

CAW TCA  
LOCAL 112

# AIRCRAFTER



MAY 2013  
VOL.13 ISSUE 1

Bombardier • Brinks • CUSCO • Hewitt • L-3 SPAR • MacDonald Dettwiler • Northstar Aerospace • Toromont • UTIL • Vitafoam • Woodbridge Foam



## A WORLD RENOWNED ICON RETURNS





## CAW LOCAL 112 EXECUTIVE BOARD

### Executive Officers

#### President

Roland Kiehne

#### Vice President

Dan Alushi

#### Recording Secretary

Maxine DeCunha

#### Financial Secretary

Scott McIlmoyle

#### Trustees

Terry Howes

Fred Schwertner

Mary Vukman

#### Sergeant-at-Arms

Bob Newby

#### Guide

Mark Grix

#### Retirees Chair

Maurice Coulter

#### Unit Plant Chairs

##### Bombardier

Merv Gray

##### Brinks

Barrie — Ted Nixon

Toronto — Kayso Maharaj

##### CUSCO

Damian Soroczynski

##### Hewitt

Dwight Brown

##### MDA

Dennis Borden

##### Northstar

Graham Davies

##### Spar Aerospace

Jim Cherry

##### Toromont

Concord — Joel MacDonald

Orenda — Melrose Cornwall

##### UTIL

Mathi Sithamparanadarajah

##### Vitafoam

Ahamad Nabi

##### Woodbridge Foam

John Turner

#### Editorial Committee

Hugh Lynar (Editor),

Fred Schwertner, Terry Stanton

Nick D'Alicandro, Wallema Corriveau

Patrick Robinson

#### Photographers

Ted Sopylo, Nick D'Alicandro, Nick Shearman

#### Executive Assistant

Shan White

CAW TCA  
LOCAL 112

# AIRCRAFTER

30 Tangiers Road  
Toronto, ON M3J 2B2  
Telephone: 416-635-5988  
Fax: 416-635-5580

[www.caw112.on.ca](http://www.caw112.on.ca)



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 CAW National Office.



# SPRING IS IN THE AIR

Hugh Lynar, Editor

Good news is that we've had some recalls at Bombardier, and to those of you who are freshly back in the plant a hardy welcome. It's really a shame that in order for the current recall to take place it appears fabrication will pay the price. That being said, it's still early in the game and the final score is yet to be tallied, so for now I choose to be somewhat optimistic that we can turn this corner successfully. That may waiver in the coming months but I'll at least try.

On the other side of the coin is the unmistakable spring that's suddenly appeared in a small minority of our fellow members step, as this rather dire news has filtered through mainly fabrication, and to a lesser degree beyond the confines of bay's 1 and 2. It's as if misery and gloom have invigorated you for some perverse reason, either that or you're gleefully waiting for the hammer to fall. Schadenfreude perchance? I'm not sure. Try to remember that there are those of us facing what can easily be described as a very uncertain future.

The good weather is mostly here and I refuse to allow this to end on a sour note, ergo:

Wishing ALL of you a safe and happy summer.  
In solidarity. Ⓐ



Sign-up for CAW Connected to stay informed about important issues and events the CAW is involved with across the country. You'll receive email updates on CAW campaigns and information about upcoming rallies and demonstrations! Please visit:

[www.connected.caw.ca](http://www.connected.caw.ca)

# MOVING FORWARD TOGETHER

Roland Kiehne, President



Brothers and Sisters, working people and their families are feeling the pain as Canadian corporations globally chase the lowest labour dollar in an effort to cut costs and enhance profitability. The result of this has been the loss of a significant number of Canadian jobs. In March alone, this country lost 54,500 jobs, the biggest single-month loss of jobs in four years! Our unemployment rate sits at 7.2% If you can imagine, this is happening in an environment where we are witnessing an unprecedented right-wing attack on unions.

Instead of needlessly trying to undermine workers and their unions, governments at all levels should be working together with stakeholders including the labour movement, to develop and implement a strategy that focuses on retaining and growing jobs in Canada. Our union has been advocating such a strategy for years.

Recently, Bombardier announced that 80 fabrication jobs in Toronto will be off-loaded over the next 18 months to undisclosed suppliers. These jobs are in addition to the hundreds of jobs already lost to out-sourcing at the Bombardier plant. When will the bleeding of well-paying aerospace jobs end?

Bombardier has had great success in obtaining financial support from the federal government to assist with the high cost of research and development and sales financing. I support these initiatives. However, the federal government has an obligation to hold Bombardier to account when they move jobs outside Canada. Canadians should be equally as outraged as they were when word got out that RBC intends to use foreign workers to take the jobs of its Canadian workforce.

The only difference here is that Bombardier is sending the jobs the other way.

PM Stephen Harper, Ontario Conservative Leader Tim Hudak, Premier Brad Wall of Saskatchewan and others, should be concentrating on issues that are important to citizens and the communities in which they live. Job growth and the economy must be at the forefront. Instead workers and their unions are threatened with legislation like The Right to Work (For Less) that will make mandatory union dues collection voluntary creating a scheme where some workers become “free riders” who opt out of the union and don’t pay dues, yet all the while still receiving the benefits of union membership. This will weaken the power unions have at the bargaining table and in the political arena.

Working people will not tolerate any attack by government that aims at taking away or weakening the hard fought gains of the past. Together, with their unions, workers have achieved health and safety protection in the workplace, the right to free collective bargaining, improvements to wages, benefits and pensions...the list goes on. Together, we accomplished the standard of living we enjoy today and together we will defend this hard won standard of living.

It is in this same spirit of workplace, community and political activism that together, with our colleagues in the CEP, who are the Communications, Energy & Paper Workers, we are building our New Union. CAW and CEP

members, activists, leadership and staff are steadfast in creating a union that will be both inclusive and engaging not only for the members we represent in our respective workplaces but also with our community allies and others in our communities that are voiceless and need a hand up.

Moving forward together in a new union with over 300,000 members strong from coast to coast in a meaningful way provides an opportunity for us to collectively influence decisions made in corporate and government board rooms across the country. However, it will be the engagement and activism of the membership that determines our influence and ultimately our success. The NEW UNION rises Labour Day weekend 2013!

As the warm months approach, I want to, on behalf of the Executive Board, wish all members and your families a safe and fun-filled summer vacation. Enjoy this time with family, you have certainly earned it. ⓐ

**WE'RE CREATING A NEW UNION!**

Province/Territory	Membership Count
Yukon	
Northwest Territories	558
Nunavut	
British Columbia	27,800
Alberta	17,359
Sask.	10,000
Manitoba	12,280
Ontario	155,878
Québec	52,090
Labrador	9,000
Nfld.	
P.E.I.	330
Nova Scotia	
New Brunswick	11,800
	6,160

**COAST TO COAST!**  
Founding Convention begins Aug. 31.  
[newunionproject.ca](http://newunionproject.ca)

CAW TCA CANADA  
CEP



# NEW UNION IS OUR UNION!

Scott McIlmoyle, Financial Secretary



**B**rothers and sisters, on the weekend of March 22-24, 2013 I, along with 12 other Local 112 delegates, attended the Canadian Labour Congress Political Action Conference at the Sheraton Centre. This years theme was “Stand up for Fairness”. 1,700 delegates from unions across Canada participated.

You need to know that unions are under attack. But you also need to know that we are stronger together. This is something the government knows, so do the corporations. As a result, the Conservatives want to change the rules in an effort to divide workers and disrupt workplaces.

The Conservative government brought in a private member’s bill, Bill C-377. This was the start of the attack. It was an Act to amend the Income Tax Act. It’s focus was on organised labour to disclose specific amounts of financial as well as sensitive information. You already know that this information is disclosed at our monthly membership meetings through the financial report. Oddly this private member’s bill avoids other organisations such as the Law Society, the Bar Association and even the Ontario Medical Association.

Now the ‘Harperites’ are drawing up another private member’s bill, this time against the RAND formula. The RAND formula brought harmony to labour relations between the union and company with regard to union dues. It was designed as a counter-balance to the power of the employer and as a means of ensuring that those receiving the advantage of union working conditions could not simply opt out in order to avoid paying union dues.

Having a union is an advantage, and we all know it. On average, unionized workers earn \$5.11 per hour more than the non-union employees. We have not even looked at non-contributing pension plans, vacation time, sick pay/STD/LTD and the benefit plans covering us and our families.

So you know where I stand. As we move forward to our founding convention on Labour Day weekend to witness the birth of a new union, I ask you, let us stand together, united.


## Day Of Mourning

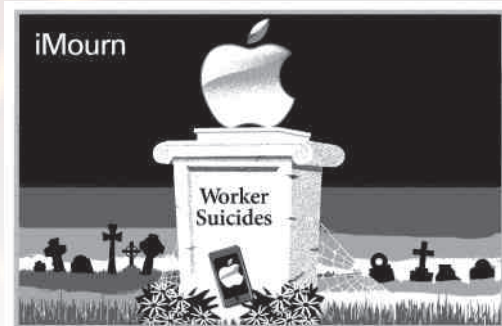
Each year, thousands of workers suffer injury, disease or death while on the job due to hazardous conditions or adverse workplace exposures. April 28 is the National Day of Mourning to commemorate workers killed and injured on the job. April 28 was chosen as it is the anniversary of the first Workers Compensation Act passed in 1914. Much has changed within the WCA and policies towards workers. We must continue to force our employers to provide safer workplaces, not only for ourselves but for the next generations of workers to follow.

As 2013 unfolds, it becomes a very busy time for many of our committees. Our Community Services Committee, led by Sister Kim Lloyd, has helped organise a day to clean up and do some gardening and landscaping at the Downsview Long Term Care Residency for seniors. We will be joined in solidarity by Local 673 as well.

