

AIRCRAFTER



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Happy
Holidays!



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AIRCRAFTER

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DECEMBER 6, 2005


ending violence through equality




CAW Women working for a safer world

The CAW is committed to ending violence against women which is rooted in women's economic, social and political inequality. Silence and inaction allow the abuse of women to continue. Ending the violence means ending inequality. Speak out. Take action. Have respect.



SISTERHOOD  SOLIDARITÉ

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CAW Local 112's
website
is found at:
www.caw112.on.ca





Meeting the challenges HEAD ON

Roland Kiehne
President
CAW Local 112

Brothers and sisters, since taking office six months ago, much has transpired in our local union. We have gone through tough rounds of bargaining with both Woodbridge Foam and Northstar Aerospace. Concerns about our member's jobs at SPAR with the loss of a major contract, Bombardier's corporate agenda to establish a plant in Mexico and poor management relations with our members at Toromont are issues we continue to challenge head on.

We have seen a slight increase in the number of jobs at Hewitt Material Handling, Toromont and Northstar Aerospace and a significant increase in job growth at Bombardier. At SPAR and Woodbridge Foam, workers have been laid off. The job situation at MDA remains stable.

During this period we have also seen enhanced engagement within the various committee's of our local. Many are out of the starting blocks and are contributing to the overall effort of building a stronger local union.

Bombardier's business

BY ROLAND KIEHNE

MONDAY, OCTOBER 31, 2005

PRESIDENT, CAW LOCAL 112 (BOMBARDIER)

Toronto — Bombardier Aerospace's desire to invest 200-million (U.S.) to build a manufacturing facility in Mexico and outsource Canadian aerospace jobs there can only be described as deplorable. (Bombardier To Build Mexican Facility — Oct. 27). At a time when the industry is only now beginning to recover from the painful downturn that resulted after the 2001 terrorist attacks on the U.S., Bombardier is doing its part to add insult to injury to its Canadian workforce with this latest attempt to appease the shareholders.

Emerging low-cost aerospace providers in China, India and Latin America, with expanded infrastructure and reduced learning curve, pose a real threat to Canada's aerospace industry. The initial 360 wiring jobs being outsourced by Bombardier to Mexico is just the beginning. Once established, these markets will become the rule, rather than the exception, due to the obvious cost savings companies such as Bombardier will enjoy.

The recent \$400-million federal government inducement intended to assist Bombardier with its new C-Series of jets and any government aid to Bombardier, must not only be tied to job and revenue growth in those regions of Canada where aerospace is an economic catalyst, but must also place conditions of financial repayment on companies that choose to erode this important sector of Canada's economy by outsourcing jobs and revenue into low-cost markets.

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This year's Labour Day parade was inspiring. The Labour Day Committee wanted to do something that reflected the incredible diversity of our local union. Behind our banner "Strength in Diversity" we had a colourful float, a steel pan band and hundreds of small flags that activists handed out along the parade route. After the march we returned to the hall for a "Foods of the World" buffet dinner. I want to acknowledge the hard work of the Labour Day Committee. Without question, their efforts contributed to the overall success of this year's parade.

Woodbridge Foam and Northstar Aerospace Bargaining

These sets of negotiations were very tough. The corporations were hell-bent on forcing concessions on our members. This approach led to short strikes at each of the units.

We continue to hear at the bargaining table that employers have no appetite for improving the lives of working people and their families in pre-employment or retirement situations. They feel they have no obligation to these groups of workers. We must continue to resist this corporate ideology.

I want to compliment Unit Chairperson's Kevin Robertson (WF unit) and Bill Crawford (Northstar unit) and their respective bargaining committee's along with National Reps Joe McCabe (WF) and Dawn Cartwright (Northstar) and of course the members at each of these units, for not only remaining steadfast in maintaining our unions no concessions principle but also for making gains in this adverse bargaining environment.

