



**Unifor Local 584**

*December 2015*



## Message From The Chair

### POLITICS

Brother and Sisters, Canadians sent a clear message in this past federal election that they wanted a change in government and a change in direction for our country. We need to continue to put pressure on the Liberals and rely on the NDP to address the many issues we have had to face over the past number of years, while dealing with the Harper government. The attacks on unions and labour rights need to stop and our government needs to focus on the more important issues like; Medicare, Canadian Pension Plan, child care, manufacturing along with many other issues. Your Union will continue fight for a better Canada but we need your support to help win the battle.

### UAW/FORD CONTRACT

UAW/FORD production and skilled trade employees voted to approve a 4 year contract that will take them into 2019. The deal has given UAW-Ford members job security and economic gains for their families and communities. On December 3rd, I will be attending an Auto Council meeting with delegates from Ford, GM and Chrysler to discuss the UAW/CBA and our plans for 2016 bargaining. I will provide an update at our next general membership meeting in January.

### PLANT

At the depot we currently have 200 full-time members on roll with no one on layoff. The plant has been running overtime on a daily basis (including Saturdays) in order to keep up with customer demand. Work volumes are on a steady rise as a result of increased sales and new model changes. As some of you may have noticed, the new PICS process that was supposed to have migrated throughout the warehouse has now come to an abrupt stop. The Company has run into some design and engineering issues throughout the warehouse, primarily with the dock. They are trying to find a way to design the dock in order to a steady work flow, allowing pickers to scan parts into cages without any interruption and most importantly, with no health and safety issues. The Company is also looking at the physical layout in P&D section (along with the annex) to help them in designing a building that would allow them the ability to ship out of the annex. To assist them with a proper launch of the new picking process, the Company has ordered 14 new tugs that are expected to arrive very soon. As we can appreciate, all of these things that I have mentioned need to fall into place, and until they do, the Union has made it clear that no job postings will take place. If anyone has any questions, please contact the Union office and we will be happy to try and answer any questions you may have.

I want to take this opportunity to wish you and your families a very Merry Christmas and a safe and Happy Holiday!

In Solidarity ,  
Gary Rumboldt



# Presidents Report

## UNIFOR HELPING ALL WORKERS!

I had the opportunity earlier this year to speak in front of a "Changing Workplace Review Board" set up by the Ontario Government to look at possible updates to our Ontario Labour Laws & Employment Standard Act. My presentation was on the Agency employment of today's job markets. As well the National Union organized for us to Lobby 54 MPP's at Queen's Park, for real changes for workers.

The following was part of my report!

We used to have an avenue for job posting within our community; it was called Manpower and was run through the old UI (Unemployment Insurance) offices. This was a Government run program and it worked!! Manpower would have contact with Businesses in the area and post the job openings through this service. This was both good for the worker and the employer. The service would match the worker with the Company's need for employment openings. Businesses had the screening they required and all the openings went to the same office. This program had no room for the middle man (the agency) to profit off the backs of workers with no one as the watch dog in place! Perhaps it is a solution to reopen this type of service for job openings! (Even for temp positions) It would be a way to monitor companies hiring patterns in each region.

## TPP TRADE AGREEMENT

The provisions within the Trans Pacific Partnership (TPP) once again hit our Auto Industry hard. The changes will make things much easier for Auto products to enter our market. The main changes are;

1. Facilitating more imports from Japan, as Canada's 6.1% tariff is quickly eliminated (over just 5 years).
2. Allowing vehicle imports from Japan and elsewhere to embody a majority of non-TPP content, from China or other low-wage countries (as the vehicle content rule is cut to 45% from 62.5%).
3. Encouraging the offshore relocation of the North American auto supply chain, as the parts content rule is cut to 35-45% (depending on the part) from 60%.

These measures together will eliminate around 20,000 good Canadian auto jobs in the years following TPP implementation.

All of this has an impact on our upcoming bargaining.

We are hoping with the new Government, we will have some support on making amendments to protect our Auto Industry.

## UAW BARGAINING UPDATE;

At time of this Partsline edition's deadline!