Every year our National Union, through the Social Justice Fund, donates to food banks across Canada. It was with great pleasure that I accompanied Brother Kiehne to donate,

on behalf of Local 112, \$2,000 to the North York Harvest Food Bank. Following the presentation, we toured the small yet character-filled building. As I looked around, it seemed like every shelf went from the floor to ceiling with boxed food. The NYFB has seen a 19% increase in those in need from last year. This food bank covers Steeles south to St. Clair, and Victoria Park west to Highway 27. Within that sector, there are six priority neighbourhoods recognised as having below standard of living status, supporting 60 different programmes. They delivered 1.8 million pounds of food last year, with one-third going to families with children. The statistics show that one-third of the adults using the food bank have a university degree, 50% have some type of post-secondary education.

As our federal government sits quietly around boardroom tables negotiating free trade agreements around the world, they are allowing good decent paying jobs to leave Canada. We must keep the pressure on every level of government to keep looking after Canadian jobs. 





# GOOD NEWS FOR SOME, BUT NOT FOR ALL

Merv Gray, Bombardier Plant Chair

The summer is fast approaching and alot has occurred since my last report. In the first quarter we have a good news bad news story. The good news is that there have been approximately 50 members recalled to meet the ongoing demands of the Global Express program. This is great news and hopefully the trend will continue in the future, as this aircraft seems to be the product of choice in the business world. It's great to see lay off members return in these difficult times, so welcome back.

The other major story in recent weeks was the company's announcement of the downsizing in fabrication. This was met with strong opposition from the affected areas and understandably so. In recent years the fabrication shops have drastically increased their production rates, to the point that recognition awards have been given in some areas as a gesture acknowledging their accomplishments....then this.

The company informed us of this decision just before gathering all the affected shops to a meeting to announce the news. The expected wind down period is in the vicinity of between 12 to 18 months depending on the location of a supplier to perform the work in question.

This gives us the time to find a way to continue to engage in discussions to not only erode the options put to us, but to find ways to save the jobs in question moving forward.

You will no doubt read other articles in this edition that ad-

dress the new union that is taking shape between the CAW and the CEP in a founding convention scheduled for this fall. Both CAW and CEP delegates will vote on the new union to be formed with a brand new constitution.

Strength in numbers will be the backbone of the amalgamation which, when joined, will be over 300,000 members strong, and that is quite the united voice.

The Recreation Committee has run another fantastic Fishing Derby on the weekend of April 19-21 at the shores of the Saugeen River. Once again, the Kubicki family who are the sons of one of our retiree's, Nick from the Bombardier Unit, pulled in the big catches, taking first, second, and third prizes as well as a first place junior prize.

The annual 112 Memorial Golf Classic on Saturday June 1 is fast approaching. Family Picnic on Saturday August 24 at the Heart Lake Conservation Park in Brampton will be upon us before you know it. So get your spots locked in and have your tickets ready!

As we head to print, Brother Barbuto has organised a CAW 112 Badminton tournament. The 20 spots were filled pretty fast and the touring will run over two nights with a social night to follow.

So in closing a busy couple of months ahead of us, and a long winter behind us should give way to a summer of sunshine and fun. Ⓐ

The screenshot shows the CAW Local 112 website interface. At the top left is the logo for Local 112, which includes the text 'SERVING LOCAL 112 MEMBERS' and 'CAW TCA SINCE 1946 TORONTO'. Below the logo is a navigation menu with buttons for 'Home', 'Who we are', 'Local Units', 'News', 'Bulletins', 'Campaigns', 'Multimedia', 'Links', and 'Forms'. A search bar is visible on the right side of the page. A large banner across the bottom of the screenshot reads 'CHECK OUT YOUR WEBSITE FOR CURRENT EVENTS AND MORE!' with the URL 'caw112.on.ca' below it. The banner also features a small image of an airplane and a person working at a computer.



# NEW GROWTH

Dwight Brown,  
Hewitt Plant Chair



**S**pring always brings better weather and the beginnings of new life as flowers and trees start to bloom. I always find it amazing to watch something

start from nothing and grow to its full potential. This year we not only have the wonders of nature to watch but the birth of a new union as a merger creates the largest private sector union Canada has ever seen.

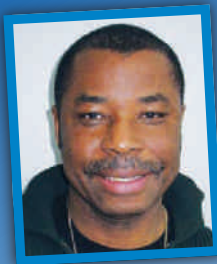
I wasn't there for the beginning of the CAW but we all can see how we have grown, and I am confident that the new union that grows from this bloom will be as strong, as dedicated and socially responsible as we have become known for since the birth of the CAW. It will be these values and beliefs that a single voice of nearly 300,000 people strong can bring to any situation.

Here in Ontario and the Toronto area specifically there is a very real chance that we could be faced with right wing governments on 3 levels. If this does become a reality the strong voice of a merged CAW-CEP will be an important part of the debate on how our lives move forward.

Life here at Hewitt has been reasonably smooth recently although the bumps in the road are still there they are getting smaller and less frequent. In the last year Hewitt has added people, made capital improvements and restructured some management roles. We as a company are well positioned to expand and take on any upcoming challenge.

That's something else I'm looking forward to watch grow this spring.

Ⓐ



# FOREWARNED IS FOREARMED

Melrose Cornwall,  
Toromont Orenda Plant Chair

**F**ollowing both the Political Action Campaign Conference of the Canadian Labour Congress (CLC), and the CAW's Council Meeting, it seems clear that all Unions must find a way to work together to combat the vicious attack by both the Federal and Ontario Conservative Parties.

Prime Minister Steven Harper has allowed a member of his own party to introduce Bill C377 as a private member's Bill. The Conservative Government has adopted this Bill, which would cost taxpayers thousands of dollars to implement, even though a private member's bill should not cost the government any money to implement. This Bill would seriously cripple the labour movement in the way they do business, and how they spend membership dues.

The Government says Unions need to be transparent to their members. What Mr. Harper does not take into account is that all moneys spent by Unions, or at least by the CAW, has always been approved by members at their monthly general membership meetings. So is this really about transparency? Even one of his own Conservative Senators spoke out against this Bill: He said that this is nothing more than a way to get back at unions because they challenged politicians on behalf of their members.

Also there has been a vicious attack on unions by the Ontario Conservative leader, Tim Hudak. Mr Hudak has pledged that should his party win the next provincial election, he would introduce what is known in some Southern U. S. States and Michigan as the "Right To Work" Legislation. This "Right to Work" law was first introduced in Houston in 1936, and was adopted later by many other southern States who still held on to the legacy of slavery. The initial intent was to keep workers of colour from earning decent wages as the rest of society.

In 1961 Dr Martin Luther King spoke out against this legislation: "We must guard against being fooled by false slogans, such as the 'Right To Work'. It is a law designed to rob workers of their Civil rights and job rights. Its sole purpose is to destroy labour unions, and the freedom of collective bargaining, by which unions have improved wages and working conditions for all workers". Dr King went on to say: "Whenever the 'Right to work' has been passed, wages are lower and workers hardly have any rights. Your jobs are always at the mercy of the employers." We cannot allow Ontario or Canada to become like those southern U.S States in this regard, so in the next elections let us send Mr. Hudak and Mr. Harper a clear message.

I have been talking to as many members and co-workers as I can about the merger between the CAW and the CEP, Communications, Energy and Paper Workers Union, Both Unions at their last respective conventions have already approved this merger. The name of the new union will be announced at the founding Convention in Toronto on Labour Day weekend 2013.

I am both excited and concerned at the same time: excited that we will now become Canada's largest private sector Union, with three hundred thousand plus members, which will result in a stronger voice for all workers, unionized or not. However, I am concerned over the relentless attack by the right wing Conservative politicians, who appear to be only working on behalf of the CEO's of major corporations.

We must come together and resist the constant vicious attacks on trade Unions in this country. If not for our selves we must do it for our children and grand children. Let us leave for them a better future than our parents were able to leave for us. Ⓐ



# STRENGTH IN NUMBERS

Joel MacDonald, Toromont Concord Plant Chair

First off I'd like to take this opportunity to thank you for your support and electing me as your Plant Chair for the Concord Facility. I have been with Toromont, Reman Division, for over eight years: six of them as a shop steward, and more recently, a bargaining committee member for our last round of negotiations. I have had great guidance along the way and would like to thank Roland Kiehne, Melrose Cornwall, Fizal Karim, and Roger Sanichar for getting me to where I am today. In my short time as plant chair, I feel I have made a lot of good accomplishments and will continue to do so in the weeks, months, and years to come.

I recently attended the Canadian Labour Congress Political Action Conference in Toronto, where about 1,500 brothers and sisters from many different unions and locals attended. We heard many speakers from around the world, and I attended different workshops. What I can tell you is that "WE ARE UNDER

ATTACK". For those of you who are not aware of bill C-377, I strongly suggest you have a look at it. Our Conservative Government is proposing laws that will weaken unions and their ability to stand up for working people. We need to re-connect with our members and build solidarity in order to defeat this right wing agenda.

Finally I'd like to inform you about our "NEW UNION". The Communications, Energy and Paperworkers Union of Canada (CEP), and the Canadian Auto Workers Union (CAW), are about to join together creating what will be Canada's largest industrial union. This new union will represent over 300,000 members from across Canada, with a strong presence in every province. Its focus will be on advancing the interest of all Canadian workers, and giving working Canadians the strength they deserve to fight for their basic rights. So brothers and sisters I ask that we all stick together in this fight! Ⓐ



# STILL IMPROVING

Ahamad Nabi, Vitafoam Chair

On the business side, things are extremely challenging right now. Overall activity is slower than this time last year. There has been a continuing raw material cost increase that has proven difficult to pass on to our customers, and with several foam manufacturers and fabricators in the industry all working for a share of the same business opportunities is quite limited. This is further compounded by cheap, poor quality, imports from China, so as a result there has been very little growth. Nevertheless the company

is still hiring, so that's a good sign. So we'll continue to be optimistic that things will pick up.

