

AIRCRAFTER



unifor
Local 112

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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.



NEGOTIATING PLOY?

Hugh Lynar, Editor

Appropriately enough with the weather truly not for the faint of heart, an even colder breeze blew in from corporate headquarters in Montreal. They're looking at/considering/contemplating/charging ahead with a sale of the Downsview property. Could they have made an even larger open-ended statement? I think not...

The timing of said bombshell was, as always, poorly timed or perhaps lethally executed to occur late into the shift on a Friday when there's been a blizzard, well blizzing if you will, as early January weather is wont to do what with fog, freezing rain, snow and other such calamities, and most if not all had departed thru shift adjustment knowing what was in store.

I'm entirely unsure of the mental stability of those in charge, after all they get us to take stress management courses, and then they go and test said newfound coping skills and knowledge via a hammer delivered with all the grace and charm of a horror movie cut scene.

But I must also note that as we've just gone thru some lean times, and all the mucky-mucks saying the skyline looks very healthy and that we've turned the corner in so many ways, future looks bright yadda yadda yadda, they now drop this? Either someone knows nothing and they're just flailing about and are BSing us large, or they knew and were BSing us large, either way it stinks. I'm reminded, sadly, of Northstar. Everything there was going all as smooth as silk, and then suddenly it wasn't.

That being said, there's a part of me that is also looking beyond the curtain, as we ARE heading into a contract year. I wonder if this was the only blunt instrument left in the deck. After all they'd already won the day with the cockpit and wing deal, renegotiating its outsourcing, complimentary workforce, transfer language and on ad nauseum, so was this the only play they had? I'm unsure but I'm highly suspicious. After all, we know how they love to play big giant see-prize hardball.

Unfortunately this is a case of time will tell. We're not in the 2 minute drill just yet, but we are in the 4th quarter. Nevertheless to extend the football analogy, button your chinstrap, this one is going to be a heavyweight event.

On a lighter note, we've done some outstanding charity work and continue to do so. We've had some new people experience being delegates at the OFL, always a good thing, so look for articles covering that. We have an artist doing some very interesting work that's on display here in the city. And let us not forget the retirees came by and gladdened the place with their presence...

**In Solidarity,
Hugh Lynar
Editorial Committee**



IN & AROUND THE LOCAL

Scott McIlmoyle, Local 112 President

Retirees

Let me start my article referencing the members that have made this union a proud and also a strong local union, our 112 retirees. We had the opportunity to celebrate their commitment from years past and also for the years ahead. I say that because many members don't realize how much our retirees step up to help at demonstrations and picket lines, whenever and wherever they're called upon. We held our annual Christmas social in December with another outstanding group of 700 members and guests and it was a true success.

Bill 148

The provincial government has made many changes to the ESA for those workplaces covered under the provincial labour laws. This unfortunately doesn't cover those workplaces covered under the federal jurisdiction.

There are many new regulations that might have an effect on our collective agreements around the local. We are working with each bargaining committee and our national staff representatives to ensure all our employers are interpreting the regulations properly.

Bombardier/deHavilland

The company announced they are looking into selling off the Downsview site in early January. As we head to print for this Aircrafter we are into lots of dialogue with the company on their intentions. We are also being straight forward with them and stating our intentions and opinions as well.

Bombardier was hit with tariffs of 300% by the US government back in mid-2017. This would all but eliminate any C-Series aircraft getting sold in the US market. Although we don't have any work in the plant for this aircraft this would be extremely detrimental to the corporation over all. This was challenged by the Bombardiers lawyers and fighting this tariff at the WTO were the decision was overturned and the tariffs were removed. That is good news for us as well.

Brinks Toronto

By-elections were held in January and I would like to thank all those for putting their names up for election and I'd like to congratulate the successful candidates. We have had many discussions to work on outstanding issues. The company has done a change in their senior management team at the branch and we are planning to schedule a labour management meeting in the next month.

MDA

I want to thank Dennis Borden for his many years of service to his members as the plant chairperson who has decided to step down as he makes the move towards retirement. He is also very well respected by all members of the local union executive board. Thank you Brother!!

It's also a great pleasure to welcome Bryan Dunn as he was elected as the new plant chairperson. Bryan, along with Dennis led the way in our negotiation's last summer that was supported by the members with an outstanding ratification vote.

Old Unit = New Name

Hewitt Material Handling is now Toromont Material Handling as the Toromont conglomerate bought Hewitt industries for 1.20 Billion dollars. We have just finished negotiating our first collective agreement with the new employer and were successful in getting wage hikes and money in each year of this 4 year agreement. Plant Chairperson Dwight Brown, once again led our bargaining committee. The 2 new members of the committee were inspired and vocal throughout this process. Much thanks to Brian Van Arragon and Piero Zappia for their commitment

Woodbridge Foam

We also held in-plant elections here as the 3 year term was over. I would like to congratulate Kulwant Dhaliwal as the new plant chairperson. There has been 4 new stewards elected within the

shifts. Congratulations go out Kunju Kumar, Gabriel Andrew, Emmanuel Mensah and Raymond Ignacio. I would also like to congratulate 3 members returning to their elected positions for another term.

Randy Ligterink of skilled trades, Norman Nelson to Health & Safety and Mary Deak returning as Women's Advocate.

The election for the bargaining committee member in the south end is over. Congratulations to Kunju Kumar for being successfully elected to the Woodbridge Foam Bargaining Committee.

Toromont – Orenda Road

Our past chair has decided to leave the company. We wish Tom much success with his new workplace and we thank him for taking on a leadership role and representing the workers at Orenda Road. We will also be having by-elections for this in the next few weeks.

Standing Committees

Our local union has many great and passionate volunteer committees that help organize not only events within the local but are actively involved within our communities and building our relationship with them. All Local 112 Committee Chairpersons are requested to join the March 20, 2018 Executive Council Meeting at 4pm. The goal of this meeting is to bring together all committees to plan for the upcoming year of events. We urge all Committee Chairpersons to attend.

Congratulations to Des Rodrigues

For those that haven't had the pleasure of Des instructing a class for you or helping you with your WSIB claim he brings lots of passion to these elements in life. He is also deeply committed to the environment. Des will be honoured by UNIFOR West GTA Environment council for his activism and inspiration to others to make our planet a better place to live and to get involved with that as well. ^(A)



FAR MORE THAN JUST PROPOSALS





YEAR IN REVIEW

Brad McConnell, Local 112 Financial Secretary

2017 was a year of mixed emotions.

