE CHILD CARE</b>	March 13 - 18	<b>February 4</b>	Mardi
Women in Leadership <b>OFFERED THIS</b>	March 13 - 18	<b>February 4</b>	Mardi
Women in Collective Bargaining <b>WEEK</b>	March 13 - 18	<b>February 4</b>	Mardi
Health & Safety Women <b>see note re:</b>	March 13 - 18	<b>February 4</b>	Mardi
Building Workplace Power <b>registration</b>	March 13 - 18	<b>February 4</b>	Mardi
Stress: The Workplace Hazard	March 13 - 18	<b>February 4</b>	Jo-Anne
Building Strong Local Unions	March 20 - 25	<b>February 11</b>	Mardi
WHSC Level #1 Canadian	March 27 – Apr 1	<b>February 18</b>	Jo-Anne
WSIB I&II <b>(Ontario only)</b>	March 27 – Apr 1	<b>February 18</b>	Jo-Anne
Grievance Handling & Workplace Leadership	March 27 – Apr 1	<b>February 18</b>	Mardi
Collective Bargaining	March 27 – Apr 1	<b>February 18</b>	Mardi
Health & Safety	March 27 – Apr 1	<b>February 18</b>	Mardi
Conflict Resolution	April 3 – 8	<b>February 25</b>	Roxy
Environment - Community	April 3 – 8	<b>February 25</b>	Mardi
Aboriginal & Workers of Colour-Week 1	April 10 – 15	<b>March 4</b>	Roxy
Human Rights	April 10 – 15	<b>March 4</b>	Roxy
Union Communications with New Technologies <b>**New**</b>	April 10 – 15	<b>March 4</b>	Mardi

<b>COURSE NAME</b>	<b>COURSE DATE</b>	<b>COURSE DEADLINE</b>	<b>SUPPORT STAFF</b>
Making the Shift: Transitioning from Work to Retirement – A Program for our 40+ year old Members <b>**New**</b> (starts <b>Monday</b> )	April 18 – 22	<b>March 11</b>	Mardi
Conflict Resolution	May 1 – 6	<b>March 25</b>	Roxy
WSIB III ( <b>Ontario only</b> ) Stress: The workplace Hazard	May 15 – 20 May 15 – 20	<b>April 8</b> <b>April 8</b>	Jo-Anne Jo-Anne
WSIB – Return to Work ( <b>Ontario only</b> ) Health & Safety Building Strong Local Unions Grievance Handling & Workplace Leadership Collective Bargaining Arbitration for Leadership Time Study – Auto	May 29 – June 3 May 29 – June 3 May 29 – June 3 May 29 – June 3 May 29 – June 3 May 29 – June 3 May 29 – June 3	<b>April 22</b> <b>April 22</b> <b>April 22</b> <b>April 22</b> <b>April 22</b> <b>April 22</b> <b>April 22</b>	Jo-Anne Mardi Mardi Mardi Mardi Mardi Roxy
Health & Safety Introduction to Ergonomics Stress: The Workplace Hazard	June 12 – 17 June 12 – 17 June 12 – 17	<b>May 6</b> <b>May 6</b> <b>May 6</b>	Mardi Jo-Anne Jo-Anne
Grievance Handling & Workplace Leadership Collective Bargaining WSIB Medical Orientation ( <b>Ont. only</b> ) Toxic Substances in the Workplace Aboriginal & Workers of Colour–Week 2 Human Rights	June 19 – 24 June 19 – 24 June 19 – 24 June 19 – 24 June 19 – 24 June 19 – 24	<b>May 13</b> <b>May 13</b> <b>May 13</b> <b>May 13</b> <b>May 13</b> <b>May 13</b>	Mardi Mardi Jo-Anne Jo-Anne Roxy Roxy
Executive Board Training <b>**New**</b> (50 people)	June 26 – July 1	<b>May 20</b>	Mardi