We have survived winter and it's many inherent hazards. Since last we spoke the workers at Vitafoam remain injury free thru the tireless efforts of everyone and the hard work of our health and safety committee. However as summer approaches we all need to remember to be safe both on and off the job. Ⓐ

# ON THE MOVE

Jim Cherry,  
Spar Aerospace  
Plant Chair

On Monday April the 8<sup>th</sup> L3 met with the union to inform us of their plans to move L3 SPAR to 25 City Centre Drive. This plant is part of the old Litton's complex. This is a welcome move that will bring our footprint in line with current workload levels. There is still a lot of uncertainty moving forward with SPAR as a going concern. There has been little to no new work in our facility since 2004 and there are no pending contracts. We recently had layoffs, which have had a great impact on SPAR'S ability to deliver work to our customers on time and on budget. The union has been in conversation with the company on this issue but their failure to understand or administer the collective has been very trying. We are committed to helping adjust the workforce to its proper levels to help satisfy contractual obligations. Ⓐ



# THE RAND FORMULA

Graham Davies, Chair, Northstar Aerospace

**I**t was almost three decades ago in 1985, under the leadership of Bob White the Canadian Auto Workers Union (CAW) was formed, as we broke away from the United Auto Workers Union. In the years to follow the CAW grew through mergers with other unions and by continuing to organize new members. What's on the horizon is a merger with the Communication Energy and Paperworkers Union (CEP). This is by far the biggest merger of Unions in Canadian history. Together CAW and CEP will form the largest private sector union in Canada. Our new union will be rolled out during the founding convention on the Labour Day weekend in Toronto, and there couldn't be a more appropriate time or location for such an event!

Few Canadians realize it, but Labour Day is as Canadian as maple bacon. It all began in 1872, when the Toronto Typographical Union went on strike to demand a nine-hour workday. When Globe and Mail chief George Brown had the protest organizers arrested, Prime Minister John A. Macdonald passed a law legalizing labour unions. Thus, a Conservative prime minister became a hero to the working class, and Canada became among the first countries to limit the workday, doing so decades before the U.S. The typographers' marches became an annual event, eventually being adopted by the U.S., becoming the modern day Labour Day.

Our new union will be looking at new ways of organizing and building an even stronger union by reaching out to those who traditionally can't gain such representation. An emphasis will be placed on organizing within the new union. With government agenda's across this country both federally and from province to province looking to make it more difficult for unions to operate, the timing couldn't be more appropriate. The direction of governments to suggest the removal of the Rand Formula, such an important piece of Canadian Law will make lives far worse for the many employed in union work places as well as the middle class in this country as a whole. The union movement has been instrumental in intervening in government

policy making for the betterment of all Canadians.

The Rand Formula was introduced after a 99 day strike by Ford workers in Windsor Ontario: In Canadian labour law the Rand Formula, also referred to as automatic check-off, is a workplace situation where the payment of trade union dues is mandatory regardless of the worker's union status. This formula is designed to ensure that no employee will opt out of the union simply to avoid dues yet reap the benefits of the union's accomplishments, such as ensuring higher wages, better job security or other benefits. Supreme Court of Canada Justice Ivan Rand, the eponym of this law, introduced this formula in 1946 as an arbitration decision ending the Ford Strike of 1945 in Windsor, Ontario. The Canada Labour Code and the labour relations

laws of a majority of provinces contain provisions requiring the Rand formula when certain conditions are met. In those provinces where the labour relations laws do not make the Rand formula mandatory, the automatic check-off of union dues may become part of the collective bargaining agreement if both parties this being the employer and the trade union agree.

The labour movement has been instrumental in making working conditions better for all Canadians! From safety laws that allow the right to refuse unsafe work, without the threat of being terminated, to the right to not face harassment on the job. Other gains include maternity and parental leave, mandatory stat holidays, public pensions, paid overtime and a higher min-

imum wage. Many of these we take for granted, but they were gained through the strength of the labour movement.

The federal government who were elected by just 37% Canadians has been very outspoken on its attack on unions. The postal workers who were locked out by their employer then subsequently legislated back to work just days later? This was nothing more than an attack on the collective bargaining rights of workers. This government introduced Bill C-377, which today is before the senate. The bill is nothing but an encumbrance to the operation of unions and does nothing to improve the economy of this country.

It's no secret as to what a conservative government in Ontario would look like under Tim Hudak. Repeal hard fought labour legislation so corporations can reduce their cost at the workers expenses while providing them huge tax incentives. We need to ensure that the next generation doesn't have to take on the fights of the past generation again! Why would we elect a government whose mandate is to silence the voice of the labour movement? The relevance of unions may become more important in the years ahead if the government's agendas are successful in swaying public perception of unions.

I want to take this opportunity to welcome the many new hires over the past few months to Northstar. I know many have never worked in a union environment before, but I'm sure you have already recognized some of the immediate benefits. Those of us that have been around much longer shouldn't take for granted these same benefits. I know from speaking to those that were laid off in the past and recalled, they are glad to be back! An attack on union's rights is an attack by tea party conservatives looking to line the pockets of the top 1%, let's not be fooled!

Ⓐ





# HOW TO ALTER YOUR INFORMATION

Gord McAlpine, Benefits



**I**t has finally come to that time in the collective agreement when we will have the benefits booklet handed out for everyone to read. This year the active employee will receive these booklets from their committee person. If you have not received your booklet yet please ask your committee person or come down to my office to get one. The retiree and surviving spouse's benefits booklet have just returned from the printers. These booklets are being put into envelopes by some retiree volunteers, that I would like to thank for taking time out of their day to help. The booklet should be on its way, if you haven't received it already.

Please note that the address currently on the company system is the address that the booklet will be mailed to.

So how do you change your address with the company? Well there are a few ways. The company form has 3 sections:

The 1<sup>st</sup> section is to be used to change your name.

The 2<sup>nd</sup> section is to change your address and phone number.

The 3<sup>rd</sup> section is to change your Emergency contact information.

If you change your address with the company they will inform Industrial Alliance, Green Shield, and Payroll. This is needed for your Pay stubs, T-4, and T-4A slips.

Retiree's/Surviving spouses NOTE:

*The company will **not** inform RBC Dexia! You must call them with your new address to receive your Pension*

*T-4 slip.*

Once the form is completed you can:

**MAIL** it to the Union Hall Attention me, Gord McAlpine or,

You can **DROP IT OFF** at the security office and sign the Mail book #10 or, you can go to the Main Reception office and drop it off.

There have been changes to who pays out for injectable. It was Industrial Alliance that covered it under our medical plan and reimbursement was at 80%. As of February 28 2013, Green Shield will be taking over the payment of the injectable. This injectable is not paid out thru your G/S card, you must purchase the injectable first and then submit the claim as you did with I/A. It is also reimbursed at 80%. Ⓐ

## OUR NEW UNION AND WHAT IT MEANS FOR YOU

John Turner,  
Woodbridge Foam  
Plant Chair

**O**n Labour Day this year, our CAW and the CEP (Communications Energy and Paperworkers) will be holding their founding convention in downtown Toronto to finalize the merger and unite our two unions.

### WHAT DOES THIS MEAN TO YOU AS A MEMBER?

We will be members in Canada's largest private sector union. We will have a new name and logo that will be announced and that's just the beginning. In uniting over 300,000 members across our country it will revitalize the labour movement in Canada. We will be creating a more diverse union, giving us more bargaining strength and resources to fight back against the downward pressures put on all workers across Canada. It will give us an increased political and social presence to fight for the rights of all workers and their families and to lobby against laws that infringe on those rights both in our workplaces and the communities that we live in. As our Canadian unions and working class families face the greatest assault of worker's rights by the Conservative government, this merger couldn't have come at a better time for us.

The Labour Day parade in Toronto will be the kick off for our new union and I would encourage all who can attend this historic event to be there and take part in celebrating this new beginning of what is going to be a brighter future for all of Canada!!! Ⓐ



# THE CANADARM RETURNS

Dennis Borden, MDA Plant Chair

After many months of uncertainty, the Canadarm has finally been presented to the public at the Canada Aviation and Space Museum in Ottawa. This final site was recently selected after lengthy debates regarding the best location, which at one point almost placed it at the Canadian Space Agency's Headquarters in Quebec. The campaign for its proper location included letters written by Local 112 leadership, expressing our concern to politicians as well as local and national media.


The unveiling of the Canadarm occurred on May 2nd, 2013. Canadian astronaut Chris Hadfield beamed in from the International Space Station, had the honour of dropping the curtain that surrounded the ARM with the push of a keystroke from space. Members of the public, dignitaries, Canadian Space Agency representatives, politicians and CAW national & local representatives watched in awe as the Canadarm made its Canadian space museum debut.