The UAW first ratified a deal with Fiat Chrysler Automobiles, the 40,000 members had 77% ratification after 65 % of the membership turned down the first tentative agreement. Under the new Agreement, second-tier workers would be boosted in steps over eight years to about \$29 an hour or more, depending on the job, the same as veteran first-tier workers. The \$30 rate is an increase from \$25.35 under the rejected contract and is \$10 more than their current ceiling of \$19.28 an hour. Signing bonuses for entry level members was \$3,000 and \$4,000 for the veteran members. The proposed health care changes which had been touted as a way to save costs by pooling all

workers at the three Detroit automakers, this was deleted from the new agreement. All in, it is reported to cost Chrysler Fiat \$2 Billion over the next 4 years.

Next was a deal to be ratified with the 52,600 members with General Motors, about 3,400 hourly workers under the automaker's subsidiary GM Components Holdings LLC. Also temporary workers would not have a path to traditional wages of \$29 an hour or more as their assembly, powertrain and stamping counterparts. GMCH workers, many of whom expected to receive substantial raises, would top out at \$19.86 an hour, followed by three yearly 3 percent wage increases and a 3.7 percent in the final year of the deal. A worker already at the top pay would get \$2.52 raise over the four years to about \$22.40 an hour at the end of the four years. New temporary workers hired after the deal would be paid even less, with a top wage of \$19.28 an hour after four years. Current temp's are just under 5 percent of GM's workforce and will be receiving pay raises at top wage of \$22 an hour, if the deal is ratified. Temps would be considered for regular job opportunities and eligible for health care coverage. A majority of voting UAW-GM members approved the contract by 55.4% to 44.6%, but the union has not yet notified GM of that ratification because 59.5% of skilled trades' workers voted no.

Ford workers will be eligible for about \$8,500 in signing bonuses also to include profit sharing of \$1,500 annual inflation protection bonus and possible \$250 annual competitiveness bonus, according to people familiar with the deal. And additionally, \$1,500 of the profit sharing amount due would be pulled ahead so that workers would get a tidy \$10,000 upon ratification. The agreement also includes:

- \$70,000 retirement bonuses for some workers
- Commitment to add up to 1,200 skilled trades apprentices
- \$9 billion in total investment commitments including plans to build the Ford Ranger at the Michigan Assembly Plant when production of the Focus and C-Max families of vehicles stop in 2018.
- Same raises offered to long-time General Motors and Fiat Chrysler Automobiles workers: 3% raises in the first and third years and 4% lump sum bonuses in the second and fourth years.
- Path to bring entry-level workers to the full wage scale within eight years
- Profit sharing continues to follow the current formula but there would no longer be a cap on the amount workers could get which could prove to be sizable in this red-hot North American market.

This agreement is significant for the members, it creates a clear path for economic advancement for active members and rewards veteran employees for their sacrifices in recent years. It is one of the richest agreements in the history of UAW-Ford, according to UAW vice president Jimmy Settles.

Heading into the talks, the average labor cost, including benefits, for a Ford worker was about \$57 an hour, according to the Center for Automotive Research while it was only \$55 an hour at GM and \$47 an hour at Fiat Chrysler. FCA CEO Sergio Marchionne has indicated the new contract will add about \$1.8 billion in additional labor costs over the course of the agreement. GM and Ford costs will be higher.

UNIFOR up next year!

**Contract Proposals for Local 584 membership will be available early 2016!**

**Happy Holiday's from Local 584 Executive and Leadership!**

**In Solidarity,  
Barb Morrison  
President Local 584**



Thanks to East-Court Ford & Local 584 Golf Committee 2015



Thanks to our Unifor Local 584 Recreation Committee and Volunteers for a great Childrens Christmas Party

### Recreation News

Xmas Dance  
Spot One  
Dec 12, 6pm-2am  
Tickets \$40

### Coming Soon

10 pin Unifor tournament  
Have a safe and happy holiday  
In Solidarity  
Dwayne Decoste  
Recreation Chairperson

# Home Fire and Safety Tips for the Holidays

## •Here are some seasonal home fire and safety tips:

### 1. Smoke/Carbon Monoxide Detectors

- Make sure you have them and that they're working.