**Francas Cafeteria and Catering Service**

**Christmas is soon approaching! Let Franca make the food for you! No party too large or small. Party Trays, Slabs of Food and Pizzas. Come down down to the cafeteria and discuss your party needs!**

**Voucher**

**For the month of December, buy 5 entrees and the sixth one is free with this coupon.**

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## Human Rights Chairpersons Report

John McCloskey

The UN's International Labour Organization (ILO) has ruled that Canada and Ontario, through Ontario's ban on farm unions, violate the human rights of the more than 100,000 migrant and domestic agriculture workers in that province. The ruling follows a complaint filed in March 2009 by UFCW Canada ? the country's largest private-sector union and a leading advocate for farm workers' rights for over two decades. The ILO is the United Nations agency responsible for formulating international labour standards including basic labour rights.

"These are farm workers, not farm animals, whose human rights include the right to collective bargaining."

"The ILO has sent a clear message to the Canadian and Ontario governments that Ontario must end its blatant abuse of the rights of the workers who grow and harvest our food," says Wayne Hanley, the national president of UFCW Canada. "These are farm workers, not farm animals, and people have human rights, including the right to collective bargaining."

The ILO ruling was handed down in Geneva ([www.ufcw.ca/ilo](http://www.ufcw.ca/ilo)). It found that Ontario's Agricultural Employees Act, 2002 (AEPA) which denies all Ontario agriculture workers the right to join a union and engage in collective bargaining is a violation of human rights under two United Nation's conventions: Convention No. 87 - Freedom of Association and Protection of the Right to Organize, and Convention No. 98 - Right to Organize and Collective Bargaining. Canada is a signatory to Convention 87 and supported Convention 98, "so you would expect a federal government that bid to get on the UN Security Council would have the integrity to follow up on the UN conventions," said the UFCW Canada president. "The feds can say it's a provincial matter but the reality is that both the Harper and McGuinty governments are partners with the farm lobby in plowing under the human rights of people doing some of the hardest and most dangerous work there is."

The ILO ruling reinforces a November 17, 2008 Ontario Court of Appeal ruling that found the AEPA violated Canada's Charter of Rights and

Freedoms by denying Ontario farm workers their freedom of association. The Ontario government appealed that decision to the Supreme Court of Canada which has twice before upheld the Charter guarantee of collective bargaining rights. The Supreme Court heard the appeal in December 2009 and its final and definitive ruling is pending.

"While Ontario continues to stall by using the courts, the lives of the workers continue to be at risk," says Hanley. "Without labour rights, Ontario farm workers remain powerless when faced with abusive employers and dangerous working conditions. The Ontario courts have said it. The Supreme Court has said it, and now the United Nations has said it. Labour rights are human rights, and that must include Ontario farm workers."

UFCW Canada, in association with the Agriculture Workers Alliance (AWA), operates ten agriculture worker support centres across Canada. The AWA is Canada's largest national association and support network for both domestic as well as migrant agriculture workers.



Photo by Tammy Dempsey

### Labour day Parade 2010

It was a rainy day in hogtown when local 584 participated in the annual Toronto Labour Day Parade. Our brothers and sisters proudly marched along with family, friends, and other labour unions and groups. Thanks to all who participated in the day and for putting up with the weather.

In Solidarity

Kim Timmins

Local 584 Executive Committee

## Womens Committee Chairpersons Report

Lisa Bogden

November will be a busy month as the women on your women's committee will be preparing for the upcoming events as this year comes to an end.

On December 6th, we will be launching our White Ribbon Campaign in honour of Violence Against Women. On this date 1989, for a gruesome 45 minutes an enraged gunman roamed the halls of Ecole Polytechnique killing 14 women, his only reason was as he quoted " I hate feminists". Also known as the Montreal Massacre.

Our annual Christmas Raffle will be held on December 9th. We will be accepting donations for the draw a few weeks before hand, right up till the morning of the draw. All proceeds will be going to a family(s) who will be in need this Christmas. The table will be set up November 25th so drop by the downstairs cafeteria to take a look at he prizes we will be having this year. Ticket sellers will be on the floor coming to see you soon. This is a fun event for a good cause, come see us on the day of the draw downstairs, you may even get to draw a name and it

might be your own!

