

AIRCRAFTER



UNIFOR
Local 112

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AFML • Bombardier • Brinks • CUSCO • Toromont Material Handling • MPGC • MDA CORPORATION • Toromont • Trimac • UTIL • Vitafoam • Woodbridge Foam



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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.



GANDER SUCCESS

Hugh Lynar, Editor

So as its been a bit we have a lot of ground to cover, everything from the big giant see-prize announcement of the sale of the Q400 to Longview holding Viking Air, to Unifor confronting and winning the day against obnoxious US firms thinking they were firmly in charge and finding out just how many people we can mobilize should the need arise.

AND YET.....

Here we are again. I suppose to a lesser degree this is our own damn fault. Have you ever tried your level best to help someone, and realized the only one really in the game is you?

The other party is just playing you for a fool.

I'm sure its happened, more than once, yes? Sound familiar?

Perhaps recent events? I thought so.

We chased out scabs and rubbed salt in the wound, sorry, far too good a pun to pass up, we stormed their castle and took their flag out in Gander and succeeded in chasing an in 'bad faith' bargaining company, who had already ignored legal precedent placed against them, not once but twice, back to the table to hammer out a deal on the rock there b'y.

Along the way we made some great friends and were privileged to be the recipients of some truly incredible east coast hospitality.

As always we were out there collecting for the legion, raising funds for various causes, selling samosas, and offering a hand up when and where we could. If you've a mind and just a little spare time, pop into your local hall, be it on site or here at Tangiers and see if there's something you'd like to take part in. A few hours later and I guarantee you'll see the world in a slightly different way. Its far better to light a candle than curse the darkness, because the way some things seem to be going, there'll be some fine cursing in the very near future.

As the holiday season approaches, and the weather outside is frightful, take extra care willya? Sorry to sound like your mom here, but spare warm clothing stored in your car, snow tires on, windshield washer fluid topped up and all that good stuff, M'kay? You'll never regret having it and not using it, but you will regret needing it and not having it.

Sadly it has come to light that once again there are those that would engage in the divisive style of attack politics seen so often south of the the border. Typically it went unsigned, as all cowardly acts of this nature often do. While we usually use the word shame at times like these I find it doesn't cut quite enough, it is however, very trumpian of you.

Let me be the first to wish you all a very Merry Christmas and a wonderful and prosperous New Year.

**In Solidarity,
Hugh Lynar
Editorial Committee**





IN & AROUND THE LOCAL

Scott McIlmoyle, Local 112 President

To say 2018 was a busy year is a total understatement. The process that takes place prior to a tentative agreement being reached has many layers. Bargaining surveys, proposal meeting, strike vote and not to overlook the bargaining sessions. I want to thank all the bargaining committees for their hard work, their unwavering commitment to their membership(s) to achieve better working conditions, wages improvements and benefits.

I also need to thank our executive assistant, Dayanna Micieli and Financial Secretary Brad McConnell for their support behind the scenes to ensure we, as bargaining committees could focus on that.

We have had 6 sets of negotiation's, starting with Bombardier announcing the sale of the current 375 acres that the plant currently sits on in early January.

Toromont material handling, formerly Hewitt, happened in early February. This was our first round of bargaining with Toromont for this workplace.

We then went into negotiations with Toromont Concord in with a deadline of May 31/18. Both of the first two Toromont units went well and were successful sets making gains in wages and benefits just to mention a few.

Remembering during these sets the Bombardier talks were still ongoing from early January to a positive conclusion on June 23/18. Although the current atmosphere is very disturbing what with the company renegeing on their commitment to build the Q400 under the company banner.

In September we had a tough round with Custco fabricators trying to secure improvements in wages and collective agreement language.

That was followed up with our 3rd set of negotiations with the Toromont group and our members at Orenda road in Brampton.

The last round of negotiations took place in November with Vita Foam. With many positive changes happening within the plant and the new line going in, "bed in a box" program, our members are seeing positive changes in the plant. As we entered bargaining our changes were focused on wage improvements. I'm proud to say they were improved greatly.

I am pleased to say all bargaining ended up with the members ratifying each collective agreement, but not without some struggles along the way.

Unifor had some major strike /lockouts over the last year.

Goodrich miners, which are located on Lake Huron, were on strike for 16 weeks and dealing with a corporation bringing in scabs. Then adding insult to injury that was followed by the 54 sisters at a health clinic in Thunder Bay that were making just above minimum wage. Then the worst of them all, out in Gander Newfoundland, DJ Composites had locked out their employees for almost 3 years. And if that wasn't bad enough they too were using scabs, except in this case they had family members crossing the line against family members on the picket line.

All these ended up with Unifor sending in support from far and wide to lock out the scabs, lock down the work-

places with fences and hundreds of union supports forcing the employers back to the bargaining table to negotiate an agreement.

Our standing committees have been busy and we have had members join some of our standing committees to get more involved in the workplace issues and within our communities.

As this Aircrafter will be into the print shop we will be sending our 11 delegates to the Ontario Regional conference held in Toronto to debate our Unifor policies and political policies.

With the right wing Ford government attacking workers' rights from removing paid emergency days, sick days, repealing the \$15 an hour min wage increase, lowering WSIB premiums, which results in claim suppression and this list goes on.

Unifor will be there fighting back and stepping up for workers to ensure they look after more than there 1% business friends.

Let me end by thanking our retiree's chapter from our local. Our retirees come out once a month for our meetings but what many of you don't know they are there at all demonstrations, the rally's, fighting for what they have been able to build our union and communities on. Providing and ensuring a solid stable foundation for the future.

On behalf of the entire membership we thank you for continued support.