Major Contract Loss at SPAR

The recent decision by the Department of National Defense (DND) to award the maintenance, repair and overhaul (MRO) work on the C-130 Hercules to Cascade Aerospace in BC is very concerning for our members.

SPAR had been doing this work for many years. Prior to the decision being made, newly appointed SPAR President Patrice Pelletier had speculated publicly that if they were to lose this contract about 400 jobs could be lost. Although a majority of this work was done at the company's Edmonton facility, about 30% of the workforce at our Tranmere Rd. facility were involved in work on this program.

Unit Chairperson Allan Layton and I had sent Pelletier letters requesting a meeting to talk about what we might be

...continued on page 4

Meeting the challenges

able to do help the situation thereby putting us in a position to retain the work. Mr. Pelletier did not respond to our letters.

We will not only continue to work with the company but also put pressure on the government in an effort to improve the job situation at SPAR.

Bombardier to Build Plant in Mexico

Please see my article, (inset on page 3) which was printed in the Globe and Mail.

DND Fixed Wing Search and Rescue Aircraft

As many of you know, Canada's DND is looking at purchasing a new fleet of approximately 16 Search and Rescue aircraft. Recent articles suggested that the government would like to fast track this acquisition and were favouring a European built aircraft. We have been on this issue from the time it was announced, lobbying the Minister of National Defense Bill Graham. Our letter to the minister and his response can be found on our website.

I am happy to report that our efforts have paid off - for now. The government has delayed any decision on the acquisition of these aircraft until after the next federal election.

In a recent newspaper article "It's unanimous - we're not moving with it now," stated a government official.

"It's all on the basis of the ferocious lobbying by industry. It's all Toronto - Montreal - Bombardier politics."

Sources say it's become evident the purchase of FWSAR planes from Europe will open a political Pandora's Box in the key election battlegrounds of Ontario and Quebec. Look for more on this in the not so distant future.

Labour Relations at Toromont

By the time this goes to print, we will have established regular labour/management meetings in an effort to improve the climate on the shop floor in some of the work areas at Toromont. Issues such as delays in having your grievances heard in a timely manner, unilateral corporate decision making that impacts you and your family and infringes on your rights under the collective agreement will and must be dealt with effectively.

Unit Chairperson Melrose Cornwall and his Bargaining Committee have established a timetable for meeting not only amongst themselves but also with the Shop Steward body. Let's hope that these efforts will result in making things better for everyone at Toromont.

I want to acknowledge Brother Herb Niepalla for not only his unwavering dedication to improving the lives of working people but also for the many years of hard work he put in

representing our members at Toromont in his position of Chairperson. Best of luck Herb!

Welcome New Members of Local 112

On behalf of the Executive Board, I want to take this opportunity to welcome you to our great organization. Our local has a very rich and proud history. We have been representing workers since 1942. For your information, our membership meetings take place the last Tuesday of each month at 5:00 pm at our union hall which is located at 30 Tangiers Rd.

(One block east of Keele St. south off Finch).

Improved Communication

In an effort to enhance communication with you, we invite all members to send us your email addresses. Please send an email to feedback@caw112.on.ca and indicate in the Subject area "Local 112 member listing" In the body of the email please let us know which unit you are from and provide your full name.

Local Union Elections

Congratulations to those who were fortunate enough to be elected; and to those brothers and sisters that have strengthened our local by participating in the democratic process. Also, many thanks for the confidence you have shown by electing me. As your president, I will continue to work hard on your behalf.

Brother John Kennedy

The words that come to mind when I think about John Kennedy are Passionate, Dedicated, Caring and Dignity.

Passionate: Most of us have witnessed the inspiring speeches orated by John during strike vote, ratification and membership meetings.

Dedicated: To the struggles of every working man and woman, and also those of the less fortunate.

Caring: Those of us from D.H. will always remember how John went, on his own, from bay to bay collecting for The Salvation Army. He collected so many buckets of money we wondered how his arms could take the strain.