For Valentine's Day next year, we will be making up baskets for the ladies who will be unfortunate and in a shelter next February. Closer this event we will be asking for donations of toiletries and cosmetics.

Any suggestions for any of these events please see someone on your women's committee



Womens Committee White Elephant Sale



St. Leonards mens shelter donation.



**Salvation Army Womens Shelter Donation**

**Buying Wine this Holiday Season?**

Consider Diva Wines by Legends Estates Winery. This local Niagara Winery has produced three wines with a portion of proceeds going to Women's Place of South Niagara.

This organization offers support, counselling and safe shelter for abused women and children within the region.

To date Legends Estate Winery has contributed thousands of dollars to Women's Place of South Niagara, with annual donations expected to increase, given that the label is now widely available in LCBO stores and reasonably priced at \$14.95 per bottle. 2008 Semillon-Sauvignon Blanc VQA, 2007 Malbec-Merlot VQA, 2009 Malbec Rosé VQA

Happy Holidays!  
Arlene Rudolph

**Do u Think u Know Answer:** You have a fox, a chicken and a sack of grain. You must cross a river with only one of them at a time. If you leave the fox with the chicken he will eat it; if you leave the chicken with the grain he will eat it. How can you get all three across safely?

Gwen Campbell, TWWN Co-Chair has asked to pass along this information on the 1285 Women's Committee Candlelight Vigil for December 6. Annual Candlelight Vigil December 6th, is a National Day of Mourning and Action on Violence against Women to Commemorate the 14 Women Murdered at L'Ecole Polytechnique in Montreal, on Decemeber 6th, 1989

**Where:** Gage Park, Brampton (meet at the Gazebo)

**When:** Monday, December 6th, 6:30 pm

Candlelight vigil, speakers, rose ceremony

We then walk over to Brampton City Hall, the atrium, for light refreshments and more speakers.

Please join us.

Thank you,  
CAW Local 1285 Women's Committee

**Womens Advocate Report**  
Arlene Rudolph

**What is the Women's Advocate Program?**

The Women's Advocate Program is a referral program that is jointly run between the Company and Union.

**What is the role of the Women's Advocate?**

A CAW Women's Advocate is a referral agent and not a counselor. Sometimes women need another woman to talk to when they are faced with stressing issues, including divorce, childcare, finances,

eldercare, substance abuse, health issues, violence or sexual abuse. Women's Advocates are trained to help alleviate the fears and frustrations of women in crisis and determine appropriate referrals.

**Why don't we have a Men's Advocate?**

The advocate is a "Violence Against Women Model" dealing with issues faced by women. In Ontario alone, three to six women are murdered every month. These murders are

preventable. While there are men in abusive relationships the death toll is not reflecting the same statistic.

**Will Women's Advocates help men in abusive relationships?**

Yes. Advocates are trained to listen, respect confidentiality and help find the appropriate referrals for all in need.

**Confidential Phone Line: 905-454-6188**

*The 584 Parts Line*

*Is the official publication of CAW Local 584. It is intended to inform and educate the members of CAW Local 584. The Views expressed herein, are those of the writer, and not necessarily those of CAW Canada or CAW Local 584. As always your comments are welcome.*

*Any submissions to the 584 parts line can be done online at [partsline@cawlocal584.org](mailto:partsline@cawlocal584.org) or to any of the committee members*

## Summer PEL Michelle Harwood

On Sunday August 1st, 2010, my son Tyler and I showed up for the two week Family Education session in Port Elgin at the CAW Education Center. I had so wanted my son to take the teen program that is offered and he was getting close to "aging out of the system" as he was turning 18 in September. To my surprise, at the beginning of the year, he asked if he could go to Port Elgin again as he used to so enjoy it when he and I went when he was younger. I had explained that this was the only course we were almost guaranteed to get into and he agreed to go.