To everyone, may you celebrate this upcoming season and your religious beliefs whether you celebrate Christmas or not, but ensure you celebrate with family and friends. 🇺🇸





No Faith No Trust

robbed

Another victim of globalization

Broken Faith Broken Promises

Just another kick in the teeth

Disappointing

DEVASTATING

UNFAIR

You have come to us over the years asking for leeway and concessions, we have done everything you asked for, and more. In the end, once again, you have blatantly lied about your true agenda.

It's a damn shame

They only think of themselves

It's over

Glad to see it going to somebody who actually cares

Viking will build it with pride



CHANGE VERSUS \$CHANGES

Brad McConnell, Local 112 Financial Secretary

2018 is not unlike any other year when it comes to fiscal responsibility. The Executive Board has gladly, with the membership's approval, continued to recommend participation in recreation, conferences, education, fund raising, Labour Day, the family picnic and many other events throughout the year. It is the participation in these events that helps keep us united as a union.

Financial decisions are made based on our Financial Reports. There have been many changes to how expenses are recorded in our bookkeeping system to help identify where we can improve and save. This improved record keeping provides a far more detailed breakdown of expenses and identifies where improvements can be made.

We have looked at the last 4 years and the expenses incurred conducting elections throughout the local. Not only do we have our standard recurring elections every 3 years, we also have by-elections on a regular basis to replace representatives that have stepped away from their position for one reason or another. We also reviewed the physical resources required and realized that incorporating online voting into our election process could prove to be both cost effective and efficient especially when looking at by-elections.

Incorporating the online voting provides many benefits to both the election committees and the membership. Benefits include:

- registered voters can review literature and pictures of candidates by logging into online voting

- voting can be done at the member's convenience
- can be used as advanced voting by members on holidays as long as they have internet access
- increased participation as members will receive an email when they are eligible to vote
- no lineups at the workplace to vote
- time savings for ballot preparation and counting of ballots
- online voting will reduce election costs with increased participation

It has been a very busy year for retirements. Ironically, we will have 112 new retirees in 2018. Local 112 has always taken great pride in our members and we wish the best to all our new retirees in 2018. Proudly there are:

- 92 retirees from Bombardier
- 4 from Brinks
- 2 Hewitt
- 1 MDA
- 4 MPGC
- 6 Toromont
- 1 UTIL
- 2 Vitafoam

2018 has led to a large increase in workplace accidents and WSIB claims. There are a record number of claims being denied, especially when it comes to Loss of Earnings. The return to work guidelines at the WSIB are stringent and the number one reason for denial of Loss of Earnings is due to the family

doctor or treating physician not providing OBJECTIVE MEDICAL FINDINGS regarding why a worker cannot return to work. Objective medical is defined as: "Objective evidence refers to visible, measurable findings obtained by a medical examination, tests, or diagnostic imaging. Someone other than the injured worker must be able to see or feel the evidence. Examples of objective evidence include a broken leg or an abrasion." Objective findings can also be measured and observed by the doctor such as limping, range of motion tests or swelling as examples as opposed to subjective indicators such as those being felt by the worker, pain for example but not directly seen by the doctor.

It is very important that the doctor notes in his file the objective findings and also sends them with your claim number to WSIB. Trying to get this information after the fact is very difficult. The best advice I have is to give the doctor a description, either verbally or written, of the job duties offered by the company and ask him to supply OBJECTIVE MEDICAL FINDINGS to opine on your abilities to return to work to the job offered. The more information your doctor provides the greater the chance of having your treatment and loss of earnings approved. Remember to report accidents immediately to your employer and seek medical as soon as possible.

As this year comes to an end I would like to wish everyone a safe and happy holidays and all the best in the New Year. 🍷





SOLIDARITY IN ACTION

John Turner
Local 112 Vice President

This Labour Day we celebrated Unifor's 5th anniversary. It's hard to believe that 5 years have past since the founding convention that merged our former union, The Canadian Auto Workers (CAW) with The Communications, Energy and Paper workers Union of Canada (CEP) into what we now know as Unifor. We are Canada's largest private sector Union representing over 315,000 workers across Canada. Over the last 5 years our Union has fought hard to strengthen all workers rights, worked hard to organize the unionized and continually challenge hate and racism in our society. We have celebrated many victories which none could have been won without the strength and determination of you, our rank and file members and the tireless commitment of our Leadership.

Under the Leadership of our President Jerry Dias our union has become the voice of working people across the globe. This was never more evident than in the renegotiation of the North American Free Trade Agreement where Jerry was invited to be an advisor to

the Canadian Trade Delegation. If not for the involvement of Unifor in these negotiations of what is soon to become the United States, Mexico, Canada agreement the outlook for workers' rights and jobs not only in Canada but in Mexico and the Southern right to work states would have been grim. Jerry rallied workers in Mexico who were working at assembly plants for BMW, Mercedes and Audi who were making less than \$2 an hour. Some of these workers were living in tent cities set up outside plants because they could not afford a home while these luxury carmakers are making millions in profits. These workers took to the streets in protest along with Jerry against a government who had let them live in poverty as a means to attract business to its borders. To turn on the news at night and see these protests and to hear Mexican workers shouting UNIFOR, UNIFOR in the streets should give us all a sense of pride. One of many of the new provisions of the USMCA that Jerry was instrumental in is that workers in these jobs will now make a minimum of \$16 USD. Per hour. This

and the fact that a percentage of parts made for vehicles assembled in any of the 3 countries will fall under the same criteria will lift many workers out of poverty and allow them to provide for their families. This one change alone should also help stop the migration of Canadian jobs south, as the key component of companies relocating has been cheap labour. With labour costs relatively the same across the 3 countries companies will have to think twice about investing in new facilities or just upgrading ones that already exist within Canada. There is much more to this agreement than just this that our union was a huge factor in achieving.

