

Volume 4 December 2011

PARTSLINE

CAW TCA
LOCAL 584



The Official Organ of CAW Local 584 - Brampton PDC



Happy Holidays!



Editors: Mark Machado, John McCloskey Editorial Committee: Kim Timmins, Chris Brookbanks, Dave Champagne.



CHAIRPERSONS REPORT

Gary Rumboldt

U.A.W Agreement Update

As most of you are all aware now the U.A.W ratified a four year contract with the Ford Motor Company with 63% in favour by production workers, and 65% by skilled trade workers. The UAW/Ford agreement promises a \$4.8 billion investment in the U.S which will create 6000 new jobs across the border. They will also receive a \$6000 bonus plus an annual lump sum bonus of \$1500. The new jobs will have a new starting rate at \$15.51/hour- almost half of a regular hourly UAW wage. So what does this mean for the C.A.W? The good news is that jobs are moving from Mexico, Japan and China not Canada. The bad news is, we no longer have an auto pact and continue to have a dollar that remains at par with the US dollar. In Canada we have one auto-assembly operation in Oakville and an engine

plant in Windsor and two parts depots. We just recently lost an assembly plant in St.Thomas putting 1200 members out of a job. The CAW is focused on protecting the jobs we currently have, and want a commitment from Ford for future investment in our facilities. Brother Lewenza was quoted as saying that this UAW agreement will put added pressure on the CAW leadership, but don't forget we make \$15,000 more a year in wages, and lumps sum payments and profit sharing gain you nothing. Since the UAW has agreed to profit sharing, they have only gotten two cheques in 15 years. Slashing Canadian wages will not keep jobs in this country since they only make up 7% of the cost of a vehicle. The government must step in with legislative measures that compel auto companies that sell vehicles in this country to also produce in Canada. The CAW leadership is analyzing this

contract very carefully and is looking at calling a special leadership meeting in the New Year to go over the UAW agreement. Your leadership expects to gain valuable information that we can share with our members to prepare us going into bargaining. We will also be handing out the contract proposals at around the same time and urge all of our members to fill them out and submit them to us. Your input is of great importance to us. For a Local update I have also put a copy of my November report on our website if anyone is interested in reading it. <http://cawlocal584.org/index.html> I want to wish everyone a safe and happy holiday, and wish you nothing but the best in 2012.

In Solidarity
Gary Rumboldt



PRESIDENTS REPORT

Dave Champagne

Another busy few months have passed since our last issue of the Partsline. We've welcomed 13 new transfers from the recently closed St.Thomas Assembly Plant, seen provincial elections take place, continued attacks on working people by the right- wing, and the rise of a fight back across the globe by frustrated citizens.

ST. THOMAS ASSEMBLY PLANT CLOSURE

Since 2005 bargaining, the Ford Motor Company had been threatening the closure of the assembly plant in St.Thomas. Despite a high quality workforce, continued demand for the Crown Vic,

Grand Marquis and the Lincoln Town Car, and efforts by the CAW to attract additional investment and/or product, the St. Thomas Assembly Plant officially ceased production on September 16, 2011. The plant was opened as a direct result of the successful negotiation of the 1965 Auto Pact that required producing one vehicle for every vehicle sold in Canada. With the closure, production at Ford has now slipped to fifth place among the auto manufacturing companies operating in Canada, trailing Chrysler, GM, Toyota, and Honda. There is no better example of the need for our government to legislate a proactive auto policy, to ensure the survival of our hugely

important auto assembly plants in Canada. Given the restructuring we were facing at Bramalea, we are proud of our ability to negotiate thirteen preferential hiring opportunities for laid off members of Local 1520. Please join me in welcoming our recent transfers and ensure that their transition to life at Bramalea is as smooth as possible.

PROVINCIAL ELECTIONS

On October 6th, Ontarians went to the polls to elect the new Provincial Government, and in what has to be considered a stunning reversal of fortunes, Premier McGuinty was successful in being re-elected. At the outset of the campaign, Tim Hudak's

Conservatives were poised to unseat the Liberals and form a majority government. The Liberals were elected to 53 seats, just one seat shy of what they needed for a majority, with the Conservatives taking 37 and the NDP with 17. In a history making race, Bramalea, Gore-Malton elected its first ever NDP MLA. CAW endorsed Jagmeet Singh, who fell just 600 votes short in his bid for the federal seat, was successful in knocking off Liberal incumbent, Kuldip Kular. Premier McGuinty has rejected the idea of a coalition government, however, support from the NDP will be crucial in passing legislation. Andrea Horwath made it clear in her acceptance speech that she will be using the balance of power that the NDP holds as a way of getting policy for average working people. It should be interesting to watch how things unfold at Queen's Park.

BROTHER CLOUT

On a regular basis, the leadership is asked how Brother Clout's battle with prostate cancer is going and I would like to provide information on recent developments. In early November, Kim underwent a battery of tests to monitor the progression of his disease. Unfortunately, the latest results provide very little in the way of good news. Although a recent CAT scan confirmed that his organs remain cancer free, there has been a significant spike in his PSA levels. It appears as though the current hormone therapy and chemotherapy that he is receiving are doing little to slow the progression of the cancer through his bones. On November 17, Kim underwent radiation therapy for his shoulder to try and ease some of his pain. Additionally, he is scheduled to begin a clinical trial of chemotherapy on November 30th in hopes of combating the cancer. As more details become available, we will continue to update the membership. Our thoughts and prayers continue to go out to Brother Clout and his family during this difficult time.