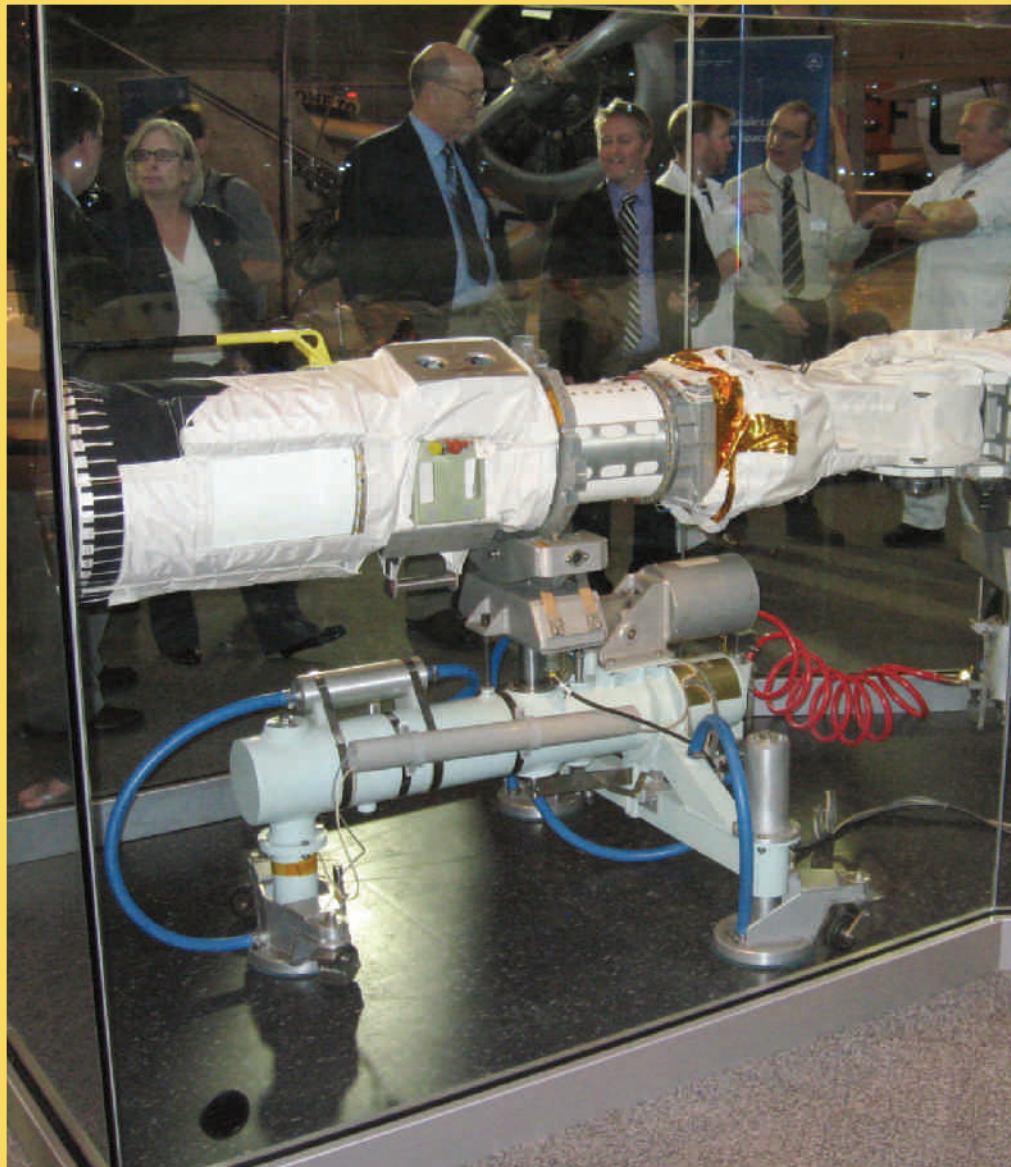
In what can only be described as a snub and petty politics, the Federal Conservatives failed to extend a formal invitation to Liberal MP, Mark Garneau, Canada's first astronaut in space and someone that worked directly with the Canadarm.

On behalf of Local 112 members at MDA, thank you Mr. Garneau for your contribution.

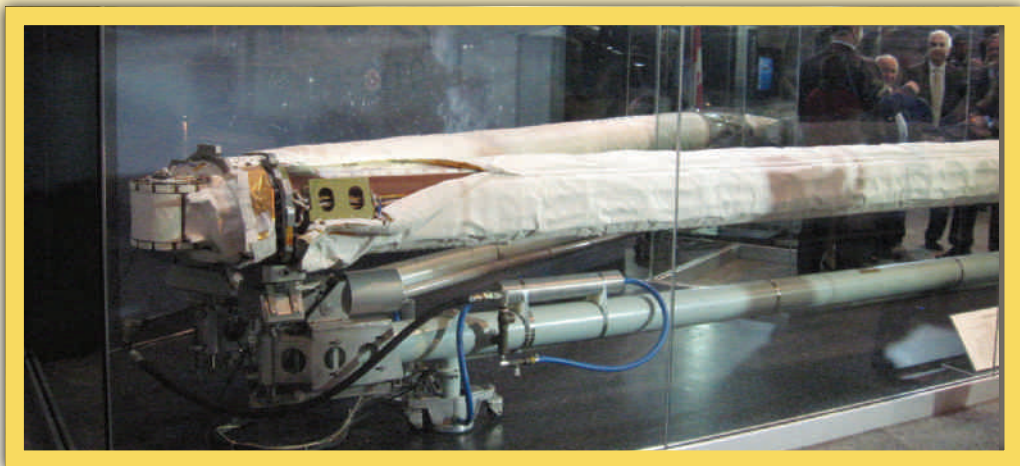
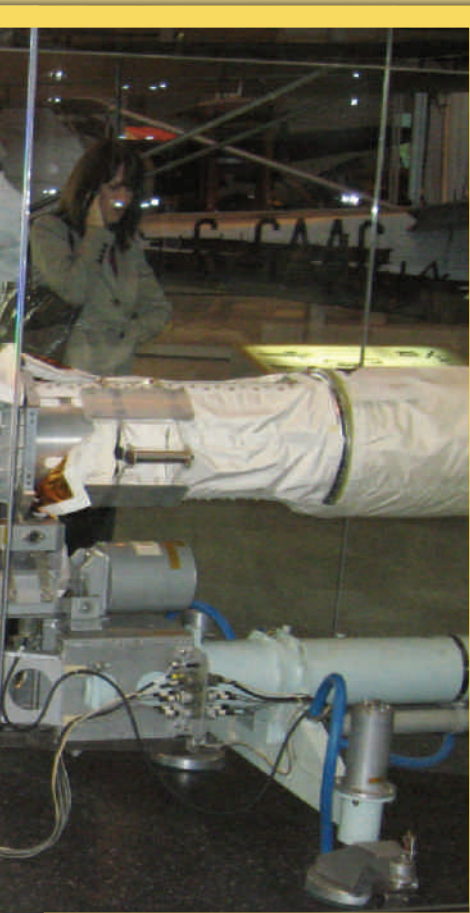
An overwhelming sense of pride was evident. This pride extends beyond the museum and will be felt by both past and present members of Local 112, as well those directly involved in the design and construction of this national icon.

In no small way, it has been the support of CAW members and the citizens of Canada that resulted in this innovation of technology which has been showcased on the world stage. You now have the opportunity to appreciate this amazing piece of world renowned technology in its rightful home at the Canada Aviation and Space Museum in Ottawa.

The Canadarm made its space debut on the U.S. Space Shuttle on November 13, 1981. Designed to deploy and retrieve space payloads, the robotic arm quickly became a critical element in the Space Shuttle Program. It worked flawlessly for 90 Shuttle missions, spending a total of 944 days in space and travelling the equivalent of over 624 million km. 



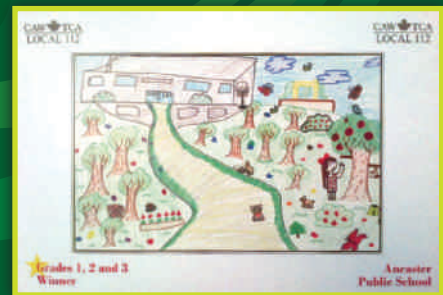
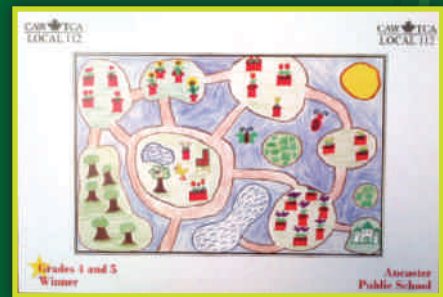






# ANCASTER EARTH DAY

Local 112 Environment Committee held a poster contest entitled "What does Earth Day Mean to You?" with students at Ancaster Public School in Downsview. There were three age categories for participants and winners received a printed poster of their entry as a keepsake, along with \$300.00 from the local to help build their community garden. The students at Ancaster Public School are very much hands-on in this project, working with staff to build a green space for the entire community, and were very appreciative of the opportunities available to them through this donation. A rousing THANK YOU to CAW Local 112 was the message from students to members!!



## IT'S NOT JUST US

Bob Hamilton, District 5 Committeeperson

We are still riding the roller coaster we call the aerospace industry. At a time when we should be enjoying the benefits of a recovering market, we continue to be under the shadow of an 'austerity program' from corporate Montreal. With the Q400 still in somewhat of a holding pattern from a market perspective, it is a good job that the Global Express is doing as well as it is.

The company keeps talking about competitiveness and looks to us for answers. You have all heard the speech on how we must work harder. How taking an extra minute at break to let your teabag soak is cutting into the corporate profit. Yes it is all our fault. It can't have anything to do with us not being given the right tools to do the job. Or the parts shortages. Not to mention anytime you need a manager

they are in meetings. As our members still on lay off continue to run out of recall because "We can't increase the head count." Somehow the ranks of management continue to grow and fester.

We are told there are about 4,000 people employed at this site. Considering only our members can actually build the product and even then many of them are in support roles such as inspection, production control and almost all of Skilled Trades. So only about 1,000 people are actually hands on. You would think something just doesn't add up.

We do have certain job guarantees in our collective agreement under the 'Work Commitment' clause. This is not inclusive of the Fabrication shops. So the recent announcement that the company intends to contract many of those jobs to somewhere else really sends a

clear message. Let's see where they go? Let's see how they can implement the 'Re-structuring' language in the collective agreement without it costing them retirement packages as one director was heard to say. The same director who said there are a lot of questions still to be answered on this decision. You would think prior to making such a move, which will potentially impact the livelihood of as many as 80 people, the questions should have been asked and answered.

