

AIRCRAFTER



UNIFOR
Local 112

OCTOBER 2017
VOL.17 ISSUE 1

AFML • Bombardier • Brinks • CUSCO • Hewitt • MPGC • MacDonaldDettwiler • Northstar Aerospace • Toromont • Trimac • UTIL • Vitafoam • Woodbridge Foam



LOCAL 112



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Local112

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The opinions expressed in this newsletter are those of the authors, and do not necessarily reflect those of the Editorial Committee, the local union or the UNIFOR National Office.



BUSY IS GOOD

Hugh Lynar, Editor

To say it's been a busy few months since our last publication is a bit of an understatement, up to and including actions and events that made headlines. We're waiting to see how the events we precipitated evolve, as the repercussions and rulings are still being concluded.

On another note, this publication went as green as feasible, with editing done via e-mail and the completed package delivered to the printer via FTP, as well as final edits and approvals all occurring thru zipped PDF files, so the savings in gas, time, and paper alone was significant. As much as possible we'll try and maintain this low usage approach.

We've had some retirees in the intervening time, you can check the masthead for details, and some are leaving some pretty big gaps in their wake, but those that've stood up and joined the ranks are well served knowing they've seen how its done and done right, so I know you'll all do just fine.

A great many thanks go out to Dayanna Micieli our esteemed Executive Assistant for the picnic photos. I had missed the opportunity to attend and I was clearly rescued here, not for the first time either, nor the last I'm quite sure.

On the subject of mastheads, Local 112 has grown yet again, so I'd like to welcome aboard Trimac and MPGC into the fold. Trimac as you may know are the wonderful folks who drive those massive semi's that bring fuel to your local gas station, as for MPGC, well they're the grave diggers, so they're the people who, with quiet dignity, really help during the most stressful times in your life.

Now for those of you thinking discount? In the case of either, sadly no, but the grave diggers were somewhat coy when I inquired, politely, if they took unsolicited, ah, donations as it were.

So from the picnic to the labour day parade, and new members, we've some ground to cover... Enjoy! Ⓐ

In the last issue I published an incorrect byline where I accredited the article on 'Driving Should Be Hard' to the wrong person. It should have been accredited to Ernie Fitzpatrick.



AT THE TABLE AND ON THE FRONT LINE

Scott McIlmoyle, Local 112 President

First of all I would like to congratulate the returning union officers as well as the newly elected executive board members. It's been a busy time of late with the successful conclusion of elections not only for the leadership of the local union but for many units. I look forward to working with all those that have been elected over the next 3 years. My deepest appreciation goes out to those that have just recently retired and we wish you health and happiness on your new journey. Best wishes go to, Dan Alushi: V.P and John Ziegler: Sergeant of Arms. Thank you for your service. To those who've chosen to step down, Graham Davies: Trustee. Melrose Cornwall: Plant Chair Toromont. While you will be missed, you should know that you've made us stronger by your efforts and dedication.

75th Anniversary

Local 112 was chartered on June 17, 1942. This is our 75 anniversary year and if you have had an opportunity to get some of the swag at many of our events we have marked each item to honour our 75 years of representing workers.

Northstar Aerospace

Let me start out by saying how disgusted I am with the management at the plant and the senior management in this corporation on how they are failing their retirees and current employees as this plant winds down at the end of September. This workplace was a spin off the original Spar Aerospace plant 25 years ago. These are highly skilled workers who put in many hours and helped develop the face gear for the Apache helicopter for the Boeing

Corporation. This is not how you treat your employees.

- Facts: 48 retirees will loose 24% of their monthly pension.
- 30 Active members that could retire on Oct 1st will loose 24% of their future pension
- 150 current members will loose 24% on the commuted value of their pension.

This will equal thousands of dollars per member per year or even tens of thousands removed from their lump sums of total pension.

Almost 180 members were employed at this facility in December 2016 when the general manager made the statement, that the "Record books were full for 2017 and there are no issues". Two weeks later they gave notice the plant was closing. The union leadership has been trying to negotiate a proper wind up agreement with no avail from the company or their lawyer. Yet they continue to make record profits as the place closes. Needless to say I could go on for some time but we have many issues to be dealt with through the arbitration process at the time of writing this article I will update in the next Aircrafter.

MPGC

On behalf of all 112 members I would like to welcome the members from Mount Pleasant Group of Cemeteries, formally UNIFOR Local 1643 into Local 112 this past spring. We have had a successful round of negotiations that included a wage increase, benefit increases and many language improvements. I want to thank the bargaining committee for their hard work and many hours during that period.

CONTINUED ON PAGE 4



AT THE TABLE AND ON THE FRONT LINE

Continued from page 3

Brinks

98% STRIKE VOTE!!!!

Congratulations to all members that made it out to support your bargaining committee. As you know we started this process back in late February with the 2 days of proposal meetings and many of you completing surveys and voicing your concerns to the committee. We have had several weeks of bargaining and are back in the first week of October. Your leadership has been very clear with the company on several issues.

NO to - "All Off model" & "Our pensions are not for sale"

This will be one of the toughest rounds on negotiations I've been involved in and the full master bargaining committee from across Ontario is 100% united on our issues, which are your issues.

For those unfamiliar the 'All off mod-

el" means that there is one less worker present on the rig and all workers will be required to leave the vehicle during monetary exchanges. This is a very unacceptable risk leaving our members in very precarious positions for what should be very obvious reasons.