MOVEMBER

Last year, several members of CAW Local 584 took part in the prostate cancer awareness initiative, Movember. This year, the campaign took on added significance, with our Chairperson, Brother Kim Clout, currently battling stage four prostate cancer. In support of Kim, a challenge was issued to our membership to grow a moustache for the month and collect donations for prostate cancer research. I am proud to say that, once again, our members responded with enthusiasm, to a challenge. With the expanded numbers this year, we are confident that we will be successful in dramatically increasing the donation. Team CAW Local 584 made last year. I would like to thank all those who agreed to risk personal ridicule and the ire of their families to sport facial hair and those that donated to this very worthy cause.

UNITED WAY

Every year in September, the United Way launches its annual fundraising campaign at workplaces around the Peel Region. With the continued global economic uncertainty, the strain on the United Way and its 50+ funded agencies has been tremendous. The goal set for the campaign in Peel Region this year has been set at \$14M. Unfortunately, for the past several years, the workplace campaign here at Bramalea had slipped by the wayside. To try and rejuvenate our campaign, Local 584 negotiated paid time for one of our members to personally canvass everyone in the warehouse and speak about the benefits of the United Way in our community. I am pleased to report that the change was helpful in producing an increase of almost 15% in our donations this year. As a member of the Campaign Cabinet and Labour Division Chair for the United Way of Peel, I would like to thank all who donated, in particular, members who increased their donations during these difficult times and those that started new deductions this year.

JACK LAYTON

On August 22nd of this year, the labour movement, and all working Canadians, lost one of its loudest voices when NDP leader, Jack Layton, lost his battle with prostate cancer. For years, the federal NDP was forced to stand on the periphery of the Canadian political scene, trying desperately to deliver the message that a better Canada was possible. Under the leadership of Layton in this year's elections, the NDP was elevated to Official Opposition status for the first time in its history. I had the pleasure of meeting with Layton at the CAW UPC Convention in March of this year. To say that Jack's enthusiasm and commitment to working on behalf of all working Canadians would be an understatement. In his final letter to Canadians, Jack reminded us that, "love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world." Jack Layton will be sadly missed.

UAW/FORD BARGAINING

CAW members in the Ford chain watched with interest as UAW bargaining with Ford took place in the United States. At first glance, the recently signed agreement between the UAW and Ford looks to provide a good template for 2012 bargaining here in Canada. The UAW was successful in winning over \$12,000 in bonuses in the life of the agreement and modest improvements to the two-tier wage system agreed to in earlier UAW bargaining. Looking deeper at the agreement, however, raises serious concerns about 2012 bargaining in Canada. Although there were some improvements, absent from the agreement are annual wage improvements, vacation increases and cost of living improvements, all issues that are high on the list of our members. Adding further concern to our bargaining, Ford has awarded an additional 12,000 jobs to the UAW, the majority of which will be at the second tier. Many of the jobs will be coming from added production at several UAW facilities that the CAW

has been working hard to secure at our facilities here in Canada. The recent developments in the U.S. are sure to create serious issues for the upcoming bargaining in Canada, but, rest assured, your Bargaining Committee will work hard to protect and advance the interests of our members. Early in 2012, we will be

distributing questionnaires to help us determine the bargaining priorities of our membership. Please take the time to fill out the sheets to help your Bargaining Committee bring forward the issues that matter most to you.

healthy and happy 2012!

In Solidarity,
Dave Champagne

In closing, I would like to wish everyone Happy Holidays and a



HEALTH AND SAFETY REPORT Thayne Smith

As I reported in the last Partline the company is undergoing surveillance by the WSIB Workwell audit process, Bramalea PDC, Oakville Assembly Complex and the Windsor Engine Plant are all being audited. OAC and Bramalea have both gone through their mock audits with WSPS and scored 51.6% and 45%. Windsor Engine Plant has completed their audit and recorded a preliminary score of 85% after receiving 39% on the mock audit. Bramalea's audit is scheduled for the end of February 2012.

We received complaints regarding the water from drinking fountains in the Annex and main warehouse cafeteria at the beginning of October. As a precaution I had the two fountains shut down and tested. Both tests came back negative and the drinking water was deemed to be completely safe. The Ford standard requires that all sources must be

tested regularly and this has been added to the PM schedule.

The Company has agreed to commit the necessary resources to upgrade and update the PMHV training. The emphasis will be placed on regular operators and then the additional Green Cards that are needed.

The Company is currently adding to the PMHV fleet, fork trucks are now in use but we were unable to sign off on reach trucks as they did not meet Ford standards.

Most repairs have been completed on the Rapid heating units in time for the winter season and additionally the Company has agreed to make repairs on the Annex receiving doors at our request.

We would like to remind people to be SAFE at home and on the roads this coming season. If you are purchasing a real Christmas tree make sure that

it is fresh. Make a fresh cut on the trunk before you place it in the stand, the cut will help to absorb water and leave the tree outside until you are ready to decorate it. Water the tree often and secure it from tipping with string or wire if possible and keep it away from floor heaters/duct work, fireplaces and other heat sources, as well as electrical outlets and electrical sources. If you are installing Christmas lights outside exercise extreme caution if using a ladder. Ladders should only be used for access, not to work off of if possible. If you must work off of the ladder remember to use the 4 to 1 rule, 1 foot out for every 4 feet up.

We would like to take this opportunity to wish everyone a Merry Christmas and prosperous and Happy New Year.

In solidarity,
Your CAW Health and Safety Committee

A Letter From Melony Luffman

To: Local 584 members and retirees:

After much consideration, discussion, and soul searching, it is with a heavy heart that I announce my resignation as local 584's Benefits/Employment equity representative.