Certainly the union's response was that we will not help the company in any way shape or form take work that has been here for over 75 years. We will continue to explore our options and watch out for who will be their next target. If they want any suggestions on how to save money. They know where we stand.





# WOMEN'S COMMITTEE NEWS

Kim Lloyd, Women's Advocate

**C**AW women's committee has fundraised for the North York Women's Shelter for many years. This year on December 6th, a cheque for \$1,650 was presented to the shelter. We thank you for your support with our fundraising efforts.

Since 1984, the North York Women's Shelter has been assisting women and their children. It presently accommodates up to 30 women and children and it offers them safety and hope for a future. The shelter also offers 24 hour crisis counseling and is actively involved with outside education regarding domestic violence at schools and other agencies.

This organization succeeds by the fundraising of many dedicated volunteers. Our Women's Committees attended the Hope Gala fundraiser for the North York Women's Shelter. It has been held for the last 7 years and helps the shelter continue to provide programs and services. During this Gala, women who had lived in the shelter were honored for their courage as well as individuals who work tirelessly to fundraise as well as volunteer.

CAW will remember the fight for justice for Aboriginal Women the CAW pledged support to the Native Women's Association of Canada to draw attention to missing and murdered aboriginal women. Sisters in Spirit were a research led by Aboriginal women. Their goal was to raise awareness of the high rates of violence against Aboriginal women and girls in Canada. This research proved that more than 582 Aboriginal women and girls are missing and murdered. Sisters in Spirit worked with Native Women Association of Canada to educate and find justice for their families.

This year a cheque from the CAW Na-

tional, Social Justice Fund, for \$2,000, which was issued to our Local 112 Women's Committee and donated to the Adyn Women's Shelter.

The Women's Conference 2012 was an incredibly informative 3 days at Port Elgin. Approximately 300 women attended from CAW locals all over Canada. This year "We are the Many, Not The Few Organizing The Revolution-towards 2015", was to prepare women with knowledge and confidence to build a strategy for the future.

In Canada, women now make up half of the workforce, and represent 52% of Canadians. In 2015 we can make a difference at election time. The voices of women in the political process help to ensure that the lived experiences of over half of the population are included in a meaningful way. Being involved in the political process allows us to have control over the quality of our lives. Simply voting is a step to having a voice.

## New Workplace Mental Health Guide

A new workplace mental health guide has set a national standard in Canada. This 61-page code of good practices is called, "Psychological Health and Safety in the Workplace", and is endorsed by business, labour, federal government, non-profit sector and the aboriginal community. It acknowledges that mental illness can no longer be neglected or treated as a personal weakness.

The Federal Government, Bell Canada and Great-West Life Centre for Mental Health in the Workplace, funded this project. The two men who started it were Michael Wilson, the former Federal Finance Minister who watched his son struggle with depression and take his own life, and Bill Wilkerson, who had seen how psychiatric illness-

es-depression, bipolar disorder and debilitating anxiety affect workplace productivity and the lives of employees and their families. It took 14 years of research and advocacy to create. The standard will assist employers and unions wishing to promote mental health and with their approach to prevention in the workplace. Although this standard is not mandatory, the hope is that employers will embrace it voluntarily and workers will be able to approach the company or union, and feel safe when speaking of mental illness.

Louise Bradley, president and CEO of the Mental Health Commission of Canada stated that with 20 per cent of Canadians dealing with mental health problems at some point in their lives, reducing stigma in the workplace and ensuring that there is support for them is critical. Federal Labour Minister Lisa Raitt added that in some cases people who suffer from mental illness are afraid that they are not going to be respected and they will be treated differently if they reveal there is a problem. Some are afraid of losing their jobs.

The Mental Health Commission of Canada promotes the thinking of mental well being in the same way as physical well being. It also recognized that 1 in 5 Canadians will experience a mental health problem or illness and that it is the fastest growing disability claim in the Canadian workplace.

This new standard is free and available by download. "It is a significant step forward at a time when corporate downsizing, and global competition are leading to stress and anxiety for many employees", says Canadian Labour Congress president Ken Georgetti. <sup>Ⓐ</sup>



# GOING FORWARD

Joe Rudnick,  
Health & Safety Representative, Bombardier

**B**y the time you read this construction should be well underway in Bay 10. I would like to remind everyone that this is an official construction site. Also would like to take the time to thank you for your cooperation during this construction.

Yes, I know that we had problems with the painting and the paint fumes but again if the Engineers in charge of these projects would listen, these problems would go away. Instead no one is held accountable when these issues occur. I am continuously reminding the company to coordinate some of this work during times of low production such as weekends and midnights. This way it would disrupt fewer people and we would only have to make arrangements for the ones affected to be accommodated during painting.

A year into Bay 2 and we still have several outstanding issues that have not been dealt with. Our joint Health and Safety Committee and I are pushing to get these items addressed. I have a commitment in place as the company has agreed to add two vents on the roof, which would move 45,000 cubic feet per minute of air. This should be completed within four weeks. I have had a commitment that by the end of August there will be a makeup air unit added to the roof to bring in fresh air. Hopefully it will be completed earlier.

Bay 11 hasn't been forgotten. We have been pushing for some kind of noise abatement program to no avail as of yet. We are continuing to investigate options with hopes to come to a resolution soon.

Our HASMAT committee will be releasing a web page in the near future. They are diligently working on reducing the known carcinogens that are still in use within the plant. You'll be pleased to note that there have been several reductions in the past few years.

The ergonomics committee will also be releasing a web page. They continue to work on correcting some ergonomic issues in the plant. If you feel that you are working on something in a manner that is not ergonomically correct, please let me know and I will have our Ergonomic committee review it. Ergonomic injuries are number one, despite the company telling us that it is head injuries. Ergonomic injuries are one of the most difficult to track as many attribute the aches and pains to age and the nature of our work.

Please remember that the SMS system is for reporting safety issues on the airplanes, not health and safety issues regarding the work place as some people believe. They've been lead to believe that by reporting a health and safety issue this way they'll get a quicker response. This is not the case.

Please remember if you have a health and safety issue to call me at extension 33726.

I hope that you have a wonderful spring. ☺

# LAST OF THE CAW TOURNEYS



Dan Alushi,  
Recreation  
Committee

## Bowling

Congratulation to the DelaCruz Bowling team for Representing Local 112 along with the many other teams from the Local. The DelaCruz Team came home National Champions. Also congratulations to all the other teams from Local 112 that took part in the Bowling Tournament. I believe we had two other teams that placed 3rd and 5th as well others in the top 10.



## Hockey

Congratulations to the Two Hockey teams that took part in the CAW National Hockey Tournament.

- The 35 and over team lost in the Silver Semi's.
- The 45 and over team lost in the Silver Finals.

To both teams a job well done.



## 112's 38th Annual Fishing Derby

This years Fishing Derby, at the Saugeen River (below Denny's Dam) started on Friday, April 19 in the evening, and went until Sunday, April 21 in the afternoon. And once again was a great success – everyone had a great time.

Kudos once again to Derby Organizer Brother Ernie Spasov as well as all his helpers who make each years Derby a great experience for all the participants.

<b>This years winners</b>	<b>LBS/OZ</b>
1 <sup>st</sup> : Eric Kubicki	7.0
2 <sup>nd</sup> : Alex Kubicki	6.9
3 <sup>rd</sup> : Glen Barret	6.7
4 <sup>th</sup> : Desmond Singh	6.6
5 <sup>th</sup> : William Howie	6.0

<b>Junior Winners:</b>	
Justin Kubicki	3.3
Brittany Maynard Spasov	2.7
Sarah Bowers	2.5
Jamie Remauf	1.1



The reason these will be the last CAW Tournaments is the fact that the CAW will no longer exist as we know it once the merger with the CEP takes place.

As you are all aware or should be by now the CAW and CEP Unions will merge together about the Labour Day Weekend making the CAW Tournaments a thing of the past.

Other notes don't forget to sign up for the Local 112 Golf Tournament played the first weekend in June.

The Picnic this year looks to be moved to August after plant shut down date and place yet to be determined. Anyone interested Volunteers are still needed. ☺



# RETIREES CHRISTMAS 2012



## Diamond Jubilee Recipient...

Congratulations to C.A.W. member from Bombardier Unit Salome Goncalves who was awarded the Diamond Jubilee Medal. Created in 2012 to mark the 60th anniversary of her Majesty Queen Elizabeth II's accession to the Throne as Queen of Canada, the prestigious award serves to honour significant contributions and achievements by Canadians. As a community leader, Salome has been elected 11 times as President of the Casa Madeira Community Center and has been an active community volunteer for over 35 years.

Local 112 would like to congratulate Sammy on his receipt of the Queen Elizabeth Diamond Jubilee medal. It has always been the cornerstone of our local to engage and support local charities and causes. This medal represents an acknowledgement from some of the highest levels of the tireless work performed by our members in this regard. From all of us at Local 112 we'd like to say 'Way to go Sammy'.





# NEWLY INSPIRED

Maurice Coulter, Chair, Retirees Chapter

On the 24th of May weekend I will be celebrating 57 years as a member of local 112 for you see I was hired on that famed holiday weekend.

I enjoyed my years at dH working with my union brothers and sisters and although many had come from different countries of the world we were like a big happy family. Since February of '89 I have been able to enjoy my retirement years without financial hardship thanks to the tireless work of our union pension and it's inherent benefits.

As a grateful retiree I would like to say that today's workers are almost trouble free, however this is not the case, as today they're faced with almost insurmountable problems the first of which is water. Every person requires water to survive, clean free water is a basic human right, so water is not a commodity to be bottled and sold. It is vitally important that everyone become aware of the many com-

pounds that negatively impact our ground water quality.