MDA

At the time of writing this article, bargaining was just under way. We don't have much information to pass along, just yet, but we have advised the company we are looking for increases in pension, wages and benefits but more importantly a commitment for future work being performed by our members at MDA.


TRI-MAC Transportation

This negotiation was by far not your typical bargaining process. You should know that this was started back in spring and begun with the passing of documents between the parties in early July. We are looking forward to get-

ting back into negotiations within the coming weeks. Stay tuned for further details as they become available.

Local Union Standing Committees

The local has many different committees that are involved in many things from recreation, women's events and fundraisers, community service initiatives, education seminars, retirees etc. I would encourage you to get involved with one, it can be quite enlightening and often a lot of fun and in this way you can help out and we can build a stronger union together.

A special thanks for Danny Pollock and the elections committee, as with the aforementioned amount of elections that've occurred, and have yet to happen, it's been a busy year and the smooth operation of all the various infrastructure required for elections could not have occurred without the tireless efforts of Dayanna Micieli. 

THROW BACK





CHANGING LANDSCAPES

Brad McConnell, Local 112 Financial Secretary

Since our last *Aircrafter* in December 2016 we have been very busy at the hall. Construction on the Keele subway seems never ending. The good news is the subway construction should be completed by the end of the year.

The modernizing of the area leads us to an important issue regarding our hall. The new building on the southeast corner of Tangiers and Finch should be completed next year. There are plans in work to demolish the Promed building behind the hall and a new larger building is proposed on this site. This will present parking issues at our hall as well as increased vehicle traffic on both sides of our building.

We have been updating our members regularly at the monthly meetings and recently we were approached by the Promed building owner in regards to selling our property. There were discussions last month at the general membership meeting and the consensus was to enter into formal discussions to better determine if selling our property is in the best interest of our

members. There will be another report at the September meeting.

A pay parking system has been implemented at the hall. There is no cost to those visiting our hall but be advised of the following process. Enter the parking area on the North side of the hall. Take a ticket at the gate to enter the parking area. Bring the ticket into the hall and request an exit voucher.

IMPORTANT: You will need both tickets to exit.

When leaving the hall, go to the south side of the building. Insert the exit voucher supplied from the hall and then the ticket you received from the entrance gate into the slot. The gate will open.

I would like to welcome a new unit to the Local. Mount Pleasant Group of Cemeteries (MPGC) formerly Local 1643 has now joined Local 112. MPGC has over 60 full time and part time and 190 seasonal full time members. The current Plant Chairperson is Gerson Da Ponte. You can find his article in this issue.

Not including MPGC, our membership numbers have remained constant since our last issue of the *Aircrafter*. This will change at the end of September when Northstar Aerospace closes reducing our numbers by 155 members.

Visit our website. www.unifor112.ca. Find out what is happening around the local. There is also a member's area where forms and unit specific news can be found. Browse the site, any feedback is always welcome.

Retirements: So far in 2017 we have had over 60 retirements. It's always a pleasure to see our retirees drop by the hall, attend monthly meetings or participate in rallies on behalf of the union. We try to encourage our retirees to be active in the local. The annual retirees Christmas Luncheon will be on December 14 this year. It will be at the Montecassino again this year. Invitation should be out early in October.

The next issue of the *Aircrafter* will be in December. Ⓐ

UNIFOR Local 112

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We are proud to present to you our redesigned website. Enjoy the new look of our website and the access to notices, upcoming events and retirement news to name a few.

Recent Posts

- UNIFOR COMMUNITY DAY with the Toronto Argonauts
- 2017 Canadian Council-UPDATE
- CHRISTMAS COMMITTEE



A Clear Message

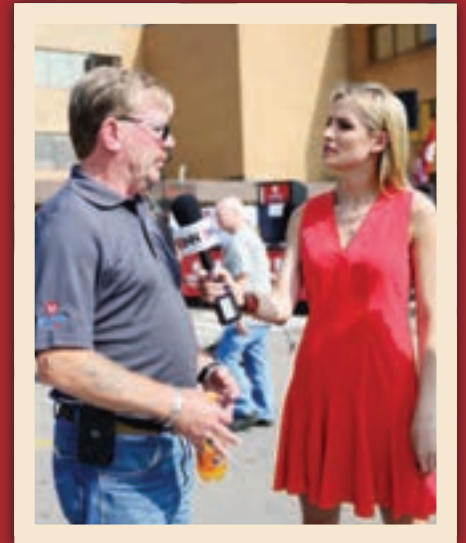
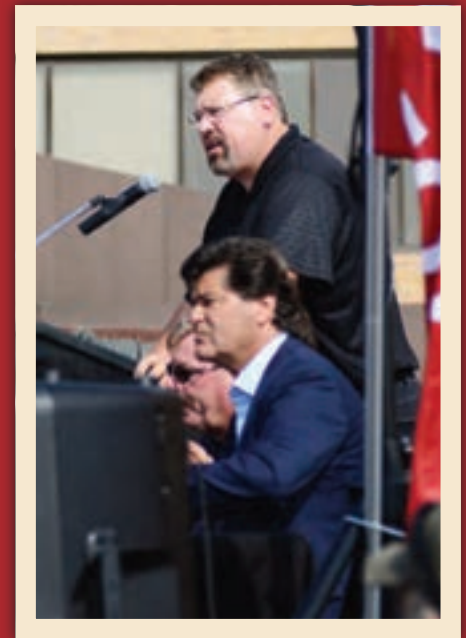
International trade will always present issues, some, like softwood lumber, are long standing, others appear suddenly as is the case here. In short Boeing is suing Bombardier for supposedly 'dumping' undervalued aircraft into the US market. While on the surface this appears to be the issue, they were not even bidding on this contract so they had no vested interest. At first blush, this would appear to be simply petulant behaviour based on wishing to maintain a duopoly. Looks however, can be deceiving, and when pulling back but a few layers it would seem there's a good deal of fear there as well. While the C-series is not yet competing directly with the A320 and 737, you can imagine it soon will be, and when it does they'll be on the run.