In 2018 our Union took a stand and said no more to companies who employ scab Labour or to refuse to bargain in good faith in order break strikes within Canada. Unifor was instrumental in removing scabs and shutting down The Goderich Salt Mine, Port Arthur Health Centre in Thunder Bay and DJ Composites in Gander Newfoundland

In Goderich this July when we had the call to action from our National Presi-

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UNIFOR Local 112

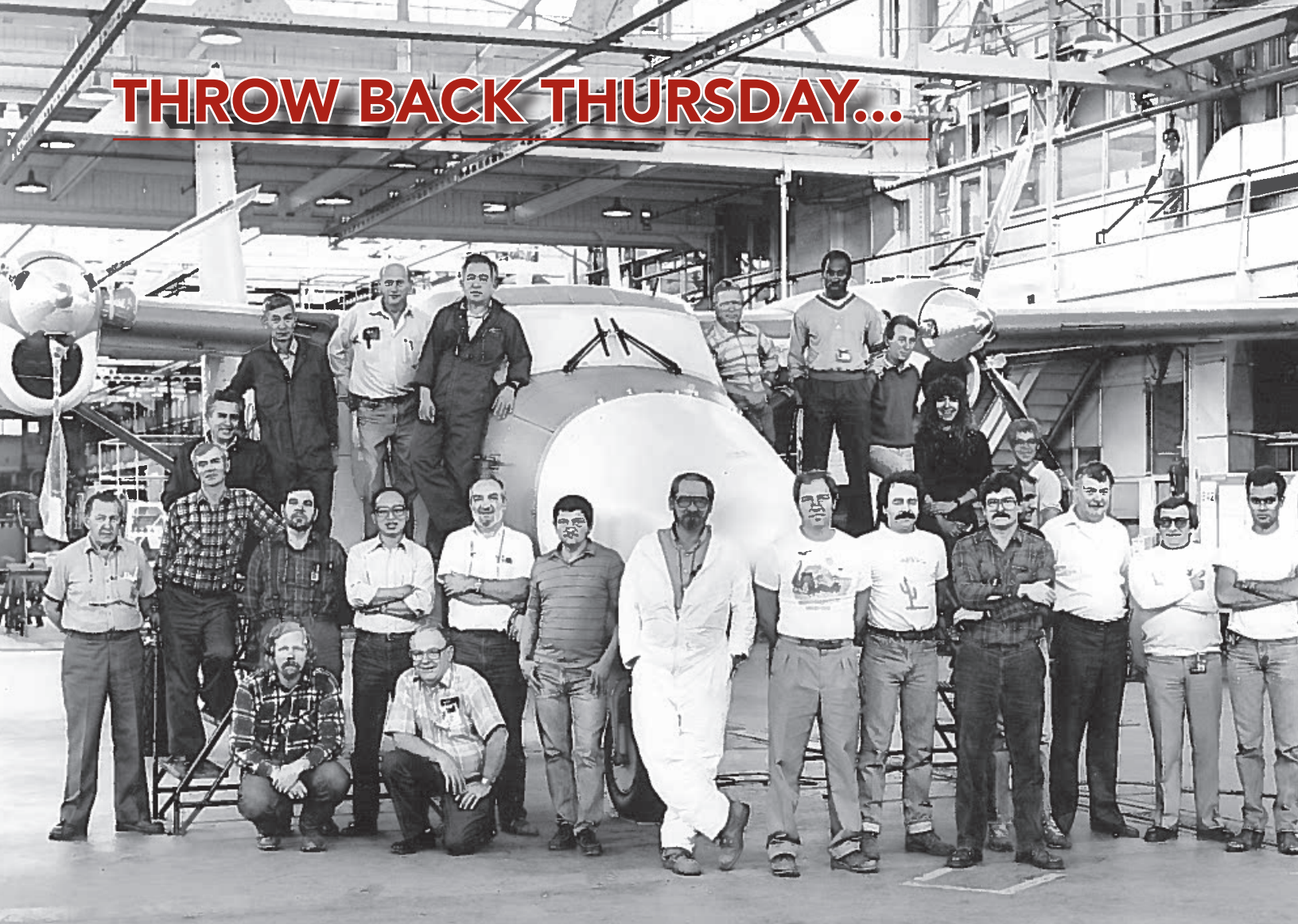
WELCOME TO UNIFOR112.CA!

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-

THROW BACK THURSDAY...



dent Jerry Dias, to support the striking members of Unifor Local 16-O at Compass Minerals the world's largest salt mine. The 355 miners who work there had been on strike since April 27/2018 and they were facing ridiculous demands of, cuts in benefits, pension, for existing and retired workers a new pay structure for new hires and a mandatory 72 hour work week which included 16 hour shifts. To add insult to injury the company hired scabs to cross the Pickett line and work the mine. This total lack of respect towards our members inspired a huge reaction by Unifor National. On July 5th Jerry and our members descended on Goderich by the hundreds and before the end of the day they had successfully chased the scabs out of the mine. As the company tried again to bring another busload of scabs into the mine the following day they

were met by our sisters and brothers who had answered Jerry's call to action and turned away again! A wall of pallets was erected blocking the mine entrance. Then when an injunction from the court obtained by the company to remove the pallets came. The community of Goderich rallied behind the miners and blocked the entrance with farm tractors, hay wagons a rock truck and even a manure spreader. Our members dug in and no one was getting in. The company finally got the message and returned to the bargaining table. Within a week the Members of Local 16-O had a tentative agreement. To see the Solidarity of our Union standing strong together and the outpouring of support from the community is something I will hold in my heart forever.