I was so looking forward to going to this as I knew that it would be an opportunity for us to spend some time together without him realizing that was happening. (Shockingly my son hasn't wanted to hang out with me these last few years). I also wanted to reintroduce him to what was going on in our union as this is something I enjoy participating in and being a part of. He was a little reserved about taking "classes" but he still wanted to go.

For those of you who don't know what Family Ed is, it is a course offered by our union in which you give up vacation time to go to the Family Education Center in Port Elgin and you can bring your family with you (partner and children/grandchildren 18 years and younger). The course is offered in a one week session and two 2 week sessions. It is an opportunity for the CAW membership who might not have Paid Education Leave (PEL) funds or little opportunity to attend the center to introduce themselves and their families to what the CAW is all about. There is an incredible team of day care workers to look after the kids up to 13 years and a teen program for the kids 13 – 18 years. The only requirement is attending the classes, which are a light overview of what our union is about, the challenges we're facing today, various ways the membership can be active on a level they are comfortable with, lots of discussion and debate and plenty of laughs.

To say we had a good time is an understatement! We met people from coast to coast and from different

sectors of our union. For the two week session there is every Wednesday afternoon off and the weekend in between. We were right on the beach, all our meals were provided and the rooms are right on site with maid service every day. Daycare is provided for parents to participate in the activities that are offered at night. We had such fun singing karaoke, playing baseball, basketball, volleyball on the beach, hilarious group activities, bingo, Culture night and lots of bonding and laughs with the participants. There were many tears and hugs of goodbye the last day.

I recommend that members consider taking this course and having the Port Elgin experience. You do not need to have kids to go. It was an excellent opportunity for my son and I to hang out. We both made lots of new friends and had a vacation that cost us nothing. Maybe someday I can do this again with my grandkids.

In Solidarity,

Michelle Harwood

## Fun Facts Chris Brookbanks (Chewy)

- 1.You burn more calories sleeping than you do watching t.v.
- 2.All polar bears are left handed.
- 3.Walt Disney was afraid of mice.
- 4.The most popular car color between 2000/2005 was silver.
- 5.The most dangerous animal in the world is the common housefly,because of their habit of visiting animal waste they transmit

- more disease than any other animal.
- 6.In every episode of Seinfeld there is a superman somewhere.
- 7.The electric wheelchair was invented by a dentist.
- 8.Hummingbirds can't walk.
- 9.The average person will spend two weeks over their lifetime waiting for the light to change.
- 10.A fetus develops fingerprints at

- eighteen weeks.
- 11.It is physically impossible to lick your elbow.
- 12.To escape the grip of a crocodile's jaws,push your thumbs into its eyeballs-it will let go instantly.
- 13.Turtles can breathe through their butts.
- 14.A person uses approx. 57 sheets of toilet paper each day.

**A man who works with his hands is a labourer; a man who works with his hands and his brain is a craftsman; but a man who works with his hands and his brain and his heart is an artist!**

## Sudoku Chewy Puzzles

Sudoku #1 - Easy

			1		3			2
3			2	5		7		4
	5	9		4		8		
	9			2	5		8	
6			8		4			7
	4		6	1			5	
		2		6		1	7	
5		8		7	2			3
7			5		1			

Sudoku #2 - Easy

6	2	5							
9	8		7		5				
1	3		2				9	4	
2	9		5	6			8		
3				1				2	
	4			7	2		6	9	
4	6				9		7	3	
			6		7		2	1	
							6	4	5

*"The pleasures of love are always in proportion to our fears."  
-- Stendhal*

Sudoku #3 - Intermediate

5		8						
	7	1	4	6				
				3	8			9
							1	2
		4	9		2	5		
7	2							
3			7	4				
				5	9	4	8	
						3		5

Sudoku #4 - Intermediate

							7	2	
				8				6	
1		8	9					4	
	7		2	8					3
3			7		6				4
2				4	9			5	
	3				4	5			9
	1				8				
	4	6							

### Famous Quote

Labour was the first price, the original purchase-money that was paid for all things. It was not by gold or by silver, but by labour, that all wealth of the world was originally purchased.