If you've patience to spare you can begin to unravel the Byzantine machinations at work here on the world stage thru the WTO from Boeing vs Airbus vs Embraer vs Airbus vs Boeing. Each has at some point claimed foul by the others, and there may be some truth and some merit to it all if you will. However as you read the judgements, accusations, and assorted errata fired by all parties at each other, you begin to realize very quickly the only people benefitting here are corporate lawyers.

Now they've dragged Bombardier into this as well like a pack of angry chimps short a banana or two at feeding time, bad call. They seem to have forgotten that UNIFOR is at the current NAFTA negotiations and as such has the ability to see the action from the front lines, and who better to be leading the charge than Jerry Dias. He's taken Boeing on in the past and won when he was President of CAW Local 112 imagine what can be accomplished with all of UNIFOR behind him.

So enter the organizational might of UNIFOR, stage a rally, invite the media, and in a show of solidarity inspire those who usually look askance at these type of activities to join in and make sure the message gets heard loud and clear back in Everett.

At the end of the day this is nothing more than jumped up Americans pulling the same game they ran once before, back then we got Bomarc missiles and they got NASA out of the deal. Since then we've been spending an awful lot of time on introspection of what might have been. We simply can not add another aircraft onto the pile of broken dreams, the Arrow is by far enough testament to refusing to show the world what we can do.



NATIONAL HOCKEY TOURNAMENT

Dave Williams, deHavilland

The Unifor Local 112 ice hockey Masters team recently participated in a National Union hockey tournament in London Ontario. Led by 15 veterans of deHavilland and representing an astounding 400 years of dH work experience, the team had one of its most successful tournaments in recent memory, winning the Silver division. The team had actually gone undefeated but by mere percentage points missed out on the gold.

Team Manager and GM Adriano Bonifacio did a tremendous job assembling the talent for this tournament. The team looked great with former dH league MVPs Levent Canimkorbighi and Paul Menezes added to the fold. However, after Lee went down with an injury the team had to really dig deep.

The defense stepped up and wily vets Benny DelDuca, Eric Nash, Doug Garner and none other than Dave “the tiger” Williams played solid in the back end containing the offensive onslaughts of the opposing teams.

The constant forechecking of Dave “tripsy” Maclellan, Gary Grimley and young Craig Hodgson was relentless creating a lot of key turnovers. Even “dirty” Bert got into the act, but, more importantly, made some key passes that led to some big goals.

The team was led offensively by Shane “crazy legs” Malhotra who scored 5 goals and Eldridge Valdez who led the team in points. Both provided a lot of energy with their crash and bang style and made the opponents very nervous every time they stepped on the ice.

Kudos to super utility man Steve Geniole who played forward, defense and even coached. He did it all.

And of course, to Adriano, who not only organized the team but also back-stopped the team to success with tremendous goaltending, stopping a good many breakaways throughout the tournament. And finally a toast to Dennis Macdonald who came out of retirement and used his finesse and slick skating skills to help lead the team to victory.

Boys, we are very proud of you on a successful tournament and representing all of us here at Local 112.

Special thanks to all the fans and wives that came out to support the team.

Ⓐ



Top row (standing): Shane Malhotra, Paul Menezes, Dennis MacDonald, Bert Steiner, Doug Garner, Gary Grimley, Craig Hodgson, Dave Williams. Front row (sitting): Eric Nash, Benny DelDuca, Steve Geniole, Adriano Bonifacio, Levent Canimkorbighi, Dave MacLellan, Eldridge Valdez



Sisters and Brothers,

Today members of Unifor Locals 112 and 673 walked out of their Bombardier aerospace plant in Downsview to call on Boeing to drop its trade complaint against the company. As past President of Local 112, I was proud to join the 1,500 workers at the rally to protect Canadian jobs and Canadian innovation.

Today's action follows last week's meeting with Boeing officials in Washington D.C. where I encouraged the company to drop allegations that Bombardier sold the C-Series plane at an artificially low price due to support from the Canadian and Quebec governments. There is still time for Boeing to withdraw its baseless complaint and seek a fair resolution with Bombardier before the ruling, which is expected next week.

Prior to today's rally I spoke to BNN about the Boeing situation and the inherent flaws in Canada's trade agreements. You can watch the interview here. <https://tinyurl.com/y7cc7uya>

In solidarity,
Jerry Dias
President UNIFOR



TURNING A NEW CHAPTER

Gerson Da Ponte,
Mount Pleasant Group of Cemeteries
Plant Chair

My name is Gerson Da Ponte and I have been a union activist both representing, and fighting for, worker's rights for more than a quarter of a century. For 17 of those years I've held the position of Financial Secretary, and now for the first time ever I have been appointed as Plant chairperson for the Mount Pleasant Group of Cemeteries (MPGC) unit. I have worked for MPGC for 28 years as a grounds worker and backhoe operator at many of their locations.