The addition of our new units was a much needed boost in member numbers with the joining of MPGC in the early spring. 60 Full Time/Part Time and 180 Seasonal Full Time workers. A new contract was also successfully ratified shortly after joining. We also received final approval for Trimac Transportation to join our local. Currently there are 21 members in this unit with contract negotiation in the final stages.

On the other hand it was sad when our Northstar unit closed its doors to our members in November. There were a total of 145 Local 112 members at Northstar in the beginning of 2017 eventually losing their jobs in Milton. In the end we had 11 members retire from the local. I would like to again wish all these workers success moving forward.

Our membership numbers in January 2017 were 2867 members. Our membership numbers in December 2017 were 2990. The December number does not include the 180 seasonal MPGC members that will return in

April or May for full time work until November.

There were a total of 74 retirees in 2017 of which many joined over 650 retirees at the Retiree Christmas Luncheon in December. This year was another successful event and it was a pleasure to see our retirees enjoying the afternoon. A special thanks to our Executive Assistant Dayanna Micieli and George Botic for making this year's luncheon a success.

We are currently working on our year end at this time. We will be preparing our financial statements with the goal of having the final year end audited statements available to us before March 2018. Due to our fluctuating membership numbers in 2017, estimating our financial position for 2017 is difficult. I will withhold comments until the March General Membership Meeting.

The Building Committee was busy finalizing the final terms of the hall sale contract. The deal is signed and the proposed closing will be late in 2018. Further details are available at the Membership Meeting on March 27, 2018.

2017 was also a very busy year with workplace accidents and a substantial rise in cases requiring my attention. I would like to bring awareness on how the WSIB rules on Return to Work issues after an accident. The majority of claims currently being dealt with are a denial of paying loss of earnings due to injured workers not meeting the WSIB policy on their ability to work.

Keep in mind that when an employer makes an offer of modified work to an injured worker that is considered safe, suitable and within the worker's abilities, the WSIB will not pay the Loss of Earnings unless there is Objective Medical submitted from the treating physician confirming the modified job offered cannot be performed by the injured worker.

In a vast majority of claims the medical practitioner does not provide medical substantiation leading to payment of lost income. When in doubt, please call me prior to incurring this lost income to avoid denial in the first place. It is difficult after the fact.

I wish everyone the best in 2018. 



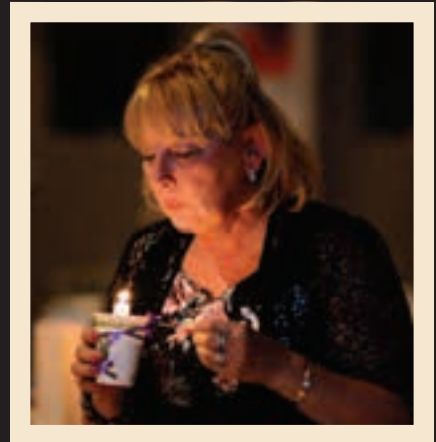
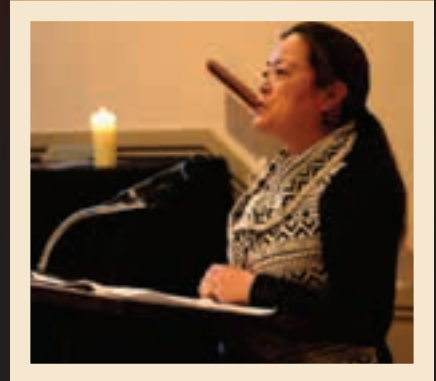
Learning and Advancing

28 years after the slaughter of 14 women who dared to try to obtain an education in engineering at Ecole Polytechnique in Montreal, we still remember.

We still search for meaning in the senseless slayings. We look to see what has changed in all that time, for better and for worse. Our message in 2017 was “the Power of Awareness”, how to be less vulnerable in these increasingly dangerous times. Our retired brother Daryl Preston came and spoke about how being more aware of our surroundings can make us more prepared to deal with situations as they arise. Our awesome retired office coordinator, Shan White gave us a tai chi demo and a talk about awareness of our bodies increasing our abilities to defend ourselves. Our tireless retired member of the women’s committee Mary Vukman gave a heartfelt speech during our dinner. We wanted to make this memorial dinner a more positive evening, and we had a penny auction and auctioned off some items live.

Hugh Lynar did a bang up job as auctioneer, and we raised over \$2000 for Anduhyaun.org, which helps women and children in need.

**In Solidarity,
Judy Malcom
Women’s chair**







NEW BEGINNINGS

Gerson Da Ponte,
Mount Pleasant Group of Cemeteries
Plant Chair

I hope everyone enjoyed a good Christmas holiday and a well deserved rest. I would like to personally extend a Happy, Healthy and Prosperous New Year to all of our Local 112 union brothers and sisters as well as their families.

Since my last article, as you may or may not know, we negotiated our first contract with Unifor Local 112 this past summer in June, and we are now reaping the rewards of that new agreement.

You should know that starting on January 1, 2018 some important clauses of our agreement come into effect:


- Increases in Clothing and Special Equipment such as Safety boots to \$275 annually.
- An increase in our physiotherapy benefits cap from \$600 to \$1000.
- Health Spending Account increases

to \$300 annually and a jump in our monthly earnings maximum on Long Term Disability (LTD) coverage from \$4300 to \$4500. Also, part time workers are now covered under the company's Group Short Term Disability (STD) plan, covering 66.67% of their weekly earnings to a maximum of \$750 for a period of 25 weeks. This was a big win for our negotiating committee, as these workers previously had no STD coverage.

Effective January 1, 2018 our Seasonal workers will now enjoy the benefits of a Health Spending Account, to offset their paid health benefits, 1 paid personal day off and a reduction in the amount of hours worked from 3,500 to 3,000 to qualify for vacation pay entitlements. Again, another big win for us, as these workers previously did not have any of the above mentioned benefits.

During the end of 2017, 2 Seasonal workers had their season extended for Backhoe training that was implemented during contract negotiations. These workers have now successfully passed their training and are now waiting to post into new Part Time positions.

We currently have 3 grievances in the system. One of which relates to a seasonal worker whose accident claim was denied and not covered through the WAIP benefit plan. We filed the grievance, stated our concerns and reaffirmed company obligations and commitments to injured workers and the company has now agreed to settle the matter. We are currently working out a settlement proposal for this injured worker.