I feel that with my current personal health challenges, along with the challenge of the benefits office holds, I wouldn't be serving myself or the membership to the extent that they need or deserve by continuing.

Michelle Harvey will be taking over in the interim until the tri-annual elections in the spring.

I will assist Michelle with anything she needs as well as whoever is elected come spring.

Thanks to everyone that supported me in this position, your encouragement and continued support will be much appreciated.

In Solidarity
Melony Luffman

Tax Tips - Arvin Gangwar

Year-end tax deadlines or tips to consider for Year 2011:

1. Conversion of RRSP to a RRIF: If you turned age 71 in 2011, you have until Dec 31 to make any final contribution to your RRSP before converting it into a RRIF or registered Annuity. (**You shouldn't be working at Ford, if you turned 71 this year)

2. RRSP: Deadline is February 29th, 2012

3. TFSA or Tax Free Savings Account: This is the third year since this program was introduced. So you are allowed to put away maximum of \$15,000 till December 31st in this account. If you have overcontributed, there is a penalty, so be careful. On January 01, 2012 you are allowed to contribute another 5k into it.

4. RESP (Registered Education Savings Plan) Deadline December 31st.

RESPs allow tax-efficient savings for children's post-secondary education. Govt. provides grant equal to 20% of the first \$2500 per child annually. To collect this govt. grant you should contribute by Dec 31st, 2011.

5. Charitable Donations: December 31st is the last day to make a donation and get a tax receipt for 2011. Keep in mind that many charities offer online donations where an electronic tax receipt is generated and emailed to you instantly.

6. Tax Loss Selling: It involves selling

investments with accrued losses at year-end to offset capital gains realized elsewhere in your portfolio.

7. Investment related expenses: This is important. Interest paid on money borrowed for investing, investment counselling fees for Non RRSP accounts, and Safety Deposit Box rental fees.

8. Other expenses that must be paid by Dec 31 include Child Care Expenses, Medical expenses, Interest on student loans and Spousal support payments.

Merry Christmas to all of you and have wonderful and safe holidays.

Arvin Gangwar
Financial Secretary

Posted by Jim Stanford on a Blog

Here is an amazing multimedia article published by Bloomberg Markets Magazine in the U.S., that lists all of the individual banks which received financial assistance from the U.S. Federal Reserve during the 2008-09 crisis. It shows each bank's peak borrowing from the Fed, the number of days they held the funds, and the timeline for paying it back. You can sort the banks by name, amount borrowed, and other criteria.

How did Bloomberg get this? From a big freedom of information request, which they then assigned dozens of researchers to compile and analyze. Fascinating stuff ...

The Big Five Canadian banks are all on Bloomberg's list. Together they borrowed (at peak) \$28 billion from the U.S. Fed, holding funds for as long as two years. Scotiabank was the biggest Canadian borrower from the U.S. lender of last resort, holding \$9.5 billion (U.S.) as of December 2008 — and its Fed borrowings were worth almost half of the bank's market value at one point!

CBC Radio's Mike Horbrook reported on this Bloomberg feature this morning, and interviewed me among other commentators on the silly old

question: "Were our banks bailed out?" Does a hedge fund executive drink fine wine?

The \$28 billion in assistance from the U.S. Fed received by our big banks pales in comparison, of course, to the line of credit worth up to \$200 billion that was provided by our own federal agencies (including the Bank of Canada and CMHC) through Jim Flaherty's Extraordinary Financing Framework. I would love to see similar details (as in the Bloomberg report) on the banks' use of these Canadian funding sources during the same period.

Nevertheless, the bankers have the gall to deny that this was not a "bailout", but rather constituted normal liquidity smoothing interventions by the central bank. This is historically false, and morally offensive to the taxpayers of Canada who were on the hook if this emergency assistance proved to be insufficient to stabilize the banks. The reality is that our governments (and the U.S. government, too, we now know) provided enormous sums of finance to the Big Five banks, at virtually zero interest, at a moment in time when commercial funding was unavailable. Canadian banks, like

any other leveraged private banking institution (lending out their capital 20 times over or more), faced a real risk of collapse if the crisis of confidence worsened. Having a \$200 billion line of credit in your pocket, sure helps people have confidence in your future. And confidence is a leveraged bank's main asset. So the banks were absolutely stabilized, and possibly saved, by these extraordinary government interventions. Whether you call that a bailout or a "liquidity injection" is all in the semantics.

In response to that bailout, the banks owe the state and its taxpayers an enormous debt of gratitude. They should also be more cooperative when it comes to the taxes and regulations that would help to prevent this kind of crisis from arising again in the future. At a bare minimum, they should lose the arrogance which characterizes their self-righteous, whiny denials that they ever had to turn to the nanny state for their own survival.

As I told Mike Horbrook in my interview with him, if Tony Soprano shakes you down, he might call it a "liquidity injection" — but it's still a shakedown!



RETIREE'S CHAIR REPORT

Chris Wilski

On behalf of all the retirees I would like to express our deepest condolences to the families of retiree's Debbie Pike, Cliff Pitatzke, Arnold Tilley and Frank Kenyon who passed away recently.

Our Thanksgiving Food Drive/Luncheon went very well with our retirees donating around 1,200 lbs of food. The community participation was very poor even though we got the word out there and approached many groups. Thank you again everyone for all your support and in particular CAW local 584 for putting on this great annual event and for providing the cube van. Thanks also to Dave Champagne, Doug Berry, Roz Monchamp, Frank Marek, John Mcloskey, Annette Kelly, Gerry Goodison, Chris Moody, Brandy Lafortune, CAW Local 1285, Sandy Pitman and Penny McCabe for all your hard work in making this event a

great success. The Knights Table and their clients are eating a little better because of us.