MPGC owns and operates 10 cemeteries, 4 crematoriums and 8 funeral centers, stretching across the GTA from Brampton to Oshawa. The Group's history dates back to the early 1800's, a history of almost 200 years. Our work and jobs are about care and compassion — helping people deal with one of the most difficult times in their lives.

Our history as a union started with Canadian Service Workers Union (CSWU), formed in 2001, after raiding ourselves from SEIU. We were then certified by the Labour Board, signed a service agreement with CAW, and negotiated our first agreement with

them in 2002. In 2007 we merged with CAW and became our own local, CAW Local 1643. In 2013, with the creation of UNIFOR, we then became UNIFOR Local 1643. In late 2016, in the midst of changing our Presidency, we approached UNIFOR Local 112 to join them.

I want to thank all the members of UNIFOR Local 112 for voting us into their Local, and many thanks to the Executive Board, especially Scott McIlmoyle, Brad McConnell and Dayanna Micieli for making it a smooth transition.

Our unionized workforce is currently represented by 258 workers, consisting of 45 full-time, 19 part-time and approximately 194 seasonal. Seasonal workers typically work from April to November, they are then laid off, and recalled back by seniority to their respective properties.

In the summer of June 2017, we negotiated our first collective agreement as UNIFOR Local 112 with the guidance of our President Scott McIlmoyle and staff rep Nena Bogdanovich. We were able to reach a fair deal for our work-

ers. A 4 year contract consisting of an 8.25% increase across the length of the contract, benefits, training, as well as strengthening the language in our Collective Bargaining Agreement. Most importantly, we're able to achieve this with NO concessions. The agreement was ratified by our members on June 26, 2017 at a 93% approval rating.

In the near future we will be holding elections for Health & Safety reps and Shop Stewards to represent all of Mount Pleasant Group of Cemeteries locations, along with an election for a Plant Chairperson for our unit. I look forward to the opportunity to continue to represent and work with our membership.

In closing, I would like to personally thank our bargaining committee Fred Moore, Guy Treleaven, Nick Freedman and Arnel Lindongan for all their hard work and dedication they committed to formulating a new collective agreement and again, thank our brothers and sisters for their support and guidance in welcoming us into our new family, UNIFOR Local 112. ⓐ



POSITIVE CHANGE

Ahamad Nabi,
Vitafoam Plant Chair

Since my last article I have some very good news in that we have seen a production increase at Vitafoam and as a direct result in that our membership has grown as well.

The company has hired a new human resources manager and the relationship between both parties, so far, is working well. There are no grievances or discharges currently in the system.

A special thanks to the picnic committee who once again organized another fun filled family day enjoyed by all who went.

As summer as come to a close and school has started let's remember to keep your eyes out for those kids as they make their way to and from school. ⓐ





WELCOME

John Turner
Local 112 Vice President & Woodbridge Foam Plant Chair

I hope everyone had a great summer. Here at Woodbridge Foam we have currently have 255 Unionized members and are very busy. We are under going two new product launches one in the North Plant for the Nissan Pathfinder and one in the South Plant for the Toyota RAV4 2020 model. We are currently running 3 shifts a day in the South Plant and the goal is to have the North Plant running 3 full shifts by March of 2018. This along with the existing contracts that we have will keep us full for years to come.

As fall approaches and the kids are all back in school I'd like to take a moment to reflect on what was a very busy couple of months around our local.


In July we kicked off celebrating the 75th anniversary of local 112 with our annual picnic. The weather was great and we had a huge turnout. I would like to thank the volunteers who gave of their time did an amazing job in what was a fun day for all who attended. August brought a new challenge as one of our units in the local Northstar Aerospace in Milton are closing their doors and moving to the work to a facility in Illinois causing a 170 hardworking sisters and brothers to lose good paying jobs. If this wasn't bad enough they are

also leaving a deficit in their pension plan funding that will cost current and future retirees a 24% reduction in their monthly pensions. Retires who have worked for 30 some with more than 40 yrs. of service living on a fixed income will have to suffer because of this corporation's greed. The actions taken by our Local have sent a loud and clear message to not only this employer but to all employers that we will not stand idle anymore and we will do what is necessary to ensure that the rights of our members and retirees are protected and upheld. Stay tuned for updates, as this is only the beginning.

Our 75th Labour Day celebration was a huge success thanks to the countless hours of hard work put in by all the volunteers. This year the hall was a full house with participants from across the local both active and retired who came out and enjoyed a day of celebrating the victories and achievements defending the rights of workers and their families and our communities by the Labour movement. It's important to remember our history and the battles fought and sacrifices that were made by courage's workers and their Union's for us. Today we benefit from an 8 hour day a 40 hour work week, W.H.M.I.S (The Right to Know), Anti-Harassment and

Discrimination Laws, Collective Bargaining, Maternity/Parental Leave, WSIB, Employment Insurance, Canadian Pension Plan, just to name a few. We have all this and more because of Union's.

Currently Canada is in the early stages of the re-negotiation North American Free Trade Agreement (NAFTA). A trade deal that killed jobs and impoverished Canadian workers in a race to the bottom that only benefited wealthy corporations with billions of dollars in profits. The Canadian government finally got something right by involving our President of Unifor Jerry Dias in the ongoing trade talks. I'm confident if Chrystia Freeland and the Canadian Trade Delegation listens to Jerry's advice we will come away with a deal that protects Canadian values, creates jobs and opportunities that will raise the standard of living for all Canadians not just the 1% who currently benefit from NAFTA as it is written today. Without this, no deal is better than a bad deal that would cost us lose more Canadian jobs than the 275,000 that are already gone due to this trade deal.