If you have any questions, I can be contacted at 416-823-4492 or via email at gdaponte@rogers.com. 



Visit local112.ca today!

The screenshot shows the UNIFOR Local 112 website interface. At the top left is the UNIFOR Local 112 logo. Below it is a navigation menu with links: Home, President's Report, About Us, News & Media, Retirement, In Memoriam, Apparel, Links, and Contact Us. The main content area features a large heading "UNIFOR Local 112" and a sub-heading "WELCOME TO UNIFOR112.CA". Below this is a paragraph: "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." To the right of the main content is a "Recent Posts" section with two entries: "UNIFOR COMMUNITY DAY with the Toronto Argonauts" and "2017 Canadian Council-UPDATE".



MORE THAN JUST A RAISE

John Turner
Local 112 Vice President

I would like to start by wishing all the members of local 112 a Happy and prosperous New Year! I sincerely hope everyone had a great holiday as we all work very hard and deserve a break from the toils of work.

As we look forward to the New Year and all of the challenges it brings, we must reflect on the achievements of 2017. One of our greatest victories was The Fight for Fairness and the passing of Bill 148. The passing of this Bill was a huge step in helping both Union and Non-Unionized workers across Ontario.

Some of the Key components of Bill 148 that have become effective as of January 1st 2018 are a Domestic or Sexual Violence Leave with the first 5 days paid. This Leave is available for workers or their children who experiences or is threatened with domestic or sexual violence. Personal Emergency Leave of 10 days for all workers with two of those days paid for most. It also bars employers from requiring a doctor's note for these personal emergency leaves.

Pregnancy and Prenatal leaves have both increased by an additional 26 weeks of entitlement. A new Child Death Leave for Parents in the death of a child under 18 years, of up to 2 years in length. The increase of the Minimum wage to \$14 an hour, and as of January 1st 2019, this will increase to \$15.

Also as of January 1st 2018, vacation entitlement of 3 weeks with 6% of the workers wages for all workers with 5 years of seniority. This means that a worker will begin accruing the higher vacation entitlement after four years of employment.

On April 1st 2018 Equal Pay for Equal work will come into effect. This will benefit workers who are being exploited by unscrupulous temp agencies. These workers will now be paid the same wage as those who perform the same work on a full time basis.

Changes were also made to make it easier for temp agency workers to join Unions. Other changes coming as of January 1st 2019 include changes to Shift Scheduling, Pay for Cancelled shifts, and the Right to Refuse a shift change without notice, to name a few.

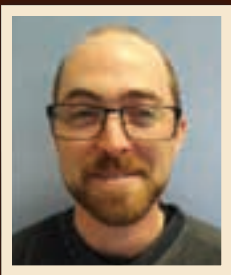
None of this would have happened without the countless hours of hard work put in by Union's across Ontario. We lobbied the government, participated in rally's, held demonstrations at Queens Park, signed petitions, and more. All to benefit not only Unionized workers, but all workers in Ontario. It is now our responsibility to ensure that the hard fought for changes are instituted into all of our workplaces.

Bill 148 was a huge win, but we can't sit back. With 2018 upon us, we must be more vigilant than ever in our struggles. The working

class is under attack and we need to fight back. From a 300% Tariff on Bombardier made C-Series jets and the negotiations of bad trade deals threatening thousands of good paying Canadian jobs like the North American Free Trade Agreement (NAFTA), Trans Pacific Partnership (TPP) and the lack of Pharmacare for all Canadians. We have a lot of work ahead of us. That is why in this June's Provincial election, we need to only elect those candidates who support the working class people of Ontario. We have to do everything in our power to defeat the progressive conservatives. The PC party's past track record is inclusive of losing hundreds of thousands good paying manufacturing jobs in Ontario through bad trade deals such as NAFTA. They opposed the increased minimum wage Bill 148, made huge cuts to health care, employment insurance, and cut social programs that help the poor. They have a poor record on Environmental issues such as climate change. They attacked Unions and workers rights. We need an Ontario government that is going to work for us. This June it's important that we make our votes count and our voices heard.

Once again I would like to wish everyone a Happy New Year and all the best in 2018. 🇺🇸





CONTRACTS AND CHANGES

Bryan Dunn,
MDA Plant Chair



PASSION, GROWTH & LOSS

Joel MacDonald,
Toromont Concord Plant
Chair

I would like to say happy New Year as we enter 2018. It's been an interesting year here at MDA. First off, I would like to take the time to thank Dennis Borden for his hard work as plant chairperson here at MDA. He's been doing it for 4 terms here and nobody strikes fear in the hearts of management as Dennis did — I will do my best to do the same.

Our collective agreement was up in August. It was my first go at it, and it was a long drawn out process, but I'm happy to say we bargained all gains, no losses with a 100% yes. At the tail end of 2017 we finished most of our major programs, and are starting 2018 off really slow. The forecast for 2018 isn't looking too promising, most of the work for Local 112 members looks like it will be second or third quarter.

With MDA buying DigitalGlobe, and corporate changing our parent company to Maxar Technologies, it brings some concern here as we enter 2018. With Maxar now being traded on the NYSE, It's looking more like an American company. As one of Canadas most known space companies it's sad to see it slowly shift to American. As we came back from Christmas holidays it was announced we have a new MDA Canadian born president, Mike Greenley, formerly President of L-3 Wescam. Time will tell if this is going to benefit us here at our Brampton location.

I know together we will strive for a productive and prosperous 2018. 🇺🇸



A lot has happened since my last article here at Toromont. First, I would like to thank everyone who took the time to vote and re-elect me as your Plant Chairperson. Thank you for putting your trust in me for another 3 years.

My position as plant chair is not always as fun as it seems — dealing with issues around the company, defending workers' rights, and collectively bargaining a contract that most people appreciate are just a few of the things I have to deal with on a daily basis. I do this not only because I was elected to do so, I do this because of my passion for the labour movement and to make a difference. I may not always make the right decisions, but I try to do what's best for the worker and their rights.

As most of us are aware, the company continues to grow with the recent purchase of Hewitt which now makes Toromont one of the biggest CAT dealerships in North America, with over 5,000 employees and 146 branches. Our Concord and Reman facility also continue to grow, with many new hires, and more on the way.