Ford UAW recently bargained a new agreement and the outlook for our retirees does not look promising for our contract talks less than a year from now. One area that I would like to mention is the Health Care Trust fund which was established for retiree benefits back in 2009 for both GM and Chrysler in Canada. As you are aware Ford did not implement this, not because they didn't want to but because they did not have the millions of dollars to fork over to pay to launch it at the time. Reports I've seen from GM is that they have been struggling to put this plan together for the past two years with as little disruption and pain as possible to their retirees and just recently finalized it. The plan presently looks to be able to sustain their retirees for

a few years but who knows what will happen down the road. All I can say is be prepared for next September and as you all know they all want an even playing field mostly at the retirees expense and as the corporations view us as a liability. Contract proposals will be coming out early in the New Year and it is important that we make ourselves heard and have everyone's participation. We are not allowed to vote but we certainly can have a voice.

Meetings for January, February and March are suspended for the winter break and will start up again on Wednesday April 4, 2012.

Have a great and safe Christmas and a Happy New Year to all.

Chris Wilski

CAW Retirees Chair



Brother Doug Berry Clowning around at the Knights Table BBQ



Brothers Chris Wilski and Doug Berry Pose with Knights Table Volunteers

Womens' Committee Report

Lisa Bogden

December 6th is Canada's National Day of Remembrance and Action on Violence Against Women. Twenty-two years ago in 1989, 14 women were shot to death at L'Ecole Polytechnique in Montreal by a gunman with a semi-automatic rifle, his rage fuelled by a hatred of feminists. Canadians reacted with shock, sorrow and outrage and began to demand government actions to address gender based violence in Canada, work that continues today.

Just a few facts in Canada:

- On average, every six days a woman is killed by her intimate partner, in 2009, 67 women were murdered by a current or former spouse or boyfriend.
- On any given day, more than 3,000 women (along with their 2,000 children) are living in an emergency shelter to escape domestic violence.
- In just one year, 427,000 women over the age of 15 reported they had been sexually assaulted. This number is actually higher since about only 10% of all sexual abuse assaults are reported to police.
- About 80% of sex trafficking victims

are women or girls.

- Young women are especially at risk, 66% of all female victims of sexual assault are under the age of twenty-four, and 11% are under the age of eleven. Women aged 15-24 are killed at nearly three times the rate for all female victims of domestic violence.
 - The cost of violence against women for health care, criminal justice, social services, and lost wages and productivity has been calculated at \$4.2billion per year.
 - Aboriginal women are more than eight times more likely to be killed by their intimate partner than non-aboriginal women.
 - 60% of women with a disability experience some form of violence.
- This December 6th, your local will be handing out pins for you to wear. Please wear yours in support of fighting Violence against women. The 22nd anniversary of the Montreal Massacre must be more than just another number, another day to commemorate, another day to mourn. This December 6th must be a call to action. This year's Christmas Raffle is a very special one. We all know what a hit

the auto industry has taken in the last few years and what effect this has had on some of our Ford families. I am honored to be able to help our brothers and sisters who are in need during the holidays. No matter what size of donation we offer, I'm sure it will be appreciated and much needed. We all know this is what Christmas is all about. GIVING. It is such a small word with an enormous meaning. A very special thank you to the members who make this event possible, either with a gift donation for the table or tickets purchased. I would like to thank all the ladies in advance for all the work that is put into our Christmas Raffle. Also, I must admit, it is a lot of fun. If you haven't witnessed or been a part of the raffle please make an effort, to check this out, and be part of the fun. Wishing everyone a very Merry Christmas and Happy New Year!!

In Solidarity,
Lisa Bogden
Women's Committee Chair

Education Report

Mark Machado

I recently had the opportunity to attend the C.A.W. Communication Conference which was held at the C.A.W. facility in Port Elgin. This conference allows union communicators an opportunity to participate in workshops to hone their skills and to listen to guest speakers in this field. This also gave me the chance to work with union communicators from other locals and learn what I could from them.

I attended a number of interesting workshops during the conference dealing with subjects in Design Basics, Twitter, and Digital Photography. During the Design Basics workshop we discussed ways

we could improve the aesthetics and readability of our newsletters. Topics included The Four Principles of Design, Typeface, and Colour. Listening to fellow communicators discuss their ideas and strategies will be very helpful when trying to improve future issues of our newsletter.

Another interesting workshop I attended discussed how Twitter can be a fun and effective way of communicating with members, politicians, media, and others and finding out what people are talking about. We discussed that messages can be delivered to a phone via text message, Twitter app or by computer.

We also discussed possible uses including campaigns, sending live accounts or photos from events, circulating articles and much more.

The third workshop I attended was on Digital Photography and Photoshop. The digital photography portion focussed on points of interest, aperture, contrast, lighting, and colour vs. Black and white. The goal of the Photoshop portion was to simplify the basic use of Photoshop for photographic editing.

The Communication Conference was a great experience and I am confident knowledge I brought back with me will be beneficial to both the newsletter and our local.

Human Rights John McCloskey

Over the last year we have witnessed history in the making. With the use of Twitter and Facebook we were following revolutions all over the world. We saw the fall of dictatorships as citizens rose up to protest for equality, justice and a chance to thrive.

Then Occupy Wall Street, comprised of people that needed to be heard. Their concept swept across the country and over two continents occupying several cities. Their message was simple; we are sick and tired of the wealthiest one percent controlling how the 99% should live!