Dignity: Brother John's strong desire at the bargaining table in order to make gains for our current retirees so they could live with dignity. John, we are committed to carry on this legacy.

On Behalf of the membership, past and present, thanks for encouraging us with you leadership and touching us with your friendship. We stand shoulder to shoulder in dignity with you now in your retirement!

Best of luck.

In closing, on behalf of the Executive Board, I want to wish you and your families a safe and healthy holiday season!



Sherry Hillman,
Financial Secretary
CAW Local 112

Rebuilding our Finances on a

FIRM FOUNDATION

My first two-and-a-half months in office have flown by. It's been so hectic that the longest election in our Local's history now seems a distant memory. It's great to have the elections, especially the associated expenses, behind us so we can now get on with renewing, uniting and strengthening the Local. Congratulations to all the recently elected leadership – Local 112 Executive Board members, in-plant reps at the Bombardier, Woodbridge and Toromont units, the Executive Committee of the Local 112 Retirees Chapter, Merv Gray on his election as president of CAW Aerospace Council, Phil Fryer on his election as president of Toronto Skilled Trades Council, and our newly appointed Editor of the *Aircrafter*, Terry Stanton! I look forward to working with all of you over the next three years.

In closing the chapter on elections, I'd like to take this opportunity to express my heart-felt thanks: to all those who did so much to support me, and to everyone who voted for me, especially if I haven't had the chance to thank you personally yet during my visits to the plants. I will work tirelessly to achieve the mandate you elected me for, and to justify your confidence. I also want to thank the leadership, who were quick to extend their congratulations and support. I'm pleased we are able to unite to work together in the best interests of the membership. I also want to congratulate my very worthy opponent Bob Hamilton for a hard fought campaign, and more importantly to recognize him for his many years of dedicated service to the membership as deHavilland Plant Chair.

Last, but definitely not least, special thanks are due to Chief Trustee Fred Schwertner, who did an admirable job of not only filling this post, between the resignation of the previous Financial Secretary and my election, but at the same time conducted an in depth audit of the Local's finances with our other trustees Wayne Good and Terry Howes, which provided further evidence for the police investigation.

This brings me to the question I am asked most often, to which I can only answer: the investigation is on-going

and could take a year or more to complete, as the OPP Fraud Squad has limited resources. But the Trustees, who are the only officers of the Local in contact with the police on this matter, have been assured that the police are taking the case seriously. We won't know anymore until the investigation is closed, at which time we will report fully to the membership.

Financial Picture Improving

I am happy to report that our financial picture is improving. I say this cautiously, as our cash flow is still very tight because we have had some large expenses over the last few months, with more committed to year's end: \$72,000 for the elections; and the Aerospace, Skilled Trades and CAW Councils, the Toronto CAW seminar to launch the Unions and Politics Committees, this issue of the *Aircrafter* and the Retirees Christmas Luncheon will cost over \$34,000. The saving grace is that our income is on the rise with more members recalled and hired, and expenses are being more tightly monitored and controlled. I'd like to

thank the many union officers for their co-operation in this endeavour, who have declined or volunteered to share hotel rooms for conferences and in-town Council meetings.

The good news is that we have managed to keep current with our percapita to the National Union and other bills and expenses, while beginning to rebuild our savings! We have set up an automatic withdrawal of \$1000 a week from the general fund to a high interest-bearing savings account, with the goal of increasing our savings to \$100,000 (including the \$54,000 term deposit) by June 2006. This will give us a strong "war chest" for the three sets of tough negotiations – at our Hewitt, Toromont and Bombardier units - scheduled for the first half of 2006.