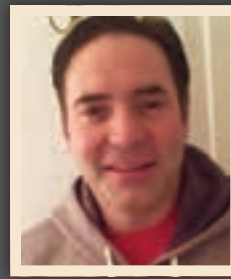
2017 seemed to be a pretty positive year here at our Concord facility, but it also came with some heartache too. We lost a couple of well respected employees. In early March we lost Mike Wloka who was a Tractor Shop Technician at the young age of 35. Mike was a guy that always had a smile on his face, and was well respected in the shop. In July, Roman Pryslawsky passed away peacefully at the age of 63. Roman was a 25yr employee, and was truly a great guy who always brought a smile to your face no matter how bad of a day you were having and he was also very active in his community and his church.

As I conclude, I'd like to remind people that 2018 will be an important year as we are coming into another round of bargaining in May. I'm optimistic with this round of negotiations as we continue to grow, and with no shortage of work in the near future, I believe we can reach a fair deal. 🇺🇸



THINK BEFORE YOU ACT

Joe Rudnick, Health and Safety Rep., Bombardier



2018? WOW...

Gerry Prescott, Guide

I hope you had a good holiday break and had the time to relax and enjoy your families. I wish you all the best in 2018!

It is unfortunate that we have to start the New Year with a lecture, but it has come to my attention and that of the Joint Health and Safety Committee, that someone is tampering with scaffolding! This is a very serious offence. This could easily cause a serious life altering accident, or worse, death. If one of these scaffolds collapses someone could be killed. The person or persons responsible for this should be ashamed of themselves. This is criminal! Please be alert. If you see anything on the scaffoldings that doesn't look right, please contact me at extension 33726, or your supervisor, immediately. In the past few months we have had 4-5 incidents occur.

For those of you working in bays 7, 8, 9 and 10; you are aware of the problems we have been having in the washrooms. On every complaint that I've received, I've brought your concern forward to the company, hoping that they will work at having the washrooms cleaned more and restocked of paper towels and toilet paper. I will continue to highlight the issue until it is resolved.

We are having problems in the lunchrooms that we've never had before with over-crowding, cluttering and bugs! I believe that the bug problem is under control now. The lunchrooms are used by so many of us. We all need to be cognizant of the germs that gather on lunch bags and back packs when they are put down on the ground in the plant or more to the point, in the washrooms. We shouldn't be storing those bags in the refrigerators. Nor should bags be placed on tables to save "spots". Our 'guests' must remember that the lunchrooms are for everyone to be able to use. My message here is, please be mindful of your own mess. Clean up after yourself and hopefully it will become easier for the cleaning staff to manage it better and keep it clean for us.

Let's hope that the coldest temperatures are behind us. The cold snap that we just went through was a real test to our systems and peoples patience. I'd like to thank you for being patient. Our heating system was working to the maximum. The units were being repaired as fast as possible to keep them up and running. Hopefully, the next time the temperatures drop, the units are all repaired and in good working order.

I'd like to thank Keith for his help on the Joint Health and Safety Committee on his last term. His diligent nature was a positive part of the team. I'd like to welcome Penny to the committee. We look forward to working with her. Thank you to Steve Parker and Steve Szekely for their continued support on the committee. We are looking forward to a safer workplace in 2018. ⓐ

Another year has flown by. I would like to wish everyone a Happy New Year.

Local wide in 2017 we had fantastic participation to all of our recreational events. Local 112 members enjoyed activities such as hockey, bowling, a fishing derby, trap-shoot, and indoor soccer and golf tournaments.

This past year was eventful for me as well. I am honoured to represent Local 112 for a second term as Guide on our Executive Board. I was also elected as a delegate from Local 112 to the Canadian Labour Council and Ontario Federation of Labour Conferences. These two events demonstrated for me the strength we have in our Union. I believe that Unifor's core values lay in its grass roots and its members' interests.

The last honour bestowed upon me in 2017 was my elected position of Recreation Chair. This was made possible by the retirement of my friend and mentor, Dan Alushi. The "Grumpy Old Man" as I like to call him, took me under his wing from the moment I was elected onto the board. Dan's honesty and insight helped me transition into both my Guide position and as a member on the Recreation Committee. Thank you Dan and enjoy your much deserved retirement. Also a quick retirement shout out to Santo, Martin, Ziggy and of course Darcy. Enjoy brothers!

In closing, I would like to encourage our younger members to get involved in 2018. Your involvement will only make our Union stronger. ⓐ



Cartoon by: C.A.L.M

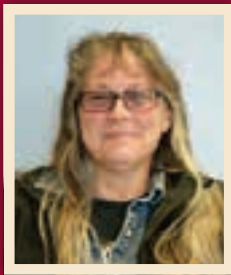


RETIREES DAY

Arriving full of style and grace our retirees returned for their annual visit. It's always a happy event full of smiles and glad tidings.







GREAT ACCOMPLISHMENTS THRU SMALL MEASURES

Judy Malcom
Women's Committee Chair

2017 was a productive year for our Women's Committee.

We donated around \$7000 to the Anduhyaun women's shelter in our community and proceeds were generated from our Valentine's bake sale, chocolate bars, pepperoni sticks, and samosa sales. The

Unifor National Social Justice fund and the December 6 Memorial Dinner topped this up. Thanks to the hard work of the members of the women's committee, and the support of the Local 112's Executive board.

This money will be spent on new mattresses for the shelter, more workshops and better programs which in turn helps these women get back on their feet faster and to lead happier, more productive lives.

Anduhyaun is the oldest women's shelter in Toronto, starting in 1976, and is very well run with caring staff with a board of directors that ensure that the shelter is run with utmost professionalism.

I can tell you that your donations are very much appreciated, and your money is well spent on the shelter residents.

This years White Ribbon gate collection was very generous, thanks to all our members!

The December 6 memorial dinner was well attended and some light-

er moments were had, despite the solemnity of the event.


The committee worked hard to ensure the success of these events, and we celebrated our efforts at the women's conference in Port Elgin this September. The opportunity to attend is most invaluable, motivating us personally and professionally. This year I attended a Port Elgin course in conflict resolution. Oddly while I can't solve my own conflicts but maybe I can help you solve yours, its all about perspective so feel free to start that discussion with me at anytime.

A great big shout out to our wonderful women's advocate at dH, Kim Lloyd, who does indefatigable work for those in need. You make our workplace less poisonous, less toxic, with your efforts. Keep up the good work!