As the members of local 16-0 celebrate a new 3yr contract without any conces-

sions to current, new hires or retired workers. We as Union celebrate the message that was sent to all employers across Canada. When you disrespect our workers we will react. The days of being passive are over. We demand to be treated with dignity and respect. I would like to personally thank all of the Members who gave of their time and showed up in Goderich, Thunder Bay and Gander to support the members. When we stand together there is nothing we can't do.

In closing as another year ends and a new one beginning we need to take time celebrate our accomplishment's and remember that there is still a lot of work to do in 2019. I would like to wish all the Retirees, Sisters and Brothers a Merry Christmas and all the best in the coming year. 🇺🇸



LABOUR DAY 2018



**See you
next year!!**

This past August we held the ever popular samosa sale. We made over \$540 and we sold out in a record 20 minutes!!

Congratulations team



WORK SAFELY

Joe Rudnick, Health and Safety Rep., DeHavilland

This is just a short note to extend my best wishes to you and your family for a Merry Christmas and a safe, and happy Holiday season on behalf of myself, my Alternate, Steve Szekly and our Joint Health and Safety Committee.

It's been a challenging year, full of change in our facility. In the past few weeks, the overwhelming number of accidents has been phenomenal. Please remember, we still have a union and we still have a Health and Safety Act that needs to be followed.

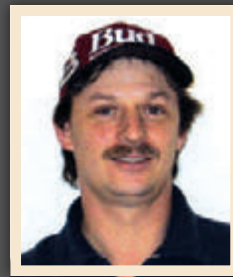
Never do things that you are untrained in. If it is unsafe and you haven't been trained, don't do it! Exercise your right to refuse unsafe work whenever you feel you need to. If you feel pressured into doing something by management please reach out to myself or Steve Szekly, or a member of our Joint Health and Safety Committee and they will contact me.

Please remember:

- Don't be afraid to report health and safety violations, you have the right to a safe work place.
- Don't be intimidated; you have the right to refuse unsafe work.
- Don't let Management persuade you not to report an unsafe work environment or force you to perform an unsafe task.
- Bullying and harassment is against the law!

If you have any questions or concerns, please call me at extension 33726.

Happy New Year! ⓐ



RATIFICATIONS AND RETIREMENT

Dwight Brown, Toromont Plant Chair

Since the last Aircrafter we have covered a lot of ground in our unit. The rebranding of our building, the service vehicles, and coveralls to Toromont has taken place following the change in ownership with more changes for the better having been promised.

February saw the ratification of a new collective agreement that included the retention of our current pension and benefit levels. The employer was proposing fundamental changes by going to plans that included Co-pays for both. I am happy to say that with the resolve shown by not only the bargaining committee of Piero Zappia, Brian vanArragon, President Scott McIlmoyle, and our new National Rep Sam Snyder's but most importantly the membership of our unit we not only retained plans that kept money in our members pockets but also negotiated modest gains in areas including wages and safety shoes.

We have also seen the retirement of John Arruda from our parts department. John was at the top of our seniority list when he retired and we wish him a happy and healthy retirement. Congratulations John! ⓐ



RATIFICATION

Ahamad Nabi, Vitafoam Plant Chair

I would like to take this opportunity to thank all of you during this last round of negotiations, especially the hard work and dedication of the bargaining committee. I can proudly say we've done quite well in that we've achieved a 6% raise for the first year and 3% in each of the two following for the life of the contract. There have been some improvements in benefits as well and you'll have a chance to see that in the new collective agreement.

I'd like to personally thank our local president Scotty McIlmoyle as well as Sam Synder from the national as their help and assistance which was, as always, invaluable.

Finally I like to wish everyone an enjoyable holiday season with your family as that's the most important thing. ⓐ



Community service committee making blankets for seniors.



UNIFOR STRONG

Unifor Local 16-0 members went on strike on April 27. The issues were something that US based owners seem to think will be an easy win here in Canada, one by one they're learning that they're not. This time around it was mandatory overtime whenever production time was lost due to machine malfunction, direct the workforce outside of seniority. Just so that you know it takes about 20 years down in the mine to be able to post top-side. Imagine putting in all that time to suddenly find yourself down below again because some suit wants his buddy to have your job? I think not. Wages and benefits under attack, yet again. This is becoming something of a trend it seems.

In this case there was a mine manager brought in from the east coast that had ran a potash mine into nonexistence, he's one of those union buster types you may be familiar with? He arrived 6 months before the end of the contract oddly enough, and he was the one that elected to bring in the now unemployed potash miners from the mine that he helped close, to start working here in Goderich. It seems potash and salt mining are very similar and it was thought full production could continue after a very short learning curve

The miners had blocked the entrance to the site to prevent the flow of replacement workers, or scabs into the mine. After a court injunction requiring the removal of the impromptu blockade, members of the community brought their tractors to help block the entrance to the site. Oddly all the equipment suffered some sort of sudden unexplainable mechanical issue and couldn't be moved. It was amazing to see the community of Goderich come out to support the striking workers. They also brought food, water and their much needed encouragement to the picket line.

Members of locals 112 and 673 also showed our support for the striking workers. We helped to support the line and to show our solidarity with our brothers and sisters. We stood shoulder to shoulder with them and I know they appreciated our help on the picket line. It generated a true feeling of support. The twelve week strike affected not only the 350 unionized workers and their families but it also deeply affected the community at large.

Owing in large part to the companies flagrant use of the company's use of replacement workers, our national President, Jerry Dias, became instrumental in removing the replacement workers. He managed to walk the scabs out of the mine as onlookers chanted "Don't come back!"

A week after their removal it seems the company had a change of heart and about 10 days or so later the members of local 16-0 had a shiny new contract with all the hateful provisions banished, hopefully, pun intended, to never see the light of day again.