In closing I would like to Thank all of our members for all of your support of our Local, Union and myself. 



NORTHSTAR

Just beyond the witching hour in early August Local 112 met in a clandestine location to implement the takeover of the Northstar Aerospace plant in Milton Ontario.

Arriving en masse outside the plant at 3:30AM and with strategically placed personnel already on standby in the weeds it was a go. Using the shift change for afternoons and factoring in an overtime percentage it was reasonably easy to begin to slip in the door with none the wiser. With low numbers of workers present, and having kept this so much compartmentalized in need to know territory, there were a few very surprised faces inside the plant with our arrival.

Logically outside the plant other members from the associated local intercepted incoming workers and alerted them to the fact today was a good day to book off. In a show of true solidarity they, to a man, wished to join in, and it took some very tactful convincing for some of them from some very highly placed officials that this would NOT be a good idea, as Northstar was going to be extremely vindictive the very second it could, and sadly it was. There has been fallout, and continues to be fallout as Northstar rages at anyone it can.

It goes without saying that had the company simply done the honourable thing and been decent, such as it is considering it's a plant closure, all this could have been avoided. I imagine they thought this was easy-peasy, screw everyone and no one will say boo. Seriously? It was like they'd never met us before.

It wasn't long before the local constabularies arrived and for the most part, were extremely laissez faire about it all, if not subtly in favour of the actions being taken. It can be fairly stated that they understood completely, what was unfolding and why.

It wasn't until a supervisor woke up from his sleeping spot, and I kid you not, yes sleeping, panicked when he noticed strangers in the plant battering down the hatches as it were.

Now many rumours abound about what happened next, and what happened specifically to him. The direct answer is he filled his drawers and called 911, that's it. What he said to the dispatcher on the other end will remain a mystery, but on our side, the police, now responding to what would sound like a hostage crisis, became, naturally, very very animated and



TAKEOVER

started asking questions. In a show of remarkable restraint they asked if we could get this guy out in the next few minutes and then all would be well, if not they had an obligation to essentially crash the lines and go find Mr. Rip Van Winkle, one way or another, where ever he may be.

It started to look like this would become a reality, in spite of our rapid and immediate response to locate him. It's a big enough plant and if you're not familiar with the layout it will take longer than if you were on home turf. Thankfully before they had to respond, buddy pops out and signals all is well, but let me tell you it got very, very close. I found myself, just due to proximity, fielding ever sharper lines of inquiry. This is not my gig by any means, and there are people always on site to coordinate these things, but the officers didn't care much for protocol as time ticked by, they wanted answers and a sleepy supervisor and they wanted him NOW.

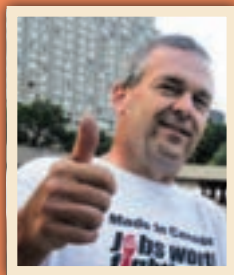
After the tension broke, and with our lines now firmly established, we dug in and began to wait, and sure enough management began to arrive, some were savvy enough to read the very obvious tea leaves right in front of them, others were not, so yes one actually tried to get into the building, and actually looked shocked that access was denied. And they wonder why they fail, but I digress. They stood across the street and essentially glared, more at the guy who had been behind the lines rather than us, but make no mistake they had no love for us either. Too bad, deal fairly..

Obviously lawyers were eventually called, motions raised, injunctions demanded and both sides presented their case to the labour board.

Undoubtedly the message was received at corporate headquarters, and we're still looking at them from across the table and waiting for the little light to click on.

They should be painfully aware that we learned a lot about their infrastructure, patterns, habits and protocols, and if they continue down the road of obstinance, that August was simply a dress rehearsal. Ⓜ





AROUND THE LOCAL

Mark Grix,
Trustee

It is with great sadness that Northstar Aerospace in Milton is closing and heading south of the border. As a result we are losing approximately 170 members due to said closure. At this point I would like to say a big thanks to Brother Graham Davies, Plant Chair of Northstar and past Local 112 Trustee, for his dedication and commitment. I welcome Brother Adam Whitaker on board as our new elected trustee.

The Union Picnic this year was held at Bruce's Mill Conservation Area. It was a huge success again. There were over 600 in attendance. With lots of great food and prizes, a lot of fun was had by all. Big thanks to all the volunteers and to the committee. Labour Day was another huge success with 121 in attendance from our local walking in the parade and having dinner back at the hall. Big thanks have to go out to Danny Pollock, Angela Bresolin and Brad McConnell, their dedication and hard work are cornerstone to the success enjoyed by all. The Christmas Dance is fast approaching next so watch the board for the date so you don't miss out getting a ticket. If you've never gone, or have been considering it you should know that everyone enjoyed some really great times at last year's dance. ⓐ



FIGHT FOR \$15 AND FAIRNESS

Connie Wright,
Sergeant-At-Arms, Community
Services Committee Chair

Workers across Ontario have been loud and clear on the issue of low wages in part-time, temporary or contract jobs without employment benefits, workplace protection or the right to form and keep a union. For too many, full time work does not guarantee a life above the poverty line. Income and job insecurity keep workers from making ends meet.

The *Fair Workplaces, Better Jobs Act, 2017* known as Bill 148 introduces many important changes to address Ontario's outdated labour laws. The proposed changes in Bill 148 to the *Employment Standards Act* and *Labour Relations Act* provide a good start to deal with changing workplace practices, but we need to close the gaps and raise the floor on minimum standards for the highest possible number of workers in the province.