Changes are in store for our women's committee, with retire-

ments coming up fast, so we are looking to expand our committee and share our knowledge before we leave. Please consider committing 2 hours a month to uniting with your sisters. As few women as we are in the workplace, we can proudly say that we do have strength in solidarity. Gains can be made, we have momentum, with *#me too* and *#times up* campaigns going strong. We can't be silent and expect changes, let's work together to make a better workplace! So I invite you to join us at our meetings and events that are posted every month, all are welcome to attend. Just so you know we are looking for proposals for the new contract from the women of our unit.

Please contact any member of the women's committee with your ideas.

Come on out and join the fun! 





POWER ON THE 14TH OFL CONVENTION

Amato Nasturzio
Alternate Benefit & Training Rep, Alternate Committee person District 5

I would like to thank the membership for sending me and 11 other delegates to Power On, the 14th Biennial Ontario Federation Of Labour (OFL) Conference. This year marked the 60th anniversary of the OFL. The conference was interesting, informative and we were able to participate in some key votes for the union movement.

Day one commenced with an aboriginal opening ceremony performed by Aaron Bell and the White Pine Dancers. It was beautiful and a great start to the conference.

Andrea Horvath, Leader of the Ontario NDP party, gave the keynote address. She addressed the delegates with a spirited speech and she challenged each of us to fight for worker rights and to vote for change in the next election. She commended the delegation for their commitment to improving the lives of workers, and added that the NDP will stand with us against anti-labour, regressive back-to-work legislation that tramples the rights of working people. Following the keynote address, we heard from a panel of young workers and the challenges that they face in the work place. They presented Kumsa Baker with the Young Workers Award.

Resolutions passed:

Resolution #45 Creation of Labour Council Builder Award, in the memory of Jim Freeman;

Resolution #46 Social Stewards Network;

Resolution #10 equal pay for equal work;

Resolution #71 university funding.

Jagmeet Singh, leader of the Federal NDP party, gave the keynote speaker address for Day 2. He made quite an

entrance with thunderous music as he danced up to the podium. His speech was upbeat, energetic and empowering. The convention floor was indeed buzzing!

The Election of Officers took place and the results are as follows: Chris Buckley was re-elected as President, Patty Coats was acclaimed Secretary Treasurer and Ahmed Gaied was acclaimed Vice President.

Carrie Lynn Poole was awarded the Olivia Chow Child Care Champion Award. CLC President Hussein Yussuff also addressed the convention.

On day three, the keynote speaker of the day was Stephen Lewis and he gave an excellent speech about human rights. The late Stan Raper was awarded this year's Bob Borch Award for Human Rights, and the CBTU Delegation announced a new plaque to honour the Brotherhood of Sleeping Car Porters Union.

At 11:30 am the whole delegation marched on Queen's Park to mark the upcoming vote on Bill 148, the **Make it Fair Campaign**. This bill proposed an increase to the minimum wage in Ontario and the bill passed that day.

On day four, we started the day with a panel on mental health. Jennifer Ralph, a paramedic from Peel Region, gave an impassioned speech to the delegation about the effects of mental illness.

Yolanda McLean was awarded the Cliff Pickey Labour Activist Award. Desmond Cole, political activist and journalist addressed the convention about Black Lives Matter. Some of the Resolutions voted on that day were:

Resolution #177 Stronger, Fairer Ontario Act

Resolution #23 Improve Occupational Health & Safety in Mental Health Workplaces

Resolution #24 Education Sector Regulation for the Occupational Health & Safety Act

Resolution #19 LGBTQ Mental Health

Resolution #30 Fairness for Injured Workers Means Workers Comp is a Right

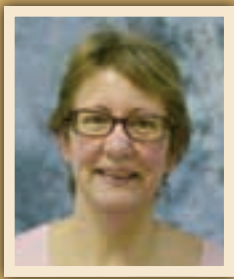
On day five, the United Way's Centraide gave a presentation and there was a memorial tribute to the December 6 Massacre and as a gesture of support for survivors of violence against women wore purple as a sign of courage. The lights in the grand hall were dimmed and the delegates shone their phone lights, which flickered like candles throughout the hall it was a moving and inspirational sight to see

The closing ceremonies were presented by an aboriginal group.

The 14th Biennial OFL convention was a huge success. There were many heated debates, both pro and con on many different issues. It is important that we as a membership participate in these important conversations and vote on the resolutions. In this regard, our union must send the total allotment of delegates to these conventions for voting purposes. Members dictate the convention and the outcomes of the voting and therefore this impacts the strength of our union. On behalf of my fellow delegates, thank you for the opportunity to participate in the convention!

In closing, a quote from Jagmeet Singh, *"Unions are better. They are stronger and more vibrant when people are empowered."*[Ⓐ]





ART IN SUPPORT

Connie Wright
Women's Committee

ENVIRONMENTAL HAPPENINGS

Angela, Connie, Maxine, Des, Greg, & John,
Unifor Local 112 Environment Committee

Happy New Year to ALL!

Hope the New Year brings exciting and rewarding times for all.

The Woman's Committee at Local 112 are holding an auction and the proceeds of this event will be donated to Anduhyau Women's Shelter. It is a not for profit charitable agency created to respond to the needs of Toronto's Indigenous women. It was first established in 1973 as a hostel. Over the last four decades, it has expanded to create culturally inclusive, safe spaces for native women and their children at various stages of life. Des Rodrigues whom you know as a longtime trade unionist, talented musician, painter and Port Elgin's best facilitator has donated a painting entitled "Moonlit Serenity" for the auction. Des has always been a supporter of his Union Sisters and has always helped further our cause. It has always meant a lot know he stands with us.

The painting measures 16" x 24". The opening bid has started at \$200.00. If you would like to make a bid for this painting, please submit on Facebook under Unifor L112 Auction, leaving your bid in the comments section. Thank You for your consideration in making our Auction a successful endeavor in which financial support can be given at such a crucial time for women and their children. 🙏



Hello and Happy New Year to everyone from the Unifor local 112 Environment Committee.

This year Unifor Local 112 will be supporting Unifor Durham Region Environment Councils annual Valentine comedy for cancer fundraiser at the Unifor Local 222 hall in Oshawa on Sat Feb 10/18. It's located at 1425 Phillip Murray Ave.

March is the month that we celebrate Earth Hour, which in the past has seen schools compete in environmental projects that are meaningful and important to them. Also our environmental awards and recognition dinner event has been very successful bestowing a \$1000 bursary to a student nominated by the school that will be entering post-secondary studies related to the environmental sector.