### 2. Light up the night without igniting the lights

- Purchase extension cords for the specific job – don't improvise with an indoor cord outdoors, or daisy chain several shorter cords instead of just getting a longer one.
- As with extension cords, indoor-rated light strings and pre-lit trees are for indoor use only. Products marked for indoor use are not designed to hold up against the elements. However it is safe though to use outdoor extension cords and light strings indoors.
- It is not a good idea to connect different types of light strings together. For example, don't plug in a new LED string to your old incandescent light string.
- Do not run extension cords under carpets, out windows or doorways where they could become pinched.
- Inspect light strings/set and extension cords before use, and discard any that show signs of wear or damage.
- Insert plugs fully into outlets. Poor contact may cause overheating or shock.
- If using candles, burn them in proper holders, on sturdy surfaces away from children and pets. Put out candles before leaving the room or going to sleep.
- Do not overload electrical outlets.

### 3. Staying warm

- Ensure the chimney flue is open and clean before you light a fire.
- Remove all decorations that could be burned around the fireplace, such as stockings.
- Always use a screen in front of the fireplace to protect against flying sparks.
- Do not burn wrapping papers in the fireplace. A flash fire may result, as wrappings ignite suddenly and burn intensely.
- Never leave the fire unattended or let it smoulder.
- Do not use Christmas trees for firewood. Only use seasoned and dried wood.
- If you must use a space heater, plug it directly into a wall outlet, not into an extension cord or power bar. Give it lots of room -- at least 1 m (3 feet) of space on all sides, and turn it off before leaving the room or going to sleep.
- Consider replacing old space heaters with newer models that turn off automatically when tipped

or overheating.

- Use a barrier to keep children and pets away from gas or wood burning fireplaces when they are in use.

#### 4. Cooking safe

- Don't leave grilling, frying or broiling unattended.
- Keep cooking surfaces clutter-free
- Order in if intoxicated.

#### 5. The Tree

- Real or fake, the good news is Christmas trees rarely catch fire. Nevertheless, if using a real one, make sure to keep it well-watered and away from sources of heat. Never use candles on or near the tree.

Wishing you and your family a Safe , Merry Christmas and a Healthy New Year

**Greg Barnard and Thayne Smith**

## UNIFOR COUNCIL DECEMBER 2015. PCOLA RALLY



## **Retirees Report – Chris Wilski**

Another year is quickly coming to an end as we get ready to see what 2016 has in store for us. This year saw our Retirees executive elections with the following results : Chris Wilski: Chair, Frank Marek: Vice-Chair, Doug Berry: Recording Secretary, Orville Shaw: Financial Secretary, Sharon Burton: Guide, Reg Galbraith: Sargent at Arms and Roz Monchamp: Liaison Officer.

Since our last issue of the Partsline we mourn the passing of Retirees Jack Blair who passed away Jan 2, 2015, Bill Ingles who passed away January 31, 2015, Helmut Shurtz who passed away March 24, 2015, Harry Croeze who passed away July 28, 2015, Terry Fitzpatrick, passed away Dec 6, 2015. Our Deepest condolences go out to all their families.

Congratulations to our newest Retirees Gary Beckwith who retired March 1, 2015 and Chris Blair who retired April 1, 2015. Gary started at St Thomas in April of 1985 and joined Bramalea in January of 2014. Chris retired with 43.2 Years of Service.

This past June our retirees participated in our annual volunteer day at the Knights Table we helped serving lunches, helping in the kitchen and working in the food bank. The Local also made a \$500.00 donation.

Our Thanksgiving Food Drive was another success. I'm happy to say the Retirees collected 955 lbs of food and \$100 in cash donations. Together with the warehouse we were able raise in total 1142 lbs to the Knights table and because of our efforts we were able to help many families in our community over this holiday period. So again thanks to everyone that donated and helped out on that day and a big thanks to Local 584 for putting on the luncheon and to FDS for co-sponsoring it.

We had our annual Local 584 Retirees Christmas luncheon on Dec 2nd at the Mandarin. This event was well attended and all had an enjoyable afternoon.

I want to thank all the retirees that volunteered to come out to the Solidarity rally on December 4th at the Sheraton Centre in Toronto. This was an important first step in having our PCOLA issue raised and I urge all of our retirees to participate in any other rallies that will take place prior to 2016 bargaining.