With the support of the community, Unifor National, Unifor locals 112 & 673, there was an excellent resolution to this job action proving all the benefits of trade unionism. We are UNIFOR STRONG !!!!

In case you didn't know Compass Minerals Goderich Salt Mine, located 1,800 feet under Lake Huron, is the largest underground salt mine in the world. The rock salt produced at the mine is used to keep us safe as we travel through winter snow and ice.

In Solidarity

**Amato Nasturzio, Alternate Benefit and Training Rep,
Alt Committeeperson District 5**



2018 UNIFOR PICNIC

As always your picnic committee puts on a great show and this year was no exception. The food is top notch and the level of entertainment for both young and old is legion.

This year they added in a wandering magician, who had two totally different shows at hand, one for the kids and then there are the more mature tricks demonstrated depending on the audience. Now I know how magicians force works, but do you think I could catch him at the slight of hand? No, he was incredibly smooth and a great entertainer. Definitely a big hit for those that had a very up close and personal show.

They offered quite the array of bouncy castle stuff as you can see, for clambering on, along face painting and games leaders who were doing a stellar job of keeping the show moving along with infectious enthusiasm despite the heat.

It would seem that there needs to some clarity on the rules regarding musical chairs. While I admire the innovative approach, you are not allowed to carry a chair with you. And yes there are pictures to prove it.

At the end of the day there's the draw for a plethora of prizes, bikes, small bbq's and the like, there's the 50/50 draw as well.

As you can see the committee is very mindful of the premises and we always leave the grounds as pristine as we found it!

This is an entertaining couple of hours on a beautiful Saturday afternoon and you and you're family are more than welcome. C'mon out and we'll see you next year.



LOCKOUT AT DJ COMPOSITES

32 Unifor workers were facing down their 3rd Christmas out on the picket line, being locked out there in excess of 647 days, by their employer, who refused to negotiate. The American owner was twice convicted of bargaining in bad faith. And yet the Liberal government of Dwight Ball failed to penalize DJ Composites so the convictions were not taken seriously. Worst of all, SCABS were crossing the picket line, some taunting the picketers. And in a town of 7,000, everyone knows everyone. I can't imagine holding a picket line for so long, and under such conditions.

Then our National decided that enough was enough. With no movement or end in sight to this lockout, with no help from the government, our union went full on in helping this very small local face down their boss.

400 Unifor members came out from all over Canada to walk the picket line with our brothers and sisters. We had retirees, rank and file, right up to our leader Jerry Dias. As you know, he comes from local 112!

We fenced off the entire factory so no one could get in. The American flag came down, and the Unifor flag went up. After a week, the company decided it was now in their best interest to agree to binding arbitration.

That is what union means to me. Our 300,000 plus members and our leadership support all of us, down to the smallest local and member. I have never been more proud of my union.

In Solidarity

Judy Malcom, retiree, deHavilland unit







INJURED AT WORK - THE BASICS

Sudden Injury - Gradual (Onset) Pain - Occupational Illness

Steve Parker
Alternat WSIB Rep, deHavilland Unit

Any time you hurt yourself at work, mention your pain or injury immediately to a co-worker, or co-workers, and then see your supervisor or manager right away to report it. This establishes *the injury occurred when doing assigned work duties* under WSIB Policy 11-01-01. Seek First Aid at work from a Nurse, First Aid Attendant or Emergency Services and request a copy of any paperwork confirming your visit. This independently confirms that an injury occurred.

If you have to leave work for medical attention because of an injury, advise your employer and go to the Hospital Emergency, Medical Clinic or your family Doctor right away. Advise them the injury happened at work. Employers are required under section 38 of the Act to pay for your transportation to a hospital or physician within reasonable distance, or to your home if you need it on the day of the injury. **When you leave work for medical attention because of the injury** your employer is also required under section 24 of the WSI Act to pay you for the day.

Contact us in the Unit or Local 112 WSIB office for assistance as soon as possible and as close to the day or time of the injury. You will need to send in WSIB Form #6 to report your injury or a WSIB Incident Exposure Report form if you were exposed to a harmful substance. If you hurt yourself but do not

lose time from work, this still protects you in the event of any future health issues. We keep WSIB forms here in the Union Office and are ready to assist you when filling out your paperwork. We will fax it to WSIB on your behalf.

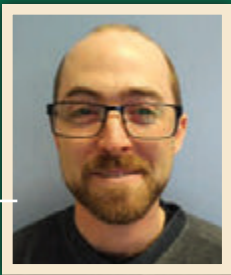
Keep copies of all documentation such as medical visit forms from your employers First Aid Centre, WSIB Form #7 (Employers Report of Injury) which your employer must give you a copy of, WSIB Form #6 (Workers Report of Injury), WSIB Form #8 (Doctors Report of Injury), Hospital forms and any letters from your employer or WSIB. Keep copies of all additional forms you receive like prescriptions, medical test or physiotherapy referrals. Bring them to us and we'll ensure they are faxed to WSIB. You may have incurred medical expenses prior to a claim being approved. We keep WSIB Expense forms here for you to fill out and mail into WSIB with original receipts as they must be *mailed* with the expense forms.

The employer WILL call you at home to offer Accommodating Work with Modified Duties. Employers are required under section 41 (4) to do this. However, if you are *"not medically able"* your doctor must clearly state this and provide supporting medical information that must be clinical evidence with the diagnosis to WSIB supporting why. If you are going to stay off work because of your injury, your

Doctor MUST establish the following: "Clinical Evidence on file must show that the inability to work is due to the work-related injury/disease. If the worker does not have clinical authorization to be off work, wage loss benefits or loss of earning benefits cannot be paid" (WSIB Policy 11-02-02).