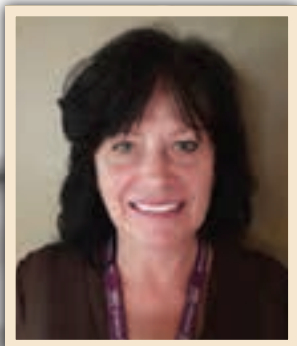
April is Earth Day month, which will see tree plantings and area cleanups happening throughout our communities. It will also be the time to get your rain barrel set up to keep your pollinators garden in ship shape.

May is a good month to get outdoors and visit any of the many conservation areas like Cartwright conservation area that houses The Earth Rangers organization. The Earth Rangers teaches kids about how important animal habitat is to the eco system and animal extinction.

June is a good month to look into many of the environmental courses that are available at the education center in Port Elgin so attendees can bring back information on what we can do about climate change and how to implement measures to help the environment.

There will be more information in the weeks to come on what the Environment Committee will be focusing on this year. Hence, check your in-plant communication boards often, to see what the plans are throughout the year.

Also, if you are interested in joining the committee contacts John Curran at envirocomm112@gmail.com. Thanks for your continuing support. 🙏



The Experience of Conflict

Hopeing that you all have a good New Year, wishing everyone the best! My personal thoughts on New Year's was not really a "Resolution", but a personal hope for Peace amongst everyone, to be cool with whatever comes my way.... Fuh-getabout it.

Conflict is a common occurrence. If we speak to any person on the street about what's good or bad, useless or worthwhile, you will certainly find differences of opinion. At social gatherings, where politics or religion is the issue, disputes can rarely be avoided. Even family discussions about simple things can flare up into something.

By definition Conflict, as per the Webster Encyclopedic Dictionary of the English Language defines it as , "a fighting or struggle for mastery". From this definition, we get the idea that conflict involves opposing ideas and differing objectives.

Our work place is a shared social space that involves teamwork to accomplish our daily goals. "It is the environment within which conflicts are dealt with, ignored, prevented, escalated, resolved and managed. Workplace conflict is a condition between employees whose roles are dependent on each other, who believe the other party to be at fault, who are angry or have negative feelings".⁽¹⁾

Not to mention egos, personality clash-

es, lack of honest and poor communication. Employee discontent can appear in many behaviours, from sharpness when speaking to someone, shouting, not speaking at all and sometimesIt can lead to charges of harassment and discrimination.

Workplace experts advise that managers and employers should take specific steps to reduce friction and foster harmony in the work place." You can't let disputes fester-you have to deal with them", said Mark Fitzsimmons, president pf Psychometrics Canada. "Managers should work to identify reasons for conflict and find a way to resolve it."⁽²⁾

No matter how well intentioned we try to be, there will always be people in and outside of work who will oppose us. An article written by Jeffrey Pfeffer, from Harvard Business Review, gives the following rules to deal with conflict: *stay focused on the main objectives, don't fight over things that don't matter, build empathetic understanding of others' points of view, and try to diffuse difficult situations with humour.*

People are unreasonable, illogical and self-centered,

Love them anyways,

If you do good, people may accuse you of selfish motives.

Do good anyway.

If you are successful, you may win false friends and true enemies

Succeed anyway

The good you do today may be forgotten tomorrow

Do good anyway

Honesty and transparency make you vulnerable

Be honest and transparent anyway

What you spend years building may be destroyed overnight

Build anyway

People who really want help may attack you if you help

Them

Help them anyways

Give the world the best you have and you may get hurt

Give the world your best anyway

The world is full of conflict

Choose peace of mind anyway.

Kent Keith

⁽¹⁾Dr. Scott Breslin, Operation Mercy,2016 Work Place Conflict: Transforming Nightmares into Dreams

⁽²⁾www.the globeandmail.com/report-on-business

⁽³⁾Blaine Donais: Workplaces that Work, Canada Law Book

**In Solidarity,
Kimberley Lloyd
Women's Advocate**

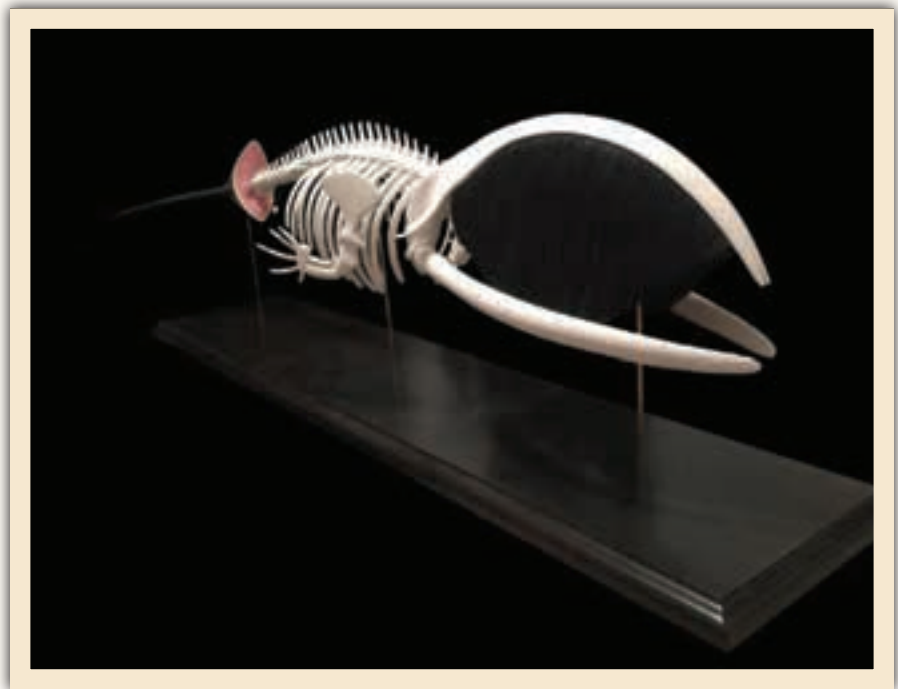


MAGNETIC GEOMETRY, ART AND WHALES

As an employee of Bombardier for the past 40 years I've had the privilege to watch many beautiful aircraft being produced here at our Toronto facility. The evolution from the Buffalo and Dash 8 to the modern Global Express and its predecessor the Global 7/8000 is simply astounding. To this day it amazes me how all the movements, actions and reactions come together in the end to produce these aircraft. I, like so many others over the years, have amassed a library full of memories, which are stored away to be drawn on when I am retired, sitting at home watching Judge Judy.