As you have heard FCA (Chrysler), GM and Ford have ratified their contracts in the US. Even though their pensions have been frozen for last 10 years the UAW still only bargained for their retirees: at FCA a \$1000 new car voucher, at GM a \$500 Gift card and \$250 per year in the Ford agreement. They are making record profits and this is what a retiree can expect to receive over the next 4 years, it's a real shame as the Big 3 are making record profits. Everyone was under the impression that when the Big 3 were in trouble we would help them out with concessions with the understanding that when times got better we would regain those losses, sounded fair to everyone. That's why we have a tough fight ahead of us in Canada so it's important that we all make an effort in making our voices heard.

Our Retiree meetings are held the first Wednesday of each month. As we break for the winter months our next regular Local 584 Retirees meeting will be held Wednesday March 2, 2016 at 1PM at the Legion, 80 Mary Street, Brampton.

On behalf of our retirees I would like to wish everyone a Merry Christmas and Happy and safe New Year



## Labour Council Report

On Tuesday, November 10, 2015, Prime Minister Justin Trudeau addressed a national meeting of labour leaders from across the country in Ottawa on Tuesday morning, signaling the onset of a new era in relations between the labour movement and the federal government.

“We were happy to welcome the Prime Minister to our meeting, and to hear him recommit to repealing the former Conservative government’s anti-union legislation, C-377 and C-525,” said CLC President Hassan Yussuff.

On the refugee crisis, Yussuff added: “We have more than 130 labour councils and 25,000 union locals in communities across Canada and we’ve made it clear to the Prime Minister that we want to do our part in helping his government meet its goal to welcome and resettle 25,000 Syrian refugees to Canada.”

“We had a positive discussion and emphasized that we look forward to working with the Prime Minister and his cabinet on a number of issues that are priorities for working Canadians,” he added.

It has been over 50 years since a sitting Prime Minister addressed the Canadian Labour Congress, Canada’s central labour body. John Diefenbaker spoke at the CLC’s 1958 convention.

More than 120 labour leaders and representatives are in Ottawa for a meeting of the Canadian Council, a democratically elected group that governs the CLC between its national conventions.

The CLC represents over 3.3 million union members who work in every industry and live in every province and territory.

## Health

Except that every dish adds a note of exotism, ginger is also very healthy. Medical studies indicate that ginger root is effective for nausea and vomiting caused by various conditions and diseases, and many use it to boost immunity and against cough.

There are few that don’t like juicy, sweet and tasty pears which has great nutritional value. They are a good source of dietary fiber, which has a healing effect on the digestive health first, and then the cardiovascular system.

Here what you need for preparation of this amazing natural body cleanser:

Ingredients:

3 pears cut into quarters

2 thin rings of ginger

1/4 cucumber

Preparation:

Put the foods one by one in an electric juicer and then mix the juice. You get a healthy beverage for your whole family.

## Season's Greetings to members of Local 584,

It's hard to believe that another Christmas Season has fast approached. This time of year always catches everyone by surprise, with so many events to host and attend it's no wonder we feel our lives spinning like a whirlwind.

On the subject of benefits and time quickly passing, please be sure to pick up 'Contract Proposal Sheets' for the upcoming negotiations. The suggestions and ideas that you submit help to identify the areas needing improvement and help build the framework for the 2016 bargaining committees. The completed proposal sheets should be handed back in early 2016 to allow for sufficient processing time. More detailed information will be communicated. Your ideas and opinions do matter so I encourage all members to please submit a proposal especially those relating to your Benefits.

Issues with the quarterly premium for hourly and retirees, upgrading coverage for Paramedical benefits as well as Professional services are just a few examples of concern. Reinstating PCOLA, improvements to the Pension and Hybrid Pension Plans and addressing the Old Age Security gap are other areas that should be focused on. Finally, addressing issues with Short Term Disability, Group Life and Optional Life Insurance, SUB and E.I. shortfalls also should be considered. I can't stress enough the importance, that you the members have in declaring the issues most important.

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

Yours truly,  
Claudio Parise  
Benefit Rep.



**Growing Movember Mustaches to support Prostate Cancer. \$1000 was raised!  
Good Work Guys!**

## Education Report

The Spring schedule for PEL courses is available. I encourage all our members to take a look at it and apply for a course of interest. The Winter/Spring schedule can also be found online at <http://unifor.org/en/member-services/education>. I believe it is an opportunity all members are entitled to and one that I'm sure you will enjoy.