As an example fracking is a procedure that uses millions of liters of water along with thousands of liters of chemicals to extract natural gas and bitumen oil from rock, in turn wasting water and polluting the earth. This is then placed in pipelines and transported across the country

We need to stop tar sands oil from coming east and further potentially polluting one of the world's most precious resources, the Great Lakes.

A young girl is making a difference in the Kingston area. When she was in grade 7 her class was shown a documentary titled *Blue Gold: The World Water Wars*. She was scared when she learned that the world is running out of water, that in 10 or 20 years we might find ourselves in a world water war. After telling her mother about what she had learned she decided to write a letter to the Kingston mayor outlining her fears about the loss of water in the

world and what it would mean to here generation. To summarize what then took place, with the support of the mayor and city council is that a resolution was passed recognizing water as a fundamental human right, which in turn was a key component to the city becoming what's known as a 'Blue Community' thereby promoting publically funded and operated water and waste water services while in turn banning the sale of bottled water in public places and at municipal events.

Lesson learned by this old retiree, we are leaving the future of our communities in very capable, if young, hands.

The fight to inspire access to clean and safe drinking water for all our communities, and to maintain control over our shared water services will go on, demonstrated by one 13-year-old girl who made a difference.

After a long and seemingly ceaseless winter I'm looking forward to some summer weather and the May flowers.



# RETIREMENT CHRONICLES

T.M. Stanton, Retiree

Hello Again! Once again it's time to talk about retirement activities. This time, we're taking a class!

You're never too old to learn, and retirement offers a great opportunity to expand your horizons. You don't have to be near a college or university to do it since online college programs are plentiful these days. Whether you look forward to an interior design class, re-

tirement planning classes or pursuing a law degree, online college courses are much more convenient than the dreary daytime school routine.

I am currently up to my palate in cooking classes. My kids bought me a nice assortment of evening classes through Loblaw's cooking school. Each one represents a different type of cuisine and dinner is included. For thirty dollars it doesn't get any better!



My entire family is currently enjoying my newfound talents. From Butter chicken to Low Country Bog, I can cook it all!

I'll be back in the next issue with some more on retirement. I'll show you how to scour the Internet for some incredibly superior travel deals. In the meantime, Stay Healthy!

# SPACE FOR RANT

So the word has come down that Fabrication will be reduced to a support function only, meaning that approximately 80 people are now officially 'nails'. It seems that we need to cut costs in order to be competitive. ATR is moving vast amounts of product, mostly in the categories that we were assured were dead in the water, and they're basically eating our lunch.

So after being the first to certify under AES, being the most engaged in change, leading the way in Xcells, seeding focus groups throughout the plant, achieving the company wide AES score of 4.6, the HIGHEST in all of aerospace, we're on the chopping block. This doesn't even begin to countenance the fact that the pipe shop, as but one example, is considered the darling of all aerospace, beating hands down all other sites for quality, speed and output. This, mind you, is predicated on the fact that the part mark system they're using grinds to a total halt when their 1970's era TYPEWRITER packs it in, then it's off to garage sales to find a replacement??? The hell you say....

A word to the wise, helping them out ensures that the contractor that takes your job has an easier time of it. So cooperate at your own risk. You have been warned.

However, seeing as how cost cutting is the soup du jour, and, me being a "team player", I'd like to point out that

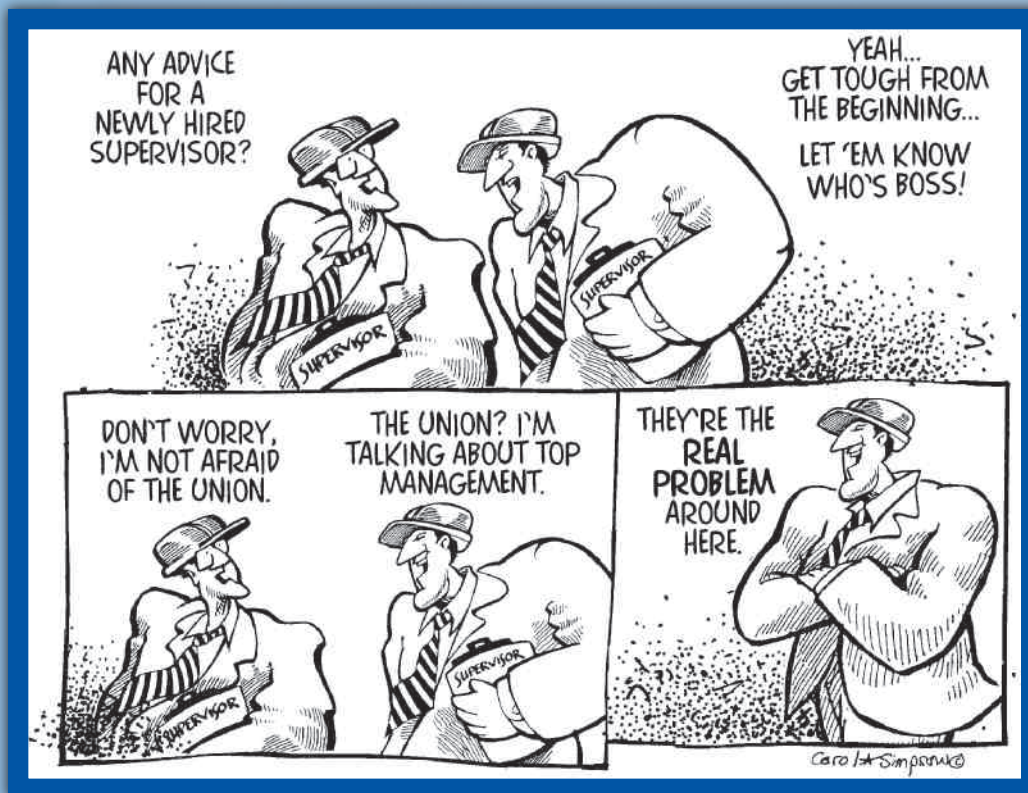
we're small fry, and if they were HONESTLY serious about it they'd not start with the low hanging fruit.

Here's where the rubber meets the road as it were. I have a fair number of sources that've pointed out vast wasting of resources, usually in areas that the rest of us are all too aware of, and vehemently denied by the powers that be, every time this issue raises it's ugly head. The unfortunate side of this is if we open this can of pricey worms the individuals who've been 'little whispers' won't be too tough to ferret out. And we know just how vindictive they can be. So for the moment we're stuck within the 'cone of silence'.

That said, using one simple example, no names, no releasable details, we mathed out an approximate savings in the area of \$250,000 to about \$320,000 based on the facts as we had them. This was for essentially made up positions and the waste that'd been left in their wake.

Wow just who the hell is monitoring the cookie jar anyway? We've hit \$300,000 annually for NOTHING. This is one small example, so if I find say ten of these, shouldn't be tough all things considered, and fix them, how much have we saved? Nothing but \$3,000,000 annually.

Wait isn't that the number they're trying to shave off the cost of a Q400? Wonder if I qualify for \$50 on an Xcell? Ⓜ





# CHANGING NAMES FOR CHANGING TIMES

**KEN LEWENZA and DAVE COLES**

**M**ay 30 will be a date to remember. It was the day thousands tuned in — some in person, many online — to find out the long awaited name of our new union.

The word “Unifor” appeared on screen midway through a spectacular public event in Toronto. The new name appeared alongside a bold new logo — a shield housing a stylized letter “U” in the middle, reflecting the coming together of two unions.

You could hear 200 participants in the room gasp and then break into an uproar of applause. The most anticipated union renewal project in Canadian labour history finally had a name and an identity.

**Unifor: the new Canadian union.**

In the days following the launch, many have asked: Why Unifor? I like it, but I don’t get it. Some have said they think it’s a refreshing change, something new. Others feel we’ve missed the mark — and that’s OK, too.

There’s no question Unifor has got people talking. Not just our members but the public at large. And that’s a good thing.

Major television, radio and print news outlets across Canada and around the world carried the story. Online polls sprouted up asking people to cast their votes about the name. Alternative media outlets reported on it extensively, too.

Marketing experts attempted to dissect it. And social media sites lit up with conversation (“Unifor” was actually a top trending topic on Twitter across Canada).

Unifor is a unique name. It’s attention-grabbing. Part of its appeal, as we’ve seen since the launch, is that it’s hard to ignore.

And it’s intentionally ambiguous. We want it to mean different and per-

sonal things to our increasingly diverse membership.

Unifor will be a union built for workers. But it will also be a union for the unemployed and self-employed, a union for women and young workers — a union for everyone. That’s its strength.

For too long, unions have had their image constructed for them — by well-resourced opponents. Unions have always brought forward new, progressive ideas for a better society yet we have been tarnished as constantly fighting “against” the decisions of others.



Unifor will push “for” positive and progressive ideas and not get stuck fighting “against” bad ones. Our goal is to help set the progressive agenda.

As a national Canadian union, it was essential that our name be bilingual. In French the name combines the words “unis” (united) and “fort” (strong). Unifor reflects, in both languages, the core values that our new union stands for: unity and solidarity, strength and determination, and a modern, forward-looking perspective.

Our new name is dynamic and versatile. It has possible applications as diverse as our membership. It reflects the hard work our union will do to improve the lives of all Canadians.

Unifor is strong, principled, and inclusive. New membership approaches will redefine who can be a union member and radically change the trade

union landscape.

A strong union protects and defends its members and stands for safer workplaces, secure employment, wages and benefits.

This was a message we heard loud and clear from both members and the general public, young and old.

The shield logo reflects this sense of protection and strength.

The colours — a bold red and blue — were chosen to make Unifor stand out and have instant recognition. The fiery red conveys our passion and commitment to our members. We will be unmistakable.

All that said, it is difficult to part with the past. Our unions each have a long, proud history — one defined as much by our struggles as our successes.

We will carry those memories with us, in our minds and in our hearts, as we bear down and face the challenging road ahead.