This means once the employer has offered modified duties to accommodate an injury, a doctor's note advising you to "stay off work for three days" probably will not be accepted by WSIB unless the doctor specifically states *"you are totally disabled for the period of time due to... X medical reason"*. If medical information is missing WSIB will state: *"does not have any objective medical to support the time off demonstrating that (your name here) was totally disabled and unable to work modified duties."* This is important to know as WSIB "may" not pay Loss of Earnings without objective medical after an employer makes an offer of modified work. Frequently Doctors fill out forms in haste and skip important information.

Upon your return to work, contact your Union WSIB Compensation Rep right away when meeting with the company so we can help in the process to ensure the employer's accommodation is reasonable in your circumstances. ⓐ



DON'T LET GO CANADA

Bryan Dunn
Plant Chair MDA.

I don't know if you're aware but Canada was the 3rd country in space, the 1st to have a satellite telecommunications system, and 1st to have an operational and commercially focused radar remote sensing system. Today, thanks to that 60-year legacy, Canada is a world leader in satellite communications, earth observation, space robotics, space science, optics and sensors.

Space now touches the lives of Canadians 20 to 30 times a day, from weather predictions, to monitoring climate change, to checking a map on your smartphone as well as ground and air traffic management.

Tomorrow's advances like autonomous cars, smart cities, advanced A.I fully autonomous AI and robotics for manufacturing and even remote surgery will be propelled by space science and technology.

MDA, along with Unifor and other Canadian organizations, along with leading aerospace companies have teamed up and started the #Don't Let Go Canada. To spread the word, and convince the Canadian government to present an updated space strategy and invest in the next phase of space exploration. NASA is knocking on Canada's door because we are the best at space robotics and A.I. NASA wants Canada to build the robotics and artificial intelligence for the Deep Space Gateway which is a new space station that will orbit the moon. There it will act as science station and hub for further exploring our solar system and beyond.



Unfortunately the Canadian government isn't stepping up to the plate. So I would like to ask you to go to dontletgocanada.ca there are resources there for you to contact your local MP with a pre-arranged email. We need Canadians to say it loud and clear, to get the message out. If we don't do it now, all the hard work that got us this far is just going to go away. 🇨🇦



Human Rights, What Legacy should we leave behind?

Human Rights, as we know it today, are diminishing to a degree, where some political leaders are no longer investing any effort in supporting this. Instead, some of these political leaders are dismantling Human Rights organization(s) in Canada. Its apparent that maintaining and defending Human Rights moving forward will become ever more challenging and ensuring that an individual's rights are respected could potentially erode along with it.

I want to attempt on a modest approach on re-instating Human Rights as a personal embodiment of principle in the

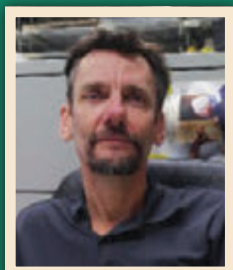
form of Legacy. What if we, as individuals, act as a collective community and re-establish the act of caring for one another in the form of legacy, something to pass on from one person to another regardless of age, gender, or culture. It sounds simplistic but in practice it may take some time to get it into a habit but it's not impossible.

I could draw a conclusion that the result of genuine care towards one another in the form of legacy and believing in it holistically as a community could maintain the foundations of Human Rights in a community ecosystem. Human Rights can once again be re-

instated to political leaders as a prime importance.

I firmly believe that collective actions as a community can make a difference in any given situation. Whether pushing the envelope for Human Rights or leaders ensuring that their local community thrives for years to come. It is imperative that we care for one another and ensure that we share our experiences and or expertise. There is a semblance of hope, if we encourage ourselves to do what is right and care for each other.

**In Solidarity,
Arnel Sanchez Local 112**



BE PREPARED

**Al Gale ,
Benefits and Training Rep, deHavilland unit**

As I write this article we are getting prepared for the Retiree's Christmas tour and luncheon on December 13 2018. Hopefully the weather will cooperate and we have a great showing.

Just a few things I would like to touch on are changes to our benefits since our last set of negotiations. Congratulations to our Bargaining Committee on negotiating a good contract for the membership including an increase in our Dental adding Implants to our coverage. As well we have an increase in Orthodontics and our Sick benefits. Our Pension increased up to \$80.00 a month per year of service.

I have a steady line of members making the next step into retirement. Con-

gratulations to all the new retirees and I hope they all enjoy a healthy retirement. The Company as you all know in their wisdom moved the pension department to Montreal and dealing with them has been painful to say the least.

If any of you are planning to retire in the near future you have to request your paperwork minimum 30 days before you plan on retiring. You can call on the internal phone line at Ext.33333 or come to my office and request your paperwork with me. Montreal's turnaround time is minimum 20 business days before you see the paperwork.

Because of a couple of incidents in the past year, can you please make sure your personal information such as ad-

dress's emergency contacts, relevant phone numbers and such are updated with the Company. I am working on getting the new benefits handbook proofread so we can get it to print for you.

On Behalf of myself and my alternate Amato I would like to wish everyone a Merry Christmas and a Happy and Prosperous New Year 🇺🇸

SPACE FOR RANT

ROOM FULL OF NAILS

So by now you've all heard the announcement that the Q400 was sold to Viking Air and tentatively this just might be a good thing, but more on that later.

If you were in the first box of nails you saw there was a stage set up and a rented PA already in place. So they knew this was coming, which puts paid to their media flacks announcement that she heard about this in the news on the way back in from China. You can decide for yourself whether that was BS or they're actually keeping people that should be 'need to know' in the dark. Mind you, how good of a media specialist can she be when she doesn't even know to back off of the mic by about 8" or so when you start 'popping' your 'P's. That's basic announcements class, day one, lesson one stuff, seriously. But I digress.