In the GTA we watched biased reports on television and in the newspaper at the site of Occupy Toronto. Reporters were more interested in finding neighborhood residents around the park and City Councillors that wanted to complain about the protesters rather than reporting the injustice and causes for the occupation. The media could have helped the 99% have a voice and be heard but instead all we hear is about how the grass was ruined! Here are some facts that might have made us put up our own tents and join in if the media informed us.

1. The board of Shaw Communications Inc. voted to boost the pension payable to Jim Shaw (age 53) when he retired as CEO of the company last month, bringing his pension payments to almost \$500,000 monthly. The company said Mr. Shaw's pension benefit will now be \$495,833 per month, or \$5.95-million annually – exceeding the \$5.4-million pension paid annually to his father, JR Shaw, the company chairman. Does anyone realize how little the cable guy makes? The use of temp employees and hiring on contract helps them tighten their belts on employees' wages and benefits so they can remain competitive!

2. A young mother with a two year old applies for affordable housing in the Region of Peel. She gets a call that something might be available. Her child is now 17 years old! A wait for up to 15 years for affordable housing just caters to the rich slum lords.

3. There are more temporary employment agencies in the GTA than Tim Horton's outlets! Has anyone in your family tried to go and get a job lately? The temp agencies have taken over and replaced full time work with precarious work.

4. A student loan system that sends 22-year-olds into an immediate "debtors' prison" of working lousy

jobs for which they didn't go to school but now have to take because they're in hock for tens of thousands of dollars for the next two decades; and a jobs market that keeps Canadians un- or under-employed -- and much of the rest of the workers forced to accept wage cuts, health-care reductions and zero job security

5. Companies are attacking workers pensions so the government moved the retirement age to 70. Many of us have watched our retirement saving dwindle due to the economic crisis in the U.S. and asked for a revised Canada pension formula that would double the benefits for everyone and offer better security for the elderly.

The banks vetoed the idea and the government made it so you have to work longer to achieve maximum Canada pension benefit of \$960.00. The list can go on and on but there is one similar demand no matter what group or what cause you support. Put human need ahead of corporate greed! The Occupy movement is not dead but has moved inside for the winter. For more information please visit <http://whytooccupy.org/> and <http://rabble.ca/issues/occupy>. BTW: Royal Bank's profits are up 43%. Canada did give bailouts to our Banks. Just remember who controls the media and what they don't want us to know.

Jonas is 19 years old. Francky is 20. And a judge in Cameroon just sentenced them both to 5 years in prison for being gay.

Cameroon has several laws that criminalize homosexuality -- at least 10 people have been arrested this year alone. Last July, Jonas and Francky were arrested outside a club on suspicion of violating these discriminatory anti-gay laws.

"Violence against gay people in Cameroon has skyrocketed to unprecedented levels: the situation is quickly becoming a crisis. The president of Cameroon can put a stop to this and, if he feels enough pressure, he will do so."

Trade unionists in Pakistan and Ecuador need our help today.

In Pakistan, six trade union leaders have been jailed on spurious 'terrorism' charges. The International Textile, Garment and Leather Workers Federation has launched a global online campaign to demand their release.

Workers unfairly terminated for trade union organizing at the five star

Angkor Village Hotel and Angkor Village Botanical Resort Hotel in Siem Reap, Cambodia, are fighting for their rights, their jobs and their union - and need your support. With the support of the IUF-affiliated Cambodian Tourism and Service Workers' Federation (CTSWF), unions were legally formed at the two hotels in July this year. The owners retaliated by dismissing a total of 67 of the 90 workers at both hotels. The owners have defied rulings of the government Arbitration Council, court orders and official mediation that the mostly women workers were unjustly dismissed and must be reinstated in their jobs. The workers continue to peacefully demonstrate at the hotels despite police intimidation and arrests. You can support them - send a message to the owners demanding the immediate reinstatement of all dismissed workers with back pay, and the recognition of their unions. Visit <http://www.iuf.org>

Nestlé tells Pakistan contract workers 'Give up your rights, now and forever!' Mass dismissals, jail, beatings and now blackmail

Management at Nestle's giant Kabirwala dairy factory in Pakistan is deepening its policy of punishing contract workers who demand their legal rights. Casual workers employed for nine months are entitled by law to direct, permanent employment status, but Nestlé has responded to their demands by dismissing over a hundred, fabricating legal charges against the workers and by recently offering 50 dismissed workers the possibility of returning to their precarious employment ('no work, no pay) on condition that they permanently renounce all current and future claims against the company! Nestlé management continues to pressure union president Mohammad Bhatti to drop his support for the contract workers, who face fabricated criminal charges for claiming their rights. In the course of their struggle, workers have been physically assaulted by a vengeful labour contractor and goons.

Now Nestlé is cynically creating new, permanent positions for contract workers who are not union members and who have not supported the union's fight for justice, sending a clear message that those who claim their rights will be punished!

Visit <http://www.iuf.org>

Sudoku

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



What I don't like about office Christmas parties is looking for a job the next day.

Phyllis Diller

Once again, we come to the Holiday Season, a deeply religious time that each of us observes, in his own way, by going to the mall of his choice.

Dave Barry

If you haven't got any charity in your heart, you have the worst kind of heart trouble.

Bob Hope

Puzzle

How many gifts, in total, did the person receive during the Twelve Days of Christmas - according to the song?