~Adam Smith

## Recreation Chairperson Report Sandy Pitman

First we would like welcome everyone back from their summer holidays. Hoped everyone enjoyed their summer.

We had 12 members go to the National Golf tournament in May. We did well and had 4 members make the finals to the National Golf.

The Kids Christmas Party is on December 12, 2010 at Jim Archdekin arena 12:00pm to 4:00 pm. Santa will be arriving at 2:00 pm. Come out for a skate, lunch and don't

forget your gift from Santa. The Christmas Dance will be held at the Holiday Inn Express in Brampton. It is a sold out event. Thanks to all of our members, family and friends for making this a wonderful night to remember. It's going to be a great night for a dinner, dancing, and great prizes.

We will be having a Lucky 7 draw and bottle draw coming up very soon. Lucky 7 will be \$10.00 for a set of 7 numbers. Bottle draw will be \$5.00 each or \$

10.00 for 3 tickets. Good Luck to everyone. We are looking for more 50/50 sell on the floor. Anyone wishing to take part in the fun please or call Sandy Pitman at 905-454-6530 (ext 6530 in plant) We would like to welcome Michelle Harvey a new member to the recreation Team. 50/50 sellers are Brandy Lafontaine, Michelle Harvey, Kim Timmins, Penny McCabe, Sandy Pitman and Chris Brookbanks

## The Thelma and Louise Did U Know Report

**Did U Know?** That the generosity of Local 584 goes way back! October 1945 local 584 passed a motion to send a third of our local funds \$100.00 to local 200 in Windsor in support of their strike line! (leaving a balance of approximately \$206.00). November 1945 local 584 passed a motion to send telegraph wires to government officials protesting their actions in sending Mounted and Provincial Police to Windsor and also demanding for the recall of these

actions. January 1946 a hat was passed around to Local 584 members and \$1001.00 was collected. This money was sent to local 200 in Windsor with a commitment of our support. February 1946 a motion passed to send \$200.00 to 5 other striking locals including Chrysler and Stelco. Leaving local 584 funds dangerously low! The historic 99-day strike led by the Canadian division of the United Auto Workers and UAW Local 200 saw

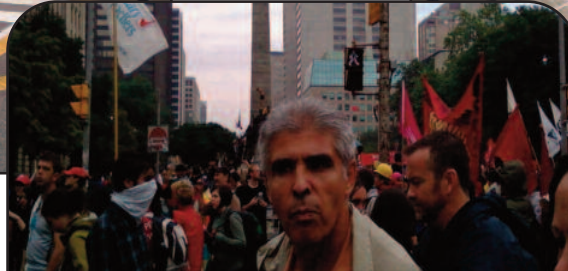
14,000 Ford workers and thousands more community supporters blockade the Ford Windsor complex in the face of a police attack. This strike brought into force the Rand Formula for automatic union dues check-off in exchange for a prohibition on strike activity during the life of a collective agreement - two essential policies of Canada's industrial relations system. Arlene & Barb.....AKA Thelma & Louise



**Members for Movember- \$20 was donated by each to Prostate Cancer  
Missing is Geoff Stillwell**



## G20 Toronto - Activists Photos



Why is it very common to have a 9 minute snooze interval on alarm clocks, why not 10 instead?

By setting the snooze time to 9 minutes, the alarm clock only needs to watch the last digit of the time. So, if you hit snooze at 6.45, the alarm goes off again when the last digit equals 4. They couldn't make it 10 minutes, otherwise the alarm would go off right away, or it would take more circuitry.



**Don't Drink and Drive!**

Happy Holidays From your Employee & Family Assistance Program (EFAP)  
Glen Swatman & Nasir Naghar (Alternate)

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OCTOBER Build a Better Heart Screening

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