The brain our most complex organ needs to be nurtured daily in order to remain healthy. Our brains crave mental stimulation, which we can get from reading and studying or from things as simple as a hobby. To me art is the most intense form of mental stimulation. Being creative forces one to go deep within themselves to find the structure of success. To produce any piece of art is wonderful and should be engaging for kids as well as seniors.

As for myself I'm a wildlife artist as well as an avid woodcarver. My admiration for wildlife has always been embedded deeply into my everyday life since I was a child. I always loved to draw with pencils, create art on the computer and more recently create amazing pieces of magnetic art from small magnets called Nanodots. With over 600 YOUTUBE Videos I have taught countless amounts of kids around the world the art of being creative, through my 120 tutorials. Nanodots were originally sold as a geometrical toy for all. I convinced the manufacturer through my videos it goes far beyond geometry into the realm of art. The ability to use your mind to create wonderful complex creations is truly stimulating. The



A Bowhead Whale carving which took over a year to complete.
Made from 854 individual pieces.

structures I built were the largest ever made. You can check them out on YouTube by typing in cocoaub. My true love though is painting wildlife and woodcarving this is who I am. To date I have carved over 300 Whales from Basswood. But it was been the past 6 years where my journey took a very strange turn. In 2012 I started studying in my past time the human skeleton and the relation we mammals have with all other mammals that walk this earth. I found that of the 50,000 known species of mammals we all share certain structural similarities though we differ in so many ways. An example of this would be that all mammals except three have the same amount of cervical vertebrae (7). From the largest whale, to a giraffe to that tiny field mouse in your backyard, we all share this similarity.

So I started carving whale skeletons out of wood. But first I had to understand the skeletal structure before I could actually carve one. This is something no other person has ever done to my knowledge. Ripley's Aquarium in Toronto purchased my 5 foot Blue whale as well as a Killer whale skeleton from me two years ago which is now used to teach young children about oceanography and marine biology in specific. My latest carving, which I completed in early November, is that of a Bowhead Whale which took over a year to complete. Made from 854 individual pieces it is the most complicated thing I ever created. You can check it out on YouTube by typing in cocoaub Bowhead Whale. WARNING it will take 3 minutes and 23 seconds of your life, but should stimulate those brain cells just a bit, and that's a good thing.....Cheers.

**In Solidarity,
Aubrey Menezes**



THE MINUTIAE OF DEMOCRACY

It was a great pleasure to attend this years Bi annual Ontario Federation of Labour conference. I would like to thank the membership for their wisdom in sending a full delegation.

It becomes ever so important to have a full representation when a point of discontention arises, as did at this years convention.

What started out innocently enough as non-biased policy on political action in the coming election, which would shape the roles and responsibilities of the officiates of the OFL was slightly altered through a recommendation to be solely aligned with one political party. The recommendation started out as "One Million Votes" to inspire people to take part in the political process was then turned into one million votes for the NDP. Which in turn was then excepted into the action plan. A tad premature as it had yet to be voted on.

This last second modification to the originally well intentioned recommendation of One Million Votes now tore

the room in half. Unifor's political action strategies are set through a grass roots approach. Local unions, such as L112 form political action committees, which convene at their own convention to debate, resolve and set forward the policies that they have been entrusted to be upheld through their memberships. It would be unconstitutional in this matter to be arm barred into acting against the wishes of its membership. Debate raged on the mics for hours and hours. Chris Buckley, the re-elected president of the OFL, attempted to control the intricately woven ploy to force a political ideology on all affiliates, only to find his authority on this matter to be vigorously challenged. Objections were raised on several occasions and standing counts where asked for. Numerous Unifor members hit the microphones to protest the fact that Unifor could not willingly accept an Action Plan that would align them politically with any party, potentially against the wishes of their memberships, while other progressive unions felt pressured by the same recommendation. It was very clear that at

this point the action plan would not be accepted unanimously. This would be a huge upset, as the action plan stands for so many great movements that support our most marginalized members of society. To solve the impasse the recommendation was divided from the action plan, voted on separately and then reintroduced into the Action Plan.

The Unifor Local 112 delegates to the OFL fought hard to uphold our political system, and the Action Plan was accepted unanimously.

However had we not had the delegates to point out, rather loudly at times, that this was something we could not endorse, there is a very good chance that this might have passed unopposed. It shows that a strong delegation can and does speak for us all at these events.

From a first time attendee's perspective, while it did indeed get quite heated, it was worth it to see such strong democracy in action

**In Solidarity,
David Gyorgy**



BETTER BURRITO BATTLES...

Okay foodies I know you're out there, and its time to try and figure out who has the best burrito here in the GTA. In my quest to track down said perfection I've enlisted the aid of a notorious, now redeemed, foodie Kyle....

So what we looked at was freshness of ingredients, availability of options, and overall final product.

The contestants were Mucho Burrito, Burrito Boys, Fat Bastard, and Chipotle. All of which will undoubtedly give you excellent bang for the buck, but which one was the one that brings you back again and again.

The usual choices consist of beef, chicken or pork prepared in a variety of ways, you add beans, rice, noodles, coleslaw, green peppers onions, jalapenos, guacamole, sour cream, burrito sauce, and some evil concoction guaranteed to make your sweat sweat if you're foolish enough to ask for the full 5 drops of liquid death, as well as a couple of other choices depending on brand. Typically they're cooked for about 5 minutes on all four sides on a flat grill.

In the case for Mucho Burrito they're probably one of the larger chains, so they're easy to find. They prepare their product as does 3 of the 4 in that the end product gets the flat grill treatment. Ingredients were good and reasonably fresh and when they're in Ghost pepper season, be careful what you ask for. I gave it a go and after a few bites in and I was getting this heady sensation and thought 'wow this will be killer'. That is until I realized this was just the aroma wafting upwards it wasn't until I actually bit into the infinitesimal mount of sauce they'd used that I discovered serious heat. I swear I could see thru time. Now there are those of you reading this to whom spicy starts at nuclear and just goes from there. I however am most definitely not used to using U238 as a condiment. So if uber spicy floats your boat,

give this a try. Unfortunately this level of heat, for me, just overwhelms everything and makes for a less than enjoyable experience.

However when using your head and just saying no, their product is overall not bad, but compared to some, a little towards the average side overall.