Local 584 Movemberhood

Fire Safety Word Search

B	U	R	N	F	I	R	E	F	I	G	H	T	E	R
Q	N	P	G	Y	I	I	U	D	L	Z	A	I	L	M
H	F	N	E	V	H	S	I	U	G	N	I	T	X	E
X	W	L	U	B	E	L	D	H	M	R	A	L	A	Y
V	F	C	A	I	D	N	E	G	Y	X	O	J	A	M
K	Q	I	W	S	K	B	V	L	Z	P	O	S	C	L
H	U	M	R	A	H	K	U	O	C	A	H	T	K	G
L	A	N	Y	E	T	L	O	O	S	E	S	O	M	A
U	A	Z	C	T	Q	E	I	Z	S	X	J	N	H	S
J	E	M	A	Y	X	F	R	G	W	M	O	M	J	I
I	S	L	P	R	Z	H	L	Q	H	C	X	O	I	B
G	H	M	D	A	D	L	T	Y	M	T	U	Q	X	W
Y	K	B	O	F	P	F	I	R	E	T	U	R	C	K
R	W	I	B	K	N	O	I	T	N	E	V	E	R	P
Z	Z	E	L	S	E	R	E	S	C	U	E	O	G	S
R	O	T	C	E	T	E	D	H	O	T	M	S	Q	G
C	A	R	B	O	N	M	O	N	O	X	I	D	E	N
C	S	I	R	E	N	K	E	V	I	V	R	U	S	

FIRE	ALARM	GAS	SIREN
FIREFIGHTER	ASHES	HAZARD	SMOKE
FIRETRUCK	BURN	WATER	EXTINGUISH
LAMP	CARBON MONOXIDE	RESCUE	DETECTOR
FLASHLIGHT	OXYGEN	PREVENTION	SURVIVE

40 Interesting Facts

by Chris Brookbanks

1. California has issued at least 6 drivers licenses to people named Jesus Christ.
2. Kangaroos can not walk backwards.
3. 'Jedi' is an official religion, with over 70,000 followers, in Australia.
4. According to a recent survey, more than half of British adults have had sex in a public place!
5. Most alcoholic beverages contain all 13 minerals necessary to sustain human life.
6. Nachos is the food most craved by pregnant women.
7. Each year, 24,000 Americans are bitten by rats!
8. Most dreams last only 5 to 20 minutes.
9. The hair of an adult man or woman can stretch 25 percent of its length without breaking.
10. On average, the life span of an American dollar bill is eighteen months.
11. Non-dairy creamer is flammable.
12. The first domain name ever registered was Symbolics.com.
13. Americans collectively eat one hundred pounds of chocolate every second.
14. U.S. President Calvin Coolidge liked to eat breakfast while having his head rubbed with Vaseline.
15. When a giraffe's baby is born it falls from a height of six feet, normally without being hurt.
16. Venus is the only planet that rotates clockwise.
17. The creator of the NIKE Swoosh symbol was paid only \$35 for the design.
18. How does a shark find fish? It can hear their hearts beating.
19. Penguins can convert salt water into fresh water.
20. In ten minutes, a hurricane releases more energy than all the world's nuclear weapons combined!
21. The IRS employees tax manual has instructions for collecting taxes after a nuclear war.
22. During WWII, because a lot of players were called to duty, the Pittsburgh Steelers and Philadelphia Eagles combined to become The Steagles.
23. Nearly 22,000 checks will be deducted from the wrong account over the next hour.
24. More than 50% of the people in the world have never made or received a telephone call.
25. There are more fatal car accidents in July than any other month.
26. There are more bacteria in your mouth than there are people in the world.
27. More than 2 million documents will be lost by the IRS this year.
28. Bats always turn left when exiting a cave.
29. Washington, D.C. has one lawyer for every 19 residents!
30. Avocados have more protein than any other fruit.
31. The average car produces a pound of pollution every 25 miles!
32. Cranberries are sorted for ripeness by bouncing them; a fully ripened cranberry can be dribbled like a basketball.
33. In 1980, a Las Vegas hospital suspended workers for betting on when patients would die!
34. The most powerful electric eel is found in the rivers of Brazil, Columbia, Venezuela, and Peru, and produces a shock of 400-650 volts.
35. If the population of China walked past you in single file, the line would never end because of the rate of reproduction.
36. Antarctica is the only land on our planet that is not owned by any country.
37. In India, people are legally allowed to marry a dog!
38. You are more likely to get attacked by a cow than a shark.
39. Half of all identity thieves are either relatives, friends, or neighbors of their victims.
40. One in three male motorists picks their nose while driving.!
41. A man named Charles Osborne had the hiccups for 69 years!

The Supreme Court has ruled that they cannot have a nativity scene in Washington, D.C. This wasn't for any religious reasons. They couldn't find three wise men and a virgin.

Jay Leno

Jack Layton's last letter to Canadians
August 20, 2011
Toronto, Ontario

Dear Friends,

Tens of thousands of Canadians have written to me in recent weeks to wish me well. I want to thank each and every one of you for your thoughtful, inspiring and often beautiful notes, cards and gifts. Your spirit and love have lit up my home, my spirit, and my determination.

Unfortunately my treatment has not worked out as I hoped. So I am giving this letter to my partner Olivia to share with you in the circumstance in which I cannot continue.

I recommend that Hull-Aylmer MP Nycole Turmel continue her work as our interim leader until a permanent successor is elected.

I recommend the party hold a leadership vote as early as possible in the New Year, on approximately the same timelines as in 2003, so that our new leader has ample time to reconsolidate our team, renew our party and our program, and move forward towards the next election.