It has been great to see the increased interest in these courses in recent times and I hope to see that continue. In saying that, the high amount of interest does create one of our biggest challenges as a selection committee. Because ultimately we cannot send all candidates, we are left with some very difficult decisions and some very deserving members are told they can't attend this time around.

Our goal is to find a balance in the candidates we send from members in elected positions who must take courses to perform their jobs to the best of their abilities, members who are very active in the labour movement and would like to take some courses to further their development, and members who have not yet had the opportunity to attend but now find themselves in a position to do so.

Finding this balance and making the correct and most responsible decision is our toughest task and approaching a member to let them know they can't go is the worst part of my job. To those members, please don't be discouraged and continue to apply and we will do our best to get you there.

I would like to wish everyone a safe and happy holiday!

In Solidarity

**Mark Machado**

**Education Chairperson**



"You're looking a lot better today, Ralph."  
WCB is going to start you on light duty Monday.

## St. Patricks Day Be Irish for the Day



### We Need A Living Wage!

Two working parents with two children need to each earn a minimum of \$18.52 an hour just to make ends meet in Toronto. In a new report, CCPA-Ontario Economist Kaylie Tiessen calculates the living wage in Toronto by drawing on a national living wage methodological framework.

Support Our Living Wage Initiative



## Angel Hair Pasta with Pesto

Recipe courtesy of Tyler Florence



Angel Hair Pasta with Pesto

Total Time:  
20 min  
Prep: 10 min  
Cook: 10 min

Yield:  
4 to 6 as a side dish  
Level:  
Easy

### Ingredients

- ✓ Leaves from 2 bunch fresh basil
- ✓ 2 tablespoons pine nuts, untoasted
- ✓ 1 garlic clove
- ✓ 1/2 cup extra-virgin olive oil
- ✓ 1/2 cup freshly grated Parmigiano-Rreggiano
- ✓ Salt and freshly ground black pepper
- ✓ 1 pound angel hair pasta

ADD CHECKED ITEMS TO GROCERY LIST

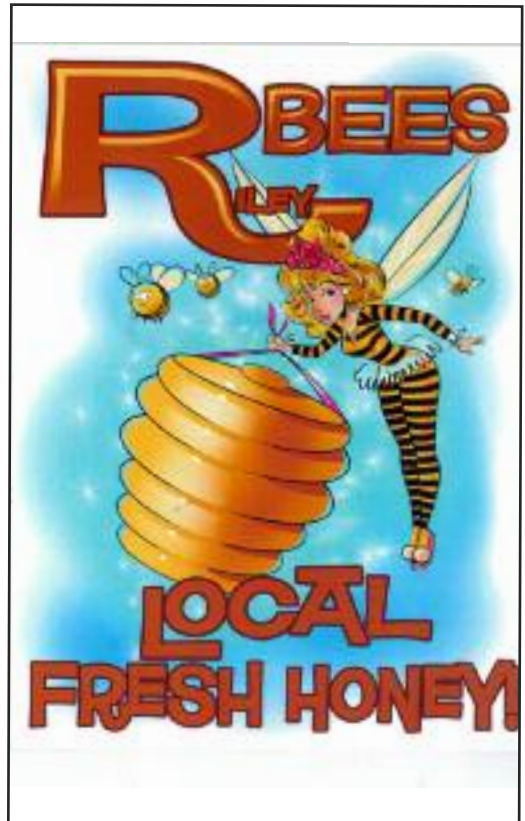
### Directions

Bring a large pot of salted water to a boil for the pasta. Combine the basil, pine nuts, garlic, and olive oil in a blender and blend to a puree. Add the cheese, salt and pepper, and blend again.

Cook the pasta in the boiling, salted water until al dente, about 3 minutes. Drain and transfer to a large bowl. Add the pesto and toss. Taste for salt and pepper, and add a drizzle of oil, if you like.

Recipe courtesy of Tyler Florence

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***As you relish the goodies, decorate every nook and corner of your home and enjoy the get-togethers... May the joy and festivities continue to radiate in your lives, long after Christmas is gone.***

***Merry Christmas! Happy New Year!***