I am also pleased to inform the membership that we have put measures in place to safeguard against kickbacks, fraud or any other misuse of union funds. We have reinstated the Building Corporation Committee, comprised of the president, financial secretary and one of the trustees, which

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Financial Report

	September	October
Balance forward	\$ 73,080.37	\$111,930.30
Income	<u>208,749.81</u>	<u>183,431.75</u>
Total	\$281,830.18	\$295,362.05
Expenses	<u>(169,899.88)</u>	<u>(185,992.58)</u>
Bank Balance	\$53,021.70	\$46,315.61
Savings Acct.	<u>\$58,914.60</u>	<u>\$63,053.86</u>
Account Balance	\$111,930.30	\$109,369.47

FIRM FOUNDATION

will approve all expenditures related to the Union Hall, based on review and selection from a minimum of three estimates for all maintenance and service contracts. We have also retained the services of a fully accredited Chartered Accountant to conduct annual audits (see the Trustees report for further details).

Building a strong, active Local

As I started out saying, my first couple months got off to a hectic and exciting start with the Arts and Vehicles Fest and a Strike Vote meeting at Northstar the very first weekend, and the pace hasn't let up since!

With a determined 100% strike vote, Northstar members ended up on the picket line for 8 days – just long enough to qualify for strike pay – and to win some guarantees in the pension plan. Congratulations to president Rolly Kiehne on his first full set of negotiations, to the Northstar Bargaining Committee for resisting concessions and making progress in very difficult circumstances, and the Northstar membership for their unity and total involvement in strike activities. It was a pleasure working with the Strike Committee who did an impressive job organizing the picketing and strike pay.

The most positive outcome of the recent elections is that the momentum or empowerment of members has continued with increased involvement and activism in our standing committees and in weekend seminars. The Education, Human Rights and Women's Committees are all keeping me busy with major events / campaigns in the planning stages. Check out their articles in this issue for details and watch the notice boards for times and places.

It's great to see all the activities, training and meetings taking place, and the Hall more fully utilized. We are keeping longer hours now - most days past 5pm - to accommodate committee meetings, leadership that are not full-time, and members dropping by after shift, and hall rentals. Weekends are also booked with Hall rentals to members every Saturday to year's end, as well as daytime meetings and seminars scheduled. It's heartening to see so many members devoting their own time to participate in union activities and seminars. We had 11 members at the Labour Council's Changing our Communities seminar last weekend, and are looking forward to a full-house for our Retirement Seminar next Saturday! It is that commitment that builds a strong local.

And as the saying goes "there is strength in numbers"; it's great to see our numbers growing again with members recalled and new hiring at our Bombardier, Northstar, Toromont and Hewitt units. Welcome back to all returning and new members!

We are also excited about building new links with the community. The membership approved partnering with a community agency offering hope, counseling, training and opportunities for "at-risk-youth" in the neighborhood.

Roland and I have met with a couple of community agencies to explore possible projects. We are also building links with the Downsview United Church which supports many of the progressive issues our union is involved in.

Since taking office, I have also taken some training to update my knowledge of WSIB law and jurisprudence to better service the units that don't have full-time WSIB reps, and am busy working on my first few cases, as well as advocacy on a wide range of other issues for members and retirees.

Looking ahead to the new year, I am preparing a budget to help control and prioritize our spending for 2006. I have also been investigating updating our financial software, which is over 15 years old now, and less efficient than current applications. Thinking of the more immediate future though, I better get back to preparing for the retirees' Christmas party. The phone is ringing off the hook with all their RSVPs, so we are looking forward to a great turn-out, delicious luncheon and interesting line-up of speakers and entertainment. On that note I'd like to close wishing all our members and their families the happiest of holidays, and all the best for the New Year.

POETRY NOOK

THIS IS OUR UNION

It would be revealed
That a members' loved one was ill
Many knew of his dilemma
As we've been there ourselves
A contribution was made
By those that knew him
And by those who didn't
Only a token gesture
A signed card included
With our reassurance
He individually sought us out
To express his appreciation
As he embraced me in gratitude
I realized then
Why we are here
To support our own
To stick together
This is our union.

Anonymous

Aerospace

UPS & DOWNS



This has been a year of mixed fortunes for the aerospace sector in the Toronto area.