Evidence shows that decent work is the foundation of a strong economy, better health outcomes and reduced inequality.

In Europe, the minimum wage is set at 50-60% of the average wage. The average wage in Ontario is \$26.43, therefore 50% is \$13.22 and 60% is \$15.86. A \$15 minimum wage will put us right in the middle. Sweden, Finland, Norway, Denmark, Switzerland, Iceland and Italy have no minimum wage. Collective bargaining sets it at 60-70% of the average wage. Denmark pays \$22.50 and Australia C\$17.70, both having unemployment levels around 6%, the same as Ontario.

Over the past decade, workers earning minimum wage has risen from 45% to 61%, removing youth part time summer help from the equation, and most people agree that it's not enough to make ends meet unless you have other sources of income. Why do governments feel the need to protect corporations, but not workers? Why are businesses' so tight lipped about ballooning compensation of employees at the top, from senior management to the CEO's? We all need to step up to the plate and demand Decent Hours for Decent Incomes, Paid Sick Days, Workers' right to organize, Respect at work, Rules that protect everyone and \$15 Minimum wage.

Send your concerns on to:

Mr. Eric Rennie
Clerk of the Standing Committee
on Finance and Economic Affairs
Room 1405, Whitney Block
Queens' Park,
Toronto, Ontario M7A 1A2
E-mail: erennie@ola.org
Fax: (416) 325-3505





BARGAINING & RUMOURS

Dennis Borden,
MDA Plant Chair

As you read this, I will be in bargaining with my committee member and committee members from Local 673. This round of negotiations, as always, will have its own set of challenges that remain unknown. Past experience has shown to expect the unexpected. As always, wages and benefits will be high on our list of demands, as well as job protection due to changes in technology. We have 17 members in each Local 112 and 673 that represent about 10% of the workforce here at MDA.

The workload remains constant with the majority of our work related to space programs. There continues to be an ongoing interest in robotics for the medical field, and although small in nature, does provide benefits to life on earth that can help to justify the enormous cost of space exploration. MDA continues to explore other industries that could benefit from the knowledge and expertise derived from its long association with the space industry.

There is a rumour that we will be relocating to somewhere within the GTA. The lease on the current building expires in the next few years, and will not be renewed. Again this is a rumour, but where there is smoke, there is fire.

In closing, I hope everyone had a great summer. I look forward to the next edition of the Aircrafter where I will update the results of our bargaining. ⓐ



FAREWELL FOR NOW!

Graham Davies,
Northstar Plant Chair

It is with great sadness that I write this article. The closure of Northstar Aerospace at the end of September is more than just a job loss! More than 150 unionized workers I have had the pleasure of representing over the past fifteen years will be moving on in life. I feel like I'm not only leaving a job behind but also a family. I have had the pleasure of making many new friends both at Northstar and through my involvement in Local 112.

The opportunity to sit on the executive board as both a chairperson and a trustee has given me great pleasure in representing all local 112 members. I have attended the Labour Day parade for the past eighteen years as a proud representative of this union and this local. I am truly thankful of the passion and support from this membership in all our struggles at Northstar!

In my 22 years at Northstar, I have endured three strikes and now, sadly, a closure.

To all my co-workers at Northstar, I wish you all the best in your future endeavours. To those who are retired and truly feel the deep impact of this closure I hope you enjoy a long and satisfying retirement.

Again it is with great sadness that I say farewell to my active role in this STRONG local union! ⓐ

BIG SHOES TO FILL

Thomas Carlise,
Toromont Orenda Plant Chair

As the new plant chair at Toromont Orenda, I would first like to thank both Melrose Cornwall for his many years as Plant chair, and Terry Hartwell for his years as Shop steward. Both have put countless hours and effort toward our membership, and both deserve a big hand. I am also very appreciative that Melrose has decided to take a shop steward position, and in doing so has given me invaluable advice as I jump into this position. As well as myself, I would like to welcome Andrew Kilgour who has taken the position of Steward for field service.

The company didn't give us much time to settle into the new positions before giving us a few challenges, including a slow-down which resulted in the company sending technicians home or calling them and telling them not to come into work. Luckily that has seemed to subside, but this is a new development at this company, as nobody can remember them taking this action in the past.

The company has announced its desire to acquire Hewitt, which will definitely bring some uncertainty for us, but we will just have to let it play out and see what the results will be. For those of you unfamiliar, Hewitt is not only the forklift division in the GTA, but is the Cat dealer in Quebec. If this does happen, it will give the company some other options to challenge the membership when it comes to negotiation time. Again, we will have no choice right now but to wait and see.

I am looking forward to the challenges in the future, and will ask for any advice available from fellow Brothers and Sisters, especially past leaders in our union. ⓐ









ANDUHYUAN CHARITY EVENT & STRAWBERRY MOON FESTIVAL

Judy Malcom
Women's Committee Chair

The Strawberry Moon is a melancholy event that also appreciates and incorporates the act of forgiveness, it reminds us to be truthful, and to find the heart to forgive ourselves as much as those that have wronged us. In it we eat the strawberry as a reminder of the heart, where the act of contrition begins. June 21st is also National Indigenous day, so what better time to reach out into a marginalized community and offer help?