No matter how many times I replay that whole thing in my head I keep coming back to a few things, such as in spite of saying "X, Y, and Z" there were a few up there who were going thru the motions because they had to and yet didn't really believe it, while there were others that were positively delighted. Again you can decide for yourself who sat in which camp.

They have issues that I'm fully convinced they haven't even begun to fathom, and judging by past encounters they'll only take so much of "Have you thought of (fill in the blank)" before they decide to ask us to leave. They're masters of being ill advised, ludicrous and painfully short sighted, so my best advise is hang on, because if the simple yet totally FUBAR'd example of just moving a payroll department was anything to go by, well, the mind boggles at the magnitude of what they're about to attempt.

Rumours.... Boy have I heard some doozies, but here's the no BS assessment. At this juncture? Its ALL speculation about how and what goes where,

and who, or whom, travels with it.

There's a collective agreement in force and it IS the defining word. I would strongly advise you read it, even if its an older copy, having at least some knowledge will be of great benefit to you.

Now for that tentative upside, and again this is drawing conclusions based on data revealed and extrapolated or interperpolated as my old flying instructor used to say....

Viking, it would appear, has a keen interest in reviving the deHavilland name, they have the rights to almost all legacy aircraft, and one simply does NOT spend that kind of cash without a serious game plan in place. They obviously see something that the Bomber does not, and talking to all of you out there on the floor, I know you see that too. So again, tentatively, working with someone who has the same outlook as you? This may translate into shops slated for the dustbin to see new life, again and I emphasize, may. **DO NOT BET THE FARM ON THIS.**

The big upside is there'll be a lot of NVA's left in the sands of time, you know the ones, like those that report to the monitors about how well others are colouring green squares, then issuing reports back up and down the line about how well they stayed between the lines while issuing ever more superfluous paperwork to justify their existence. And perhaps more than a few confrontational, cut your nose off to spite my face characters, yes I purposely mixed that metaphor, will be getting waved at while they fade away happily in the rear view mirror.

Optimist? Seems so. Fool? Most assuredly, but for now, I'll take the high road as it'll provide ring-side seats to the upcoming carnage below. So if you'll excuse me I think I spot that damned leprechaun and his rather elusive pot of gold.





PORT ELGIN

I've found that as of late there are a goodly number of you that've never been up to Port Elgin and the UNIFOR education facility located there.

There are a host of interesting courses you can avail yourself of, and you'll likely as not run into some familiar faces during your stay, if not standing at the front of the class. This is not to take away from some of the lifetime friendships you'll develop along the way, as there'll be plenty of like minded people all around you.

Check your local posting board for details and I'm quite sure you'll find something of interest to study.

In Solidarity
Hugh Lynar, Editor



PORT ELGIN - IT'S MORE THAN JUST EDUCATION!

There's a bit of a tradition at Port Elgin where musicians of all calibers can join in on jam night, which is held every Thursday, so if you can play, and find yourself up there, go and join in. Now there's not always enough players to go round to make it an event, and then, by chance, sometimes there is.

Dez Rodrigues and I had been talking on a number of occasions throughout the years about having such an event, but as with a lot of these things it never materialized, schedules and whatnot getting in the way and as so easily happens, time marches on.

That said, early this summer the opportunity arose and we were not going to let this one slip out of our grip.

We had a fair number of pretty top notch players on site, so there was going to be no gaps in the soundscape and with a set list pulled out of thin air and some mad improv skills, we were off.

Rick LaBonte led the way with double duties of both vocals and yelling chord changes at yours truly as I knew exactly zero of the tunes we were about to play. Needless to say, it was quite the challenge, but he handled it with aplomb, and a killer set of pipes no less. Bob Van Cleef sat behind the kit and provided the heartbeat every band needs. He had the feel locked in from the get go, and that's harder than you may think when working with players you've just met.

Tara Bast from Local 1S in Saskatchewan came out of the crowd and joined us with a powerful set of gospel class vocals on "The Weight" and the hairs on my arm still stand up when I think about it, never quite heard that tune done that way before, nor I should think, ever again.

Our own Adam Whittaker waltzed up on stage and tackled some Guns and Roses, let me assure you this is not something you just jump into without warming up, yet he nailed it, stone cold no less, and hit both sides of Axles' hi/lo style which in itself is damned impressive to say the least.

And let us not forget Dez. This was to be his last run at Port Elgin what with a well deserved retirement looming. I'm quite sure he went out with the bang we all hope for at times like these what with tackling rhythm duties and sharing the spotlight. It was fun for all, and I know he managed to go out with the cheers of a well entertained crowd.

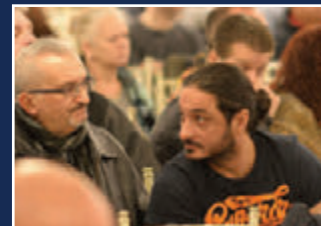
Hugh Lynar
Bassist of the Port Elgin "We're going to play WHAT now??" Improv Band



Proposals:

It goes without saying that this time of year gets very stressful, and emotions can and do run hot, but regardless of that, this is your chance to have your say on what the future may hold.

As always, we had a good number of members approach the mic and ask some well thought out questions and present some meaningful suggestions. While not all requests can be catered to, having the idea in the air means there's a chance that it may see the light of day in the next round of bargaining, as good concepts will gain momentum.



Ratification:

I believe we did quite well, and you have to give some to get some. Now? Considering what events have transpired since? It's a fair bet to say the company was not as forthcoming as they'd led us to believe. Time will indeed tell what the future holds.