As for Northstar the big event was of course negotiations and the ratification of a new three-year agreement.

The gains made were a lot more subtle but of no less importance than previous contracts.

The pension assurance (\$250,000 in case of plant closure or major downsizing) plus enhanced severance in the event of a plant closure makes it a more costly proposition for the company to close or move. This along with the establishment of the Wheelabrator facility as the center of development and design for the whole of Northstar should give us some long-term job security for Milton.

As for future work prospects Sikorsky is starting to leak some gears and housings into the facility and hopefully a firm contract can be signed soon. There is also a great opportunity to get a potentially lucrative contract from Rolls Royce, this along with the Boeing and G-E work should keep us in good stead for the foreseeable future.

The news that Bombardier is on the upswing after a period of layoffs, freezes and benefits cutbacks is great news for our Union. The pace of hiring has been almost frenetic and the numbers are now approaching levels not seen for a long time.

It goes without saying that the strength of Bombardier is extremely important to the survival of the local and we wish them great success.

The saddest news of the year is obviously the closing of McDonald-Douglas Plant in Mississauga. The site has been building airplanes for over 60 years and was originally known as Victory Aircraft. During WWII the plant was used as shadow facility to make British designed planes in a safe environment to help with the war effort. They ended making 3,197 Anson's and 430 Lancaster's.

A V Roe took over in 1945 and of course as we all know produced the iconic Avro Arrow, a fighter jet that devotees claim could still be competitive in today's market.

The project was eventually cancelled for political reasons by the Government of the day. Thousands of workers were thrown out on the street and all tooling and prototypes ordered destroyed.

This is re-cognized as the darkest day in Canadian aviation history and is talked about in bitter terms even

today by those still surviving.

The plant was later taken over by McDonald-Douglas essentially to make wings for the D-C series, Boeing continued the work when they took over in the nineties. Over the last few years the plant has been deliberately allowed to run down and eventually close.

It's hard to believe the pile of rubble at the corner of Airport and Derry once employed thousands of Craftsmen and engineers but as the saying goes nothing lasts forever.

At this time of year it is traditional to look back and take stock.

Since the start of 2005 we have been inundated with reports of disasters around the world. Starting of with the tsunami in southern Asia through the storms that ravaged north and south America and of course the devastating earthquake that recently struck India/Pakistan.

These along with the wars, famine and the disease crisis on the African continent and throughout the world should make us aware of just how lucky we are to live in Canada, a country that enjoys a very high standard of living and a stable peaceful society.

As we get closer to year's end I would like to wish everyone a happy holiday and continued prosperity in the 2006.

Bill Crawford
Northstar, Plant Chair





PLANT UPDATE

**Merv Grey
De-Havilland/
Bombardier**

It has been more than six months since my return to the plant chairs' office and a lot of issues have arisen during this period. I would like to start my report by thanking each and every member who was responsible for my return. It is a pleasure to once again do what I enjoy best.

RE-CALLS AND HIRING

The news has been fantastic to say the least. Most of our laid off employees with re-call rights have returned. It is great to see you back.

I would also like to extend a warm welcome to our new hires that are entering Bombardier for the first time.

SALES

It goes without saying that increased sales have led to an upturn in hiring in many of our programs.

Sales of the Q400 have enjoyed great success. The production rate has already increased due to the increased amount of sales and further increases are expected in the New Year. Our Global Express Final line continues to pick up speed as a lot of our returning workers have found a home there. The Sustaining line in Bay 5 has also picked up speed as a result of a large number of orders by Air New Zealand. This is terrific news as less than a year ago Bay Five was headed in the opposite direction.