A few additional thoughts:

To other Canadians who are on journeys to defeat cancer and to live their lives, I say this: please don't be discouraged that my own journey hasn't gone as well as I had hoped. You must not lose your own hope. Treatments and therapies have never been better in the face of this disease. You have every reason to be optimistic, determined, and focused on the future. My only other advice is to cherish every moment with those you love at every stage of your journey, as I have done this summer.

To the members of my party: we've done remarkable things together in the past eight years. It has been a privilege to lead the New Democratic Party and I am most grateful for your confidence, your support, and the endless hours of volunteer commitment you have devoted to our cause. There will be those who will try to persuade you to give up our cause. But that cause is much bigger than any one leader. Answer them by recommitting with energy and determination to our work. Remember our proud history of social justice, universal health care, public pensions and making sure no one is left behind. Let's continue to move forward. Let's demonstrate in everything we do in the four years before us that we are ready to serve our beloved Canada as its next government.

To the members of our parliamentary caucus: I have been privileged to work with each and every one of you. Our caucus meetings were always the highlight of my week. It has been my role to ask a great deal from you. And now I am going to do so again. Canadians will be closely watching you in the months to come. Colleagues, I know you will make the tens of thousands of members of our party proud of you by demonstrating the same seamless teamwork and solidarity that has earned us the confidence of millions of Canadians in the recent election.

To my fellow Quebecers: On May 2nd, you made an historic decision. You decided that the way to replace Canada's Conservative federal government with something better was by working together in partnership with progressive-minded Canadians across the country. You made the right decision then; it is still the right decision today; and it will be the right decision right through to the next election, when we will succeed, together. You have elected a superb team of New Democrats to Parliament. They are going to be doing remarkable things in the years to come to make this country better for us all.

To young Canadians: All my life I have worked to make things better. Hope and optimism have defined my political career, and I continue to be hopeful and optimistic about Canada. Young people have been a great source of inspiration for me. I have met and talked with so many of you about your dreams, your frustrations, and your ideas for change. More and more, you are engaging in politics because you want to change things for the better. Many of you have placed your trust in our party. As my time in political life draws to a close I want to share with you my belief in your power to change this country and this world. There are great challenges before you, from the overwhelming nature of climate change to the unfairness of an economy that excludes so many from our collective wealth, and the changes necessary to build a more inclusive and generous Canada. I believe in you. Your energy, your vision, your passion for justice are exactly what this country needs today. You need to be at the heart of our economy, our political life, and our plans for the present and the future.

And finally, to all Canadians: Canada is a great country, one of the hopes of the world. We can be a better one – a country of greater equality, justice, and opportunity. We can build a prosperous economy and a society that shares its benefits more fairly. We can look after our seniors. We can offer better futures for our children. We can do our part to save the world's environment. We can restore our good name in the world. We can do all of these things because we finally have a party system at the national level where there are real choices; where your vote matters; where working for change can actually bring about change. In the months and years to come, New Democrats will put a compelling new alternative to you. My colleagues in our party are an impressive, committed team. Give them a careful hearing; consider the alternatives; and consider that we can be a better, fairer, more equal country by working together. Don't let them tell you it can't be done.

My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world.

All my very best,

Jack Layton

A message from your EFAP representatives

Glenn Swatman and Nasir Naghar

Season's Greetings from your EFAP representatives

HO! HO! HO! 'Tis the season to be jolly! The holiday season is finally here! Santa's made his list and checked it twice! We, your EFAP reps, Glenn Swatman and Nasir Naghar, would like to wish you and your loved ones a very happy holiday season filled with health and

happiness.

Once again, we just wanted to give all of you a friendly reminder to be safe this holiday season. If you drink, do so responsibly and have a safe method of transportation just in case. Assign a designated driver or call a cab if you think you're incapable of driving home safe. Don't let substance abuse and alcoholism ruin

the festivities for you, your loved ones, and everyone else around you. Remember, Santa knows who's been naughty and nice!

Be safe, have fun, be merry! Happy Holidays! From our families to yours,

Your EFAP Reps,
Glenn Swatman and Nasir Naghar

Pride Report

Terri Fletcher

Greetings Sisters and Brothers, On behalf of the pride committee I'd like to welcome the St Thomas people to local 584 and wish them all the Best!

On September 23rd I had the privilege to attend and represent our union at an E.G.A.L.E fund raising event in Toronto.

E.G.A.L.E. Canada is a national organization which stands for equality for Gays and Lesbians Everywhere. It is a national L.G.B.T.Q. human rights organization advancing equality, diversity, education and justice.

In attendance were a few people some of you may know such as N.D.P. interim leader Nycole Turmel, L.I.B. interim leader Bob Rae, M.P.P. eggy Nash (former assistant to CAW. Pres. Buzz Hargrove) as well as Olivia Chow who I'm sure must have been deeply touched as we paid tribute to her late husband NDP. leader Jack Layton thru a wonderful video of parts of his life.

A variety of entertainment amazed us, shook our hearts and souls whether it be through poetry, dance, expertise culinary skills or silver tongued monolog, a delightful evening was had by all not to mention

the raising of funds in a particularly curious fashion. The evening was an overall success as donations were generously given throughout the night both corporately and individually. I'd like to thank our CAW. National for the invitation to attend this important event. The recognition and participation by the CAW. reaffirms our commitment to equality and diversity.

In Pride and Solidarity

Terri Fletcher
Pride Chairperson
Local 584



Watch for the Parstline Online Edition, downloadable and printable. Coming soon at www.cawlocal584.org

Attention Retirees: If your would like to have the Partsline mailed to you in the future Please notify Dave Chapagne or Chris Wilski. Paper will only be mailed to those who request it!