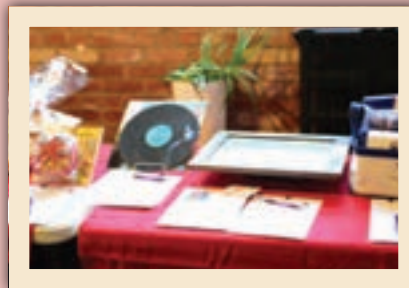
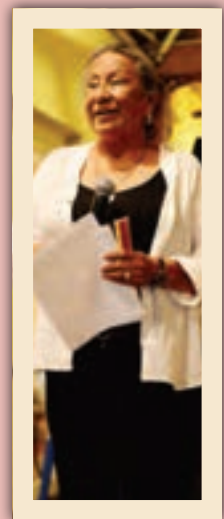
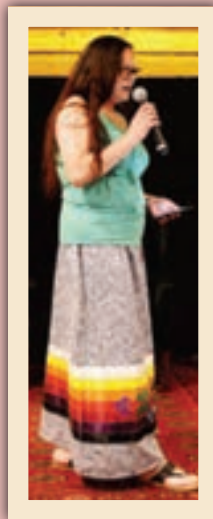
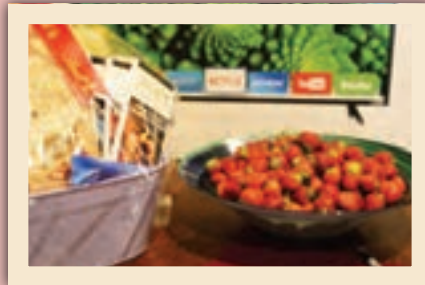
The event was MC'd that night by entertainer Jenny Blackbird while the opening plenary was given by Isabelle Meawasige, who provided a deeper insight to the festival, and inspired some deep reflection on the part of all who were present.

Almost \$7000.00 dollars were raised via a live and a silent auction of a multitude of donated items to help to improve the services provided to and by this woman's shelter.

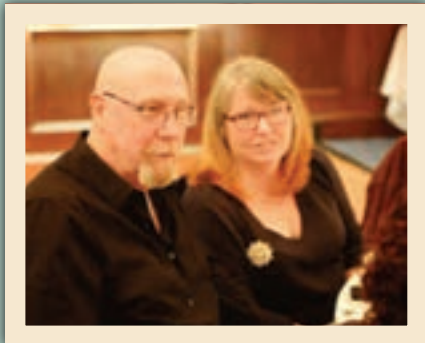
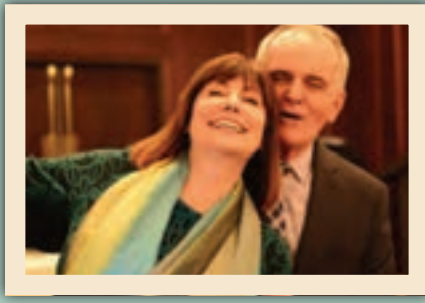
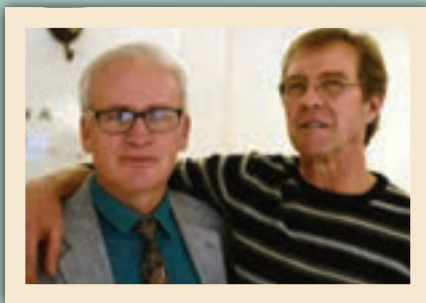
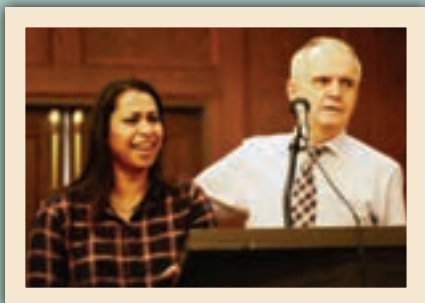
Highlights of the evening included Brother Hugh doing an impromptu auctioneering of 2 greeting cards painted by Maxine Noel, driving the ask from an opening bid of \$5 to \$85 in a few short, fun and wild minutes, as well having won the giant prize of Lindt Chocolates he needed to keep a wary eye on most, if not all, of his fellow attendees. Believe it or not the chocolates were far more sought out then even the big screen TV.

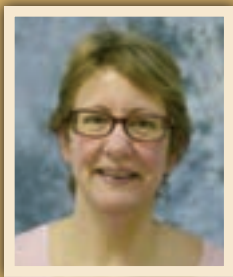
Turns out a live auction is a great idea to add to any fundraising activity and all in all a very nice first attempt for the Anduhyuan fundraising committee.

Many thanks go to The Center Of Social Innovations, Annex lounge, for hosting the event, and a great many thanks and heartfelt appreciations were given throughout the evening to Unifor Local 112 for their steadfast support.



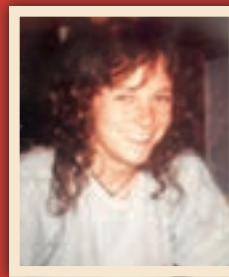
Welcome to the retirees dinner of 2016 where old friends catch up and carry on as if not a day had passed, where there's some good laughs, and gladdened hearts. Only the outsides have aged, and then only slightly, but where on the inside burns the soul of a child.





THE INVICTUS GAMES

Connie Wright
Sergeant-At-Arms,
Community Services Chair



CPP AMENDMENTS AND YOU

Judy Malcom,
Women's Committee Chair

I would like to start off by thanking everyone for their support in these past elections. The new position has been rewarding and challenging at the same time.

Member with a Big Heart

As this edition of the Aircrafter is being distributed the INVICTUS Games will be underway, and I just want to recognize one of our own for volunteering at the games. Taking place right here in Toronto Sept 23 – 30th. Its Eight days of fierce competition!