We wouldn’t be honest if we said we weren’t afraid of change.

There’s something unsettling with the unknown.

But if we don’t change, the movement dies and working people suffer. Canada becomes a more unequal, more unfair and less inclusive society. We would have betrayed those that have come before us.

Change is what the CAW did in 1985, when it broke from its U.S.-based parent to form a daring new organization. Change is what unites Canadian communications, energy and paper workers together as a diverse and potent new union in 1993.

Our willingness to change saved our unions. These changes made for a better Canada.

Let’s never forget our history but let’s embrace change. It’s served our union well in the past. We’re certain it will serve us well in the future, through Unifor.

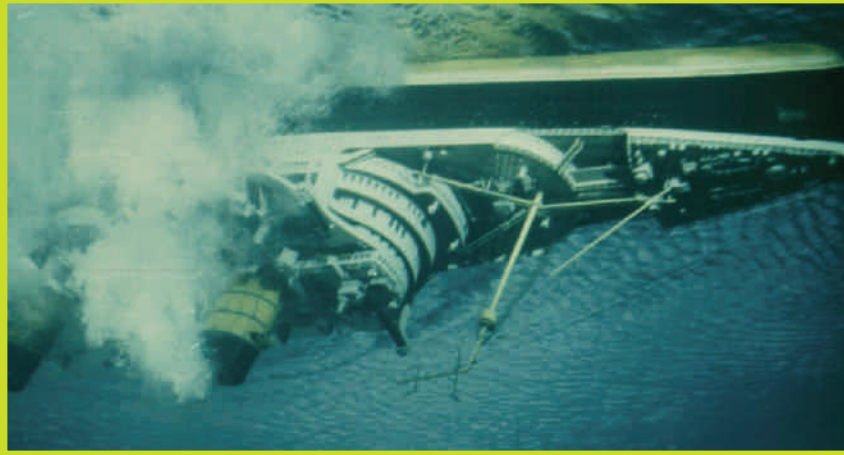
# THE IMPENDING ROGUE WAVE

Fred Schwertner, Editorial Committee

Have you ever seen the movie *The Poseidon Adventure*? In it the ship's captain is forced, at the insistence of the owners, not to take on any additional ballast for stabilisation purposes. By riding higher in the water the vessel would be able to maintain full speed towards its

destination. This lack of sufficient ballast meant the ship was top-heavy and thereby increased its risk of capsizing in rough seas that eventually occurred when it encountered a tidal wave. A ship requires ballast to remain stable in water. When it becomes top-heavy it loses its ability to function efficiently on the open sea. A rogue wave could upset this diminished equilibrium resulting in the ship overturning and sinking. The same analogy could be made in the corporate world.

In 2007 General Motors had finally come to the realization the organization had a disproportionate high number of management when compared to those that work on the production line. The term of being too "top-heavy" would be a good comparison. Even though GM would lay off over 25,000 executive staff the impending financial rogue wave arrived the following year. What was once the largest corporation in the world had descended into bankruptcy. In a business article back in July of 2011 Aaron Task interviewed a highly respected top executive with over forty years' experience in the business world. It sheds a great deal of light in opposing the view many major corporations have taken in target-



ing unions as their primary culprit for their diminished profitability or even their actual financial ruin.

## **"American auto workers didn't send the industry into a decades-long tailspin. Managers did."**

This statement was made by no other than recently retired GM auto executive Bob Lutz. He went on to say that "Management became way too scientific, business-school oriented and way too cost focused. It was considered almost childish to be enthusiastic about automobiles." Even though Bob Lutz did blame incompetent management as being primarily accountable for the decline of the American auto industry he did put, to a much lesser extent, some of the blame on high Labour costs. Here in Canada with our government universal health care system significantly reducing a corporations' overhead therefore plant closures are more the result of politics and greed.

Emphasis appears to be always on the process not the product. This same mindset unfortunately has transgressed into the aviation industry. Recall Boeings' over three year postponement in delivering the highly touted 787 to its

customers. Subsequently Boeing had to ground the entire Dreamliner fleet due to a battery fire. Press reports had indicated that Boeings' overly extensive outsourcing of components resulted in the loss of its quality control. When a manufacturer

loses its focus on building a product and becomes more analytical and more top-heavy, it resorts to reducing its ballast by laying off unionized employees, the term they like to use is value-added, and pressuring the remaining worker force to perform at higher efficiency levels to reduce costs. In turn the same company then hires more non-value added managers, or NVA's. No wonder profitability is being negatively affected. Concerns should have been voiced but instead this practice has continued or even escalated in both the private industry and in the public sector, with the worst offender being government of all stripes.

Witness the same tell-tail signs today, as unionized employees, who in many cases make up less than 20% of the operating costs, remain the focus of management. Corporations continue to place the onus on us to increase profitability while remaining oblivious or ignoring to the actual culprit.

## **"We have met the enemy and he is us"**

Let's hope that the impending rogue wave is a long way off and it's not too late to alter a mindset. Ⓐ



# FALLING BEHIND

Michael Beaudoin, Bombardier unit

These days it seems as if it's getting harder and harder to make ends meet. And, as if that's not bad enough, working harder doesn't necessarily mean that you will get ahead. In fact it seems that you have to work harder, now more than at any time in the past, just to keep what you have. As we strain to survive in a world of ever increasing inflation, high debt ratios, high under or unemployment and stagnant or falling wages we ask ourselves, is it even possible to get ahead?

Average family income, as provided by Stats Canada, will be used to provide a starting point for this comparison of income vs. spending. The most recent set of figures provided is from the period of 1999 to 2009. Also, I will take a brief look at the Consumer Price Index (CPI). The CPI indicator is based on a fixed basket of goods, which is composed of goods and services that share an unchanging or equivalent quantity and quality.

When we look at the average wage in

Ontario we see that in March 2013, it was \$24.54/hr. Compare that to the minimum wage of \$10.25/hr, which has not increased since 2010, and you might think that we are actually doing ok, yet we're not. The average family income, after taxes, for 1999 was \$55,100. It climbed to \$63,800 in 2009. This is an increase of just 13.6% or 1.4% per year.

Average household spending in 1999 was \$52,616. In 2009 household spending had increase to \$71,117, an increase of 26.0% or 2.6% per year. That is almost double the average family income increase. In comparison the average CPI of Canada from 1999 to 2009 increased by 22.9%. However, it should be noted that an increase in household spending doesn't necessarily mean that it is solely from an increase in inflation.

A simple comparison of these two very important factors shows what the majority of Canadians already know. The increases in our income simply haven't keep pace with the increases

in our spending. During this period we have lost 9.3% of our spending power. In effect we have seen a mostly involuntary wage reduction of 9.3%. During this period, in order to keep pace with inflation, we should have increased our income to \$67,717 after taxes. It is also worth noting that household spending in 1999 was less than income, resulting in a surplus of \$2,484. However, in 2009 household spending exceeded family income by \$7,317. Assuming that the change in spending was due, in part to increasing inflation that resulted in a \$3,917 short fall, this indicates that not only have debt levels likely increased but that we are not even keeping up with inflation.

Given the results of this simple analysis, the question of whether we can get ahead or not appears to be irrelevant. Unless there are major improvements, income increases or inflation decreases, we will be better served just concentrating on surviving. Ⓐ

## Long-term Unemployment



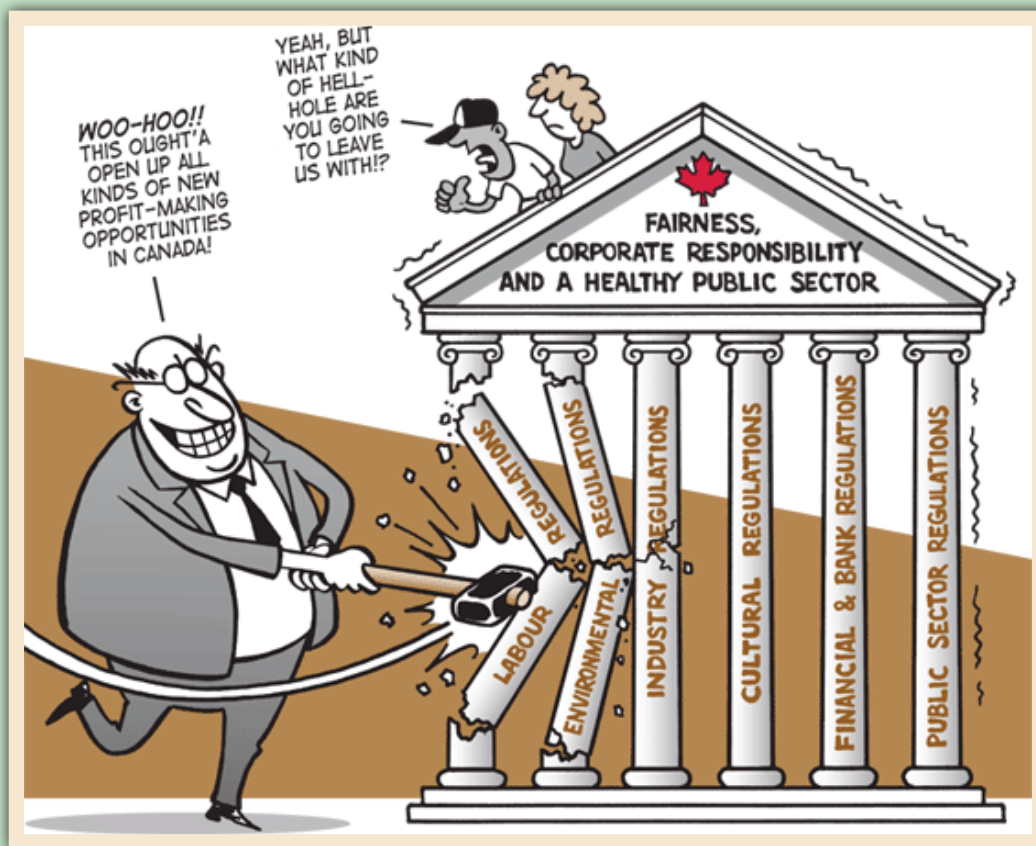


Illustration © Tony Biddle and Trade Justice Network

It's funny how such a small acronym can mean so much. Canada – European Union Comprehensive Economic and Trade Agreement known as CETA. A tiny acronym with huge ramifications on Canada and Canadian workers, and the Economy. What is CETA? There was a summit that was held between Canada and the European Union, A conglomerate of 17 Nations, in October of 2008. Part of that agenda was a “ wish list “ that was submitted by a group of Corporations of things they wanted in CETA. The bargaining agenda was now set. Canada's public infrastructure is up for negotiations. Water, Health Care, and Municipal services are all on the table.