Health Fact by Tammy Dempsey

There are six herbs and spices that are cancer-preventative as well as cleansing and healing. Adding these herbs into your daily meals will help you prevent cancer and give your body the boost it needs to heal if you have cancer. Many of these spices can inhibit the growth of cancer cells. Simply add to any dish and you have a secret weapon working in your favor to fight cancer. Turmeric, rosemary, oregano, ginger root, mint, and parsley are the six major spices that fight cancer.

1. Turmeric:

Turmeric contains the yellow compound curcumin which can block the release of certain substances that activates cell proliferation. Turmeric is one of the best spices to inhibit cancer growth and carcinogens. Taking it daily can make a huge difference to your health.

2. Rosemary:

Rosemary contains carnosol which is a strong phytochemical that can detoxify substances that start the cancer process.

3. Oregano:

Oregano contains two phytochemicals called quercetin and farnesol that can block the growth of cancer as well.

4. Ginger:

Ginger root has gingerol which is believed to induce the death of cancer cells.

5. Mint:

Mint has the phytochemical limonene known to block the growth of tumors.

6. Parsley:

Parsley has a variety of polyacetylenes which helps protect the body from carcinogens especially the ones from tobacco smoke.

Information gathered from yahoo health

Herbs Are Enhancement, Not Replacement, for Treatment

There are many more herbs and spices that contain anticarcinogenic compounds. These are just a few that may be in your everyday spice rack, or growing in your garden. While they do have powerful effects on your health, don't take these instead of standard treatments for cancer. You will get the most benefit from fresh herbs and spices, rather than nutritional supplements. Let your doctor know if you start using larger than average amounts of these plants, since that may affect the effectiveness of your treatment or pose related side effects.



CAW Local 584 Movember Fundraiser Participants

Cancer Info Websites by Melony Luffman

www.bcan.org
www.ccac-ont.ca
www.facingcancer.ca
www.lgfb.ca
www.dewyfoundation.org
www.hippocratesinst.org
www.crazysexylife.com
www.crazysexycancer.com
www.gerson.org
www.cancer.ca/canada-wide
www.skincancer.org

Christmas Party Photos



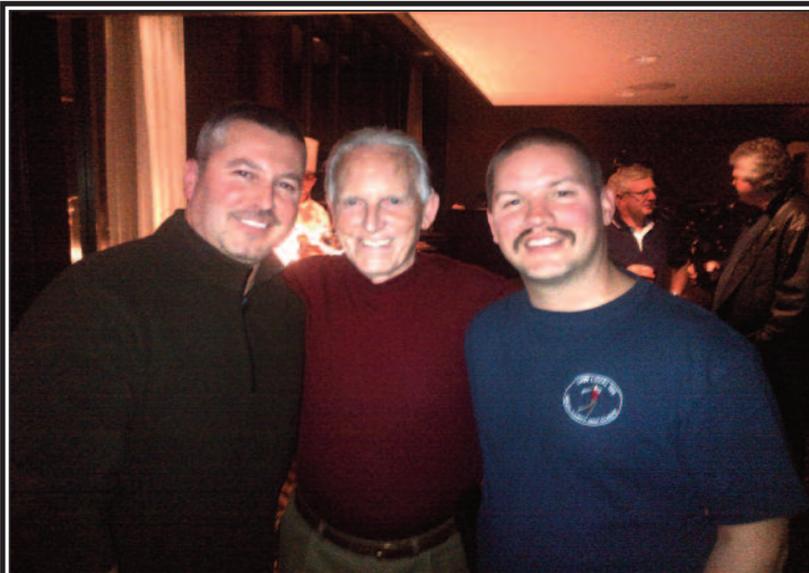
General Membership Meeting *

Sunday January 8, 2012
10:00 A.M.

Spot One Catering
289 Rutherford Road
Brampton

General Business
(3) Election Committee Elections
Reports

* No meeting for the month of
December 2011



Gary Rumboldt and Dave Champagne Pose with Former CAW
President Bob White

Member Spotlight by Kim Timmins



Arvin Gangwar started his career with Ford motor company in October of 1995. Arvin was born in India but acquired his Canadian citizenship in 1998.

While in India he completed his University degree. In Canada Arvin went to Sheridan College and Ryerson university for Continuing Education. There he attained a diploma in Tax accounting. Arvin has been local 584's Financial secretary since 1999. He serves our brothers and sisters with honesty ,

dignity & respect at all times. In 1997 Arvin attended a rally in North Bay with 584 union leaders. The rally was against the Mike Harris Tories and their anti labor platforms. Being exposed to a lot of anti-labor culture and corruption in India, he decided to stand up against this type of politics and became involved through his union. Arvin feels he has evolved and matured as a union activist and the experiences it has given him. Arvin and his wife, Anjul, married for 18 years, are proud parents to Trisha, Monica and Rishi. In his free time Arvin has volunteered his time to help low-income seniors and the under privileged to prepare their tax

returns, in conjunction with the government's volunteer program. He says this gives him sense of giving back to the community and the country which has been good to him and he feels grateful and blessed. You can find him at Tai Chi, gym, ping pong (playing hard to beat Chan) hanging out with family and friends or maybe playing chess. Not many people know that he is a national level chess player. Travels include India every few years to see his parents as well as experiencing New York City and Disneyland. Arvin's life motto is " Be sincere, not serious. Life is too short to be too serious."

Some Childrens Christmas Party Photos



To View More Childrens Christmas Party Photos go to
www.cawlocal584.org