Burrito Boys are fairly well represented in the GTA and they're the direct competitors to Fat Bastard. Unquestionably worth a try, but in my opinion when you're looking for a little zip as well as in the contrasts of temperature and sensation, hot and cold crunchy and soft, which all good burritos should have. They fall flat most notably in the jalapenos as they lack both the crunch and zip one would expect. And let's face it what's a good burrito without at least some pizzazz? I've had band mates rave about these, won't go anywhere else actually, but for the life of me just didn't get the hype.

Chipotle can be found in a lot of major malls and is the only one NOT cooking their offerings. They also stand out, as their rice is served cold with a sprinkling of lime and some cilantro, so as far as rice goes clearly theirs is a winner. This burrito is defiantly of a different taste than the other 3 and worthy of note as it does stand apart from the crowd. I think it has something to do with how they prepare their sour cream, it is very different. They were my go to whenever I had the chance until I wandered into Fat Bastard.

As mentioned earlier there should be clearly defined tastes and sensations that vary as the burrito is consumed, and where Burrito Boys tends to become a m \acute{e} lange, here the flavors tend to pop far more than their competitors, They have the freshest ingredients of the standard 3 when weighed side by side, and their large burrito should only be undertaken by the healthiest of appetites. They too offer the 'make my

sweat sweat' hot sauces, but when the worker making your treat looks at you slightly askance when you say 5 drops? PAY ATTENTION, they'll take your head off if you let them, right Kyle?

My first experience with the habanero pepper hot sauce from Fat Bastard goes as thusly. While on the phone with my wife placing her order I decided that my order will be an easy one. Rice, cheese, burrito sauce, which is excellent, and hot sauce. Ending my phone conversation I asked for lots of sauce..... maybe should have stated burrito sauce 'cause she went to town with the hot stuff.

Having never tried that sauce and I admit I do like a kick with my meal, so I figured "how bad can it be?" as well as not wanting to appear silly and saying 'scrap that' because I was on the phone as opposed to paying attention.....Well; my sweat was sweating and for those that know me, that may have been the first time I never finished a meal. Since my first encounter I have grown accustomed to the heat and get a full line across my meal not just the dabs most do..... but jeeppers that will clean the sinuses for sure.

For those out there wondering, yes Hugh and I talk about burritos far too often. Unhealthy by some standards but the body wants what the belly craves. Fat Bastard, Chipotle, Mucho then Burrito Boys is where I fall in the great burrito debate, and yes it has been great. Some may not believe it, and there are those that wouldn't doubt it for a second, but for years we have debated over this.

Fat Bastard for those whom have not tried it, offer the naked burrito. This is served in a container not a wrap for those looking to fore go the bread option. This is my standard way of ordering it helps for those whose appetite overshadows their ability to consume. Those who know me know I am no fan of onions..... this cannot be said enough.....NO FAN. So

here it's an option, not crammed into everything as do some

Hi, me again, this is a very serious issue when we've gone to order in, say on a Friday as a treat, the order taker getting the business about onions is actually quite comical, provided you're NOT the order taker, therefore the nickname Shrek was aptly given over this wild aversion to onions....

In fact there are some of you reading this that have received extra lunches due to this fact because an onion touched my food.... but I digress. Mucho was my first experience in burritos and when I discovered onions entered the rice, Mucho was no more. It's an option to add later, why pollute everything with it in advance?

Chipotle is a different and unexpected twist to the burrito game but one that is welcomed with open arms. To add on with what Hugh said, the sour cream has a taste that I can still not put my finger on, but it is fantastic. They too offer the naked burrito option, so in a pinch a fine alternative

Burrito Boys..... Again, for me, onions get added in here. Is it necessary to place onions in everything and still offer 5 other ways to put it on your burrito? In case you were still wondering no.... no it is not. Allow the customer the choice, then they can slather them on to their hearts content, but when there is no choice, there is but one choice....

**In Solidarity,
Kyle Johnstone,
Resident Foodie
Hugh Lynar,
Editorial Committee**



ENVIRONMENTALISM AT THE GRASSROOTS



Des Rodrigues

I was notified in December as to my receipt of the 2018 UNIFOR Environmental Award along with Linda Smith, who is an amazing Trade Unionist and environmentalist in her own right, from Local 88. It is an honor to receive this award, not only on a personal note, but as the former chairperson and member of Local 112's environment committee, and even better to represent our Local with such an important recognition.

My journey started many years ago with the revelations from the scientific community that the environment was being adversely affected by the far reaching, detrimental needs of capitalism. This over utilization of the world's resources has come to an abrupt realization in the forms of Global Warming and Climate Change.

There was a program developed 20 years ago by the CAW and the Workers Health and Safety Centre in which instructors from all over Canada were selected to teach about environmental issues to students in elementary and high schools. I was involved with this project for 10 years in which I visited 3 schools a day for 4 weeks talking about concerns that were affecting our planet. We talked about Global Warming, Climate Change, depletion of the ozone, and many other topics that were never thought of, let alone discussed.

When elected as chair of Local 112's environment committee, we decided to think outside the parameters. I sat in on Bombardiers environment meeting in which they had dialogue about Earth Day, and what

their plans were. I convinced them they should get involved in the community, which they indeed did. We participated in activities with Ancaster and Downsview elementary schools, and fund raisers like the environment button that we sold here. Thousands of dollars were raised and donated to these schools to purchase trees, supplies and tools to create a schoolyard habitat. The committee, students, teachers, volunteers, city councillors, and trustees were all involved.

Three years after this continuing initiative we decided to step it up a notch. We created the Local 112 Earth Hour and Award Dinner. Worthy recipients received environmental recognition with the proceeds of the event going towards a \$1000 bursary to a student from CW Jefferies High School who was pursuing post-secondary environmental studies.

What holds most dear to my heart has been the 12 years that I have been a Discussion Leader for the National Education Department. I have had the honor of educating thousands of workers from across the country on Environment and Health & Safety related courses. The legacy of knowledge resonates far beyond our time. So, as my working life is dwindling, I reflect on the honor and privilege that has been accorded on me by the membership. To represent you and our Local is never lost on me and I sincerely thank you, not only for the support over the years, but for the opportunity and pride in saying I represent Local 112.

**In Solidarity,
Des Rodrigues**



RETIREEES DINNER

We are, as a collective, where we are because we've had the privilege of standing on the shoulders of giants.





For A Reason.