Julia Talbot-Loree is honoured and over the moon to be 1 of 1,500 volunteers picked from 6,000 applicants. Julia wanted to show her respect and gratitude to those that have served or are presently serving in the military. She has volunteered for the Special Olympics in the past, and in general she is a very caring and compassionate person. She comes from a long line of serving family and hails from London England. She is presently working at Bombardier as an Aircraft Assembler since 1988.

Julia will be part of the Transportation Group for the Athletes Village stationed at the Sheraton Hotel.

Prince Harry established the Invictus games after attending U.S. based Warrior Games for the wounded, ill and injured military personnel and veterans in 2013. The first games were held the fall of 2014 in London England, where it attracted more than 400 competitors from 13 nations and it has continued to grow. In 2017 we will see over 550 competitors from 17 nations, men and women who have come face to face with the reality of having made a great sacrifice for their country. They have put their lives on the line and suffered life changing injury. The games are about a soldier or veterans drive to overcome adversary through sport on the road to recovery.


Athletes compete in adaptive sport for individuals with disabilities. It resembles sports played by able-bodied athletes but with some modifications to the rules and equipment to better meet the needs of participants. Adaptive sport is often incorporated in a serving members or veteran's recovery program.

I would also like to mention Bombardier Firefighter Phil Badanai will be competing in the games. I look forward to talking with both Julia and Phil for a follow-up and reporting back to you.

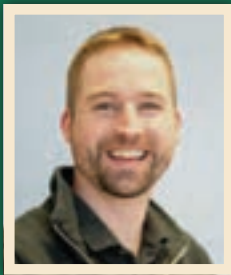
To both Julia and Phil on behalf of Local 112 we wish you the best of luck! 

On March 2, 2017, Bill C-26, an act to amend the Canada Pension Plan, became law. This was done with little fanfare, unsurprisingly, and debated in the House of Commons for less than 90 minutes.

In this new law, the Federal government has omitted provisions that, for decades, were previously included. These are referred to as the “child rearing dropout”, and the “disability dropout”. The child rearing dropout ensured that parents weren't penalized for time they were out of the work force to raise children. Similarly the disability dropout ensured that persons with disabilities were not penalized for time they were unable to work due to their disabilities and collecting disability benefits. This has left women and persons with disabilities significantly more vulnerable to post retirement poverty. The Federal government, at this point, advises that they require agreement from the provinces to correct this omission. As it is possible for every worker to suffer disability it is up to every working person to ensure that this situation is rectified as soon as possible. We can do this by contacting our provincial finance minister to demand that CPP expansion be amended to include the childrearing and disability leave dropout.

Unifor locals and Unifor Pensions and Benefits Department will mount a campaign to amend this Bill and end the discriminatory practice. This resolution was passed at Canada Council 2017, and I urge you to participate in these actions to your fullest ability. 





UNIFOR AT NAFTA

Josh Pierrynowski
Trustee

On the cusp of a dramatic outcome of the U.S. Presidential election and growing hardships for working people, the momentum of which continues to hasten, comes a “Once in a generation” opportunity to re-balance what has proven to be a very imbalanced equation. The ongoing renegotiation of the North America Free Trade Agreement (NAFTA) has provided a venue where significant policy changes to the way trade is conducted in North America can be influenced and UNIFOR is there to ensure that the needs of workers come first.


NAFTA, an agreement that expanded on an existing Canada-U.S. trade deal from 1988, came into effect in 1994 that included Mexico and promised to further boost Canadian productivity and ultimately lead to greater wages and living standards for workers. As the Canadian Centre for Policy Alternatives points out, that while “productivity growth in Canada averaged 2.1% from 1994-2002” much of those gains were realised by employers who reaped greater profits and not by workers whose wages remained relatively stagnant, barely keeping up with inflation. The same promise was made to the workers of Mexico but in fact, more Mexicans live in poverty today than before NAFTA.

The term ‘rulebook’ has been used to describe NAFTA and as with all rulebooks they can be rewritten. This is the essence of the renegotiation talks and the importance of our

involvement in those talks. As an advisor to the Canadian negotiating team, UNIFOR has made key recommendations for reforming NAFTA, some of which include:

- Stronger labour rules;
- The elimination of NAFTA Chapter 11 that allows private investors to sue governments over lost profits;
- Assurances that public services such as health and education are fully excluded from the deal;
- The full protection of Canada’s supply management system and its ability to provide a safe and stable food supply.

To ensure the voice of labour is heard, UNIFOR has teamed up with the U.A.W. in the U.S. and rallied with Mexican workers. In addition, our Union has launched the “People’s Trade” campaign adopted unanimously by the delegates in attendance at the 2017 Canadian Council held in Winnipeg this past August.

The first two rounds of the NAFTA re-negotiations have taken place in the U.S. and Mexico. This leaves the third round of negotiations scheduled to take place in Ottawa from September 23rd to the 27th as a key focus in evaluating the progress and future of this trade deal and whether or not this “Once in a generation” opportunity brings with it the balance working people are looking for. For more information visit unifor.org/NAFTA and unifor.org/peoplestrade. 



On Thursday July 27th, members of Local 112 in conjunction with Local 673 raised \$2901 for British Columbia wildfire relief. A hearty thanks goes out to those who gave their time to collect at the gate and to all those who contributed.

In Total with donations from the National and fundraisers from regional councils UNIFOR raised over \$220,000 for the Canadian Red Cross relief efforts.

2017 PICNIC