HIGHS AND LOWS AT CALM

Hugh Lynar Editor



This year's CALM (Canadian Association Of Labour Media) conference was held, this year, in the wonderful town of Halifax. If you've never been and are a fan of history I advise you go, the city is positively brimming with it. Obviously being a port city there's a rich naval heritage there, along with some very solemn reminders of the price paid by far too many in the dark days of 1914 to 1918 and 1939 to 1945.

They even have a ship that was there when the SS Imo and the SS Mont Blanc caused the Halifax disaster of 6 December 1917, it seems it was moored far enough out to have avoided the blast funnel that devastated the town.

The opening nights mixer was held in a pub that featured a cèilidh, pronounced Kaylee, more or less, and it features jigs and reels performed by fiddlers, guitarists and the like. It'll be no time before you're drawn in and toe tapping away. This stuff begins to resonate in your soul, I can't explain it fully but you'll know when it happens, and you'll leave that night with a great big grin because it's just been that infectious.

As for the conference, well lets just say there's been a very thorough penetration by special interest SJW's who seem to think that defeating the Donald is paramount to their continued existence. Here's a little hint people, he's not your president and can we focus on why we're here? Thanks. That and crocodile tears shed when they find themselves on the business end of a doxxing when they themselves have unleashed a vile and hateful tweet. If you recall the Humboldt disaster? And the tweet that followed? Yeah that. Its sad but I truly doubt they learned anything.

That said here's something I've picked up during the events and you can do it too the next time politician X takes to the microphone for a scrum, or even better when some CEO has been caught out.

They'll be using some form of the RBC method to answer questions. It stands for respond, bridge and communicate. You could substitute blend and control for those more hostile interviews. Here's a example mashing together some current events, they'll be asked a question about say, wind farms, they start to respond, usually with dubious and oft-times bewildering replies followed with a lot of general windbagery, then they blend in the takeaway message, EG: 'We've put money back into health care' which is what they want you to hear and then control the follow ups in order for that message to resonate. Ergo 'Money into health is good look what we did' in turn generating a sound bite that they want to resonate.

To lock this down in the tsunami of words, listen for the key phrase 'The takeaway from this is...' or 'Here's the key issue...'

The good ones are subtle and you have to pay close attention as they do this, it's easy to miss the shift. Whereas the bad ones have you wondering if they even heard the damn question.

Another very salient point is that in this digital age there is no such thing as an internal only memo. Look to the disaster American Airlines went thru for proof. That was so mishandled at every step I wonder if there even was a media flack was on that disaster.

So there's a couple of tidbits you can use the next time someone of self inflated importance steps in front of a crowd and starts trying to massage the message as it were, and you can watch how well or how badly they do it, but don't be surprised that if after a while you're yelling at the radio/TV/mic and saying things like

Did you even hear the #&*#@&^% question???? Come to think of it I can think of a recent event where this played out in real time.....

In Recognition of Louise Leaman-Corbin, union officer from UNIFOR Local 2216 out of Kentville Nova Scotia, who gave her life backing up her fellow unionists.

In Solidarity

SOLIDARITY

Never

GIVE UP

LOUISE



Gifts of Hope

HYGIENE KIT \$10

WINTER CLOTHES FOR A FAMILY \$25

A HEALTHY MEAL \$50

WARM BEDDING \$100

COZY NEW MATTRESS \$200

This holiday season, Anduhyaun Inc. is proud to launch its annual Winter Giving Campaign. Here is a wonderful opportunity to donate valuable gifts to Indigenous women and children rebuilding their lives after abuse. Your kind gift will not only provide them with necessities for the holidays, but also will also offer warm wishes and comfort for the New Year to come!

Whether it's a hygiene kit (\$10), winter necessities (\$25), a warm holiday meal (\$50), bedding sets for a family (\$100) or a good night's sleep (\$200), your caring gesture comes with something more, the gift of hope, immeasurable in value.

Many thanks for your generosity and for supporting Indigenous women and their families. Season's Greetings to you and yours in 2018!

Judy Malcom

Retiree deHavilland unit

POST: OCTOBER 26, 2018
REMOVE: DECEMBER 21, 2018

BOMBARDIER UNIT

ONLINE VOTING REGISTRATION

IMPORTANT: CHANGE IN ELECTION VOTING PROCEDURE

Local 112 is incorporating an online voting option in conjunction with the paper ballot procedure. This will also allow members to advance ballot when away from work or on vacation as long as you have access to the email registered.

To vote online you will need to register as follows:

1. Register for online voting on our website at:
<https://www.unifor112.ca/category/online-elections/>
2. After registering you will receive an email with the Online Voting Registration Procedure.

Your time and patience in registering for online voting is much appreciated!

IN SOLIDARITY

Brad McConnell
Financial Secretary
Unifor Local 112

Danny Pollock
Election Chairperson
Unifor Local 112

Scott McLmoyle
President
Unifor Local 112

POST: NOVEMBER 9, 2018
REMOVE: NOVEMBER 23, 2018

Bombardier Unit

Poppy Day Plant Gate Collection UPDATE

On behalf of Local 112, 673 and the Royal Canadian Legion—Wilson Branch 527 a big **“THANK YOU”** to all of you who contributed to the Poppy Day Plant Gate Collection on Friday, November 2, 2018

Total collected	2546.67
Locals 112 & 673 top-up	<u>253.33</u>
Grand Total	2,800.00

Your generosity is very much appreciated.

IN SOLIDARITY

Nuno Pinto
Plant Chairperson
Unifor Local 673

Mary Ellen McLmoyle
President
Unifor Local 673

Scott McLmoyle
President
Unifor Local 112

Merv Gray
Plant Chairperson
Unifor Local 112