A couple of the major Health Care concerns at these talks. The Multi-national Pharmaceutical Companies are pushing for Canada to lengthen the period of drug patents thus delaying the ability to buy lower priced generic drugs. Of major concern is the European Union's demand that NAFTA, North American Free Trade Agreement that protects Canada's health care system from international trade deals be opened up, opening up

our health care system to possible privatization? Canadians have stressed in polls as high as 94% approval, that our health care system is not for sale or open for bargaining. Obviously Steven Harper is in the opposing 6%. Other issues on the table:

- Restrict how our local or Municipal Governments spend our money
- Increasing Canada's trade deficit with Europe
- Give European corporations legalities in which to fight environment and health issues
- Push for privatization of our local water, transit, and energy systems

Brothers and Sisters these are but a few issues that are being discussed. It is designed to attack our manufacturing base and undermine our financial stability. If it's about trade, then why is all this negotiating done behind closed doors and virtually kept out of the media and public eye. It's about privatizing the Canadian system.

I had the pleasure of hearing our National President Ken Lewenza speak in Port Elgin recently about CETA and the impact on Canada. He talked about having his first meeting with

Steven Harper in which stressed in no uncertain terms, what impact CETA would have on our economy. Our Honorable Prime Minister, hope you feel the sarcasm in that title, said that if he receives another mandate from Canadians, that we will have free trade agreements with every industrialized nation. Brother Lewenza talked very passionately about this erosion of our economy and the spin off degradation of the manufacturing base in our wonderful Country will disappear.

Our Auto Industry will disappear in a decade since important legislation like the Auto Pact that was signed in 1965 to ensure a fair production-sales ratio, was dismantled in 2001 by the WTO, World Trade Organization. An organization of nameless, faceless bureaucrats who have the legal authority to strike down our ability as a democratic nation to pass bills or negotiate as a free nation. The WTO deemed that the auto pact between Canada and the United States was illegal. This is a dangerous proposition my friends brought about by a dangerous Conservative agenda. Such a small, small Acronym.

**Des Rodrigues**





## FAQ

---

### What does Unifor stand for?

- Unifor stands for making the benefits of a union available to every Canadian. It will be a union for workers, the unemployed, the self employed, women, youth and students, diverse communities and newcomers – a union for everyone.
- The name is the same in French and English. It reflects, in both languages, the core values that our new union stands for: unity and solidarity, strength and determination, and a modern, forward-looking perspective.
- It stands for safer work places, secure employment, wages and benefits that provide a decent standard of living, and dignity and mutual respect in the workplace.
- Unifor advocates for, and defends the rights of, working people in every sector of the economy and in every community in Canada.

### What do the logo, word mark and colour symbolize?

Members value the strength, protection and security that our union offers. The 'shield' logo speaks to that protection and the lower case 'uni'

### Key facts about Unifor

- ✓ Unifor will be the largest private-sector union in Canada, formed by the coming together of the CAW and CEP.
- ✓ Unifor will have over **300,000** members in every province and territory in Canada.
- ✓ It will represent workers in more than 20 sectors of the economy.
- ✓ Unifor will have more than 800 locals and 3,000 bargaining units.
- ✓ The founding convention will take place Labour Day weekend, Aug 30 – Sept 1, 2013 in Toronto.

and upper case 'FOR' give the word mark strength and momentum. Our new visual identity is strong, simple, clean and clear.

### Why was the name chosen?

Through an extensive membership survey, countless meetings and the focus group testing, CAW and CEP members, as well as members of the public were clear that they wanted a non-traditional name for the new union that symbolizes a modern approach to trade unionism, and is more than a listing of our members' industries or sectors of work.

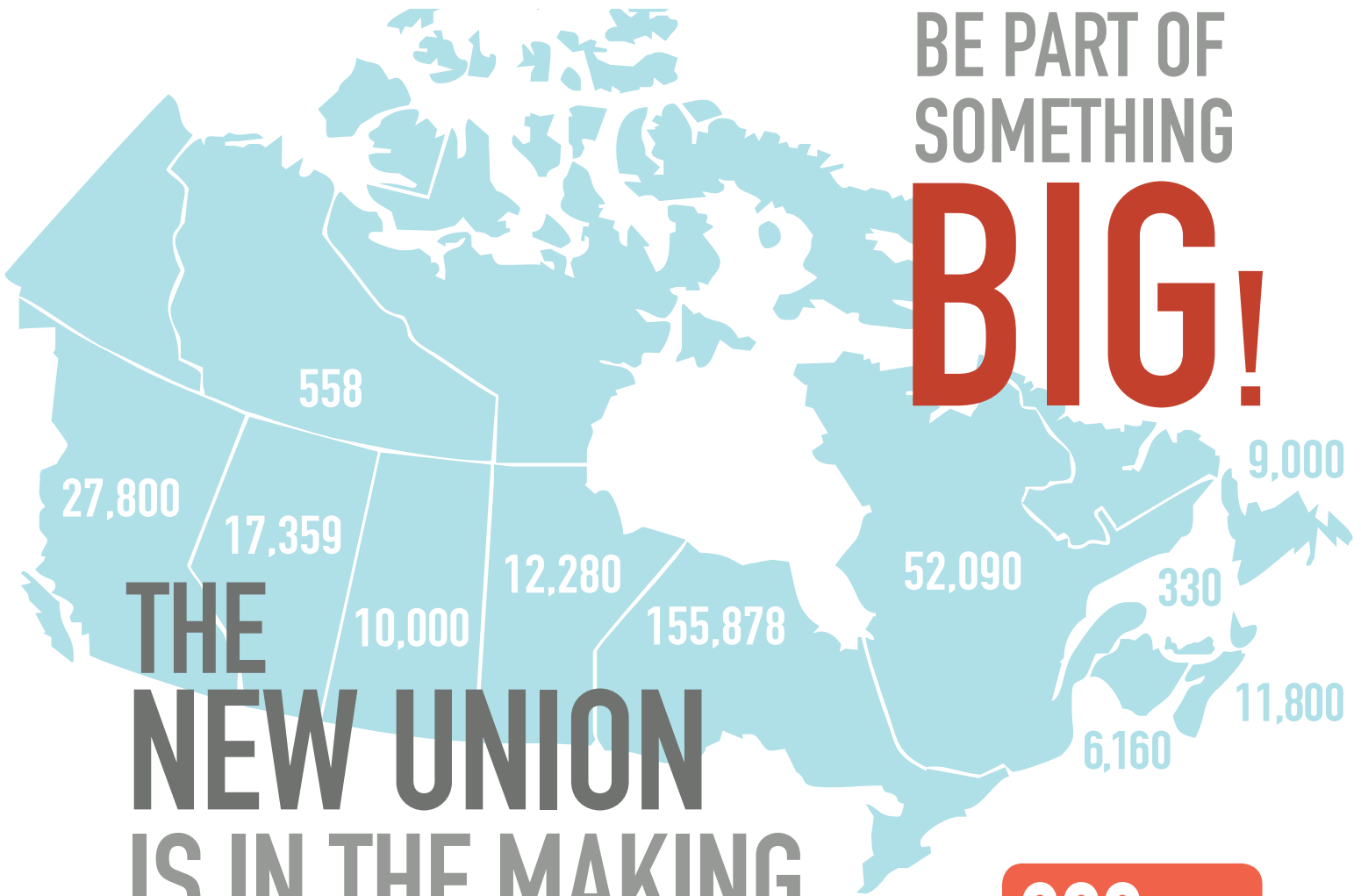
Unifor was chosen as a name that is expressive, dynamic and symbolic of our aspirations as a new organization: united, strong, modern, and forward-looking.

### How was it chosen?

A survey of members by CAW and CEP in the winter of 2013, followed by focus group research in early spring 2013, shaped the process of determining an appropriate name. Based on the results of this research and membership consultations, a joint committee undertook a rigorous naming process over the past few months. A large list of hundreds of possible names was generated, which was gradually reduced to a short list of names for the new union.

BE PART OF  
SOMETHING

**BIG!**



# THE NEW UNION IS IN THE MAKING

**CEP AND CAW MEMBERS: THIS INCLUDES YOU!**

## Learn more, have your say and get involved!

CEP and CAW will hold the founding convention for the new Canadian union, **August 30-September 1** in Toronto (Labour Day Weekend!).

The name, structure, representation and membership models will be changing to offer you and all Canadian workers strong workplace protection.

Get informed and take part in creating your new union. We want to talk to you about our new union and will be getting in touch and visiting many communities to ensure you can learn more, have your say and get involved.



Sign up today for updates and to find out more at:  
**[newunionproject.ca](http://newunionproject.ca)**

**CANADA'S  
LARGEST  
PRIVATE  
SECTOR  
UNION**

**300,000  
WORKERS IN  
20+ SECTORS**

**NEW**

**MEMBERS IN EVERY REGION  
OF THE COUNTRY**