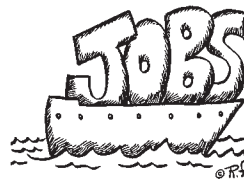
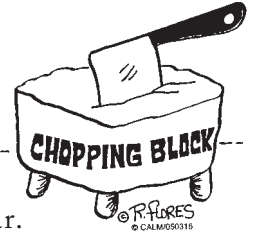
The Lear wing production remains steady as the company enjoys continued success in that area. Bay 11 has seen a major upturn recently as it feeds the final assembly on all

programs. Fabrication probably has seen the biggest increase of all; a lot of the new starts have been hired in this area.

FUTURE

All of this news is good, but then comes the axe!

A recent announcement from the company in late October confirmed what I see as our biggest fear. Bombardier aerospace stated it will spend 250 million to open a manufacturing facility in Mexico. This follows the announcement in September that the company is looking to off-load the electrical harnesses for all models of aircraft in their fleet.



To my dismay it now seems that their intention to export our work to a third party has now taken a new twist and they are going to open a new facility in

the Bombardier name. My reaction is of total disgust!

I believe this is adding insult to injury. Not only are they rubbing salt in our faces threatening to take our work, but to contract it to their own facility where living standards, wages and benefits are non-existent.

All this is going to make our 2006 negotiations very interesting.

In closing, once again I say welcome back to our recent re-called employees and also offer congratulations to our new starts. I wish each and every member of local 112 a safe and happy Christmas. I would also like to thank the all the members of the in-plant committee for the outstanding job they've done.

**Why do
mummies like
Christmas so
much?
Because of all
the wrapping!**

**CAW 112 SOCCER TEAM 2005
Winners of the Annual Oakville Soccer Tournament**



Kevin Robertson
Plant Chair
Woodbridge Foam

Dear Sisters and Brothers,

I would like to start off by paying my respects to our brother that passed away Daniel Yeboah, he will be deeply missed by everyone in the plant. I would like to thank the membership and Woodbridge Foam Corp for the generosity that we showed towards the Daniel family.

I would also like to take this time to Thank you the membership for re-electing me as your plant chairperson. I am very honored to represent you as your plant chairperson. I promise strong and effective leadership as your plant chairperson.

To the election committee I would like to thank you all for the hard work that they did during all the elections. All of you showed leadership and set a high standard for our plant for future elections "Thank You."

In closing I would like to wish everyone a safe and happy holiday season. Take care and god bless.

Vinay Sharma
H & S/WCB Representative
Woodbridge Foam

What A year!

It's hard to believe but another year is about to come to an end. What a year it has been. From elections to fraud to layoffs to collective agreements we saw it all this year, didn't we? Our local experienced some recalls and a few new members also joined us.

Welcome to all new members.

Here at Woodbridge Foam unit some of our sisters & brothers are still not called back to work, others can't be at work for health reasons. We hope and pray that they are back to work very soon.

I would like to thank all of you who supported my candidacy during the recent in plant elections. I will use my knowledge and experience to represent all members to the best of my ability.

I shall take this opportunity to wish you and your loved ones a very Merry Christmas and a Happy & Prosperous New Year.

Seasons Greetings

**What do you give a train
driver for Christmas?
Platform shoes!**

Antonio Mauro, Injured Worker Activist and the Toronto 2005 Activist Plaque Recipient, read his poem during the Workers Health and Safety Centre award ceremony Oct.21. In recognition of Injured Workers Day, Dec 9th, we are printing his poem in this issue.

The Injured Worker

Oh Canada we gave you the very best
This we say with pride
We gave you nothing but the best
We gave you our blood, our bones, our flesh

We made you the most beautiful
We made Toronto the queen of cities
We built all office towers and all homes
Oh Canada, you are the envy of all.

Oh Canada we built you up
Our blood is mixed into your cement
We are but innocent victims
Of a progress we paid dearly for

Mothers destroyed by pain
Spouses staring at loss
Children without a parent
What else do you want?

The day of our injury
Was the loss of human rights
Not even our pension plan
Wants our contribution now

No compensation for the pain
Charity from month to month
Looked upon from provincial lenses
But are we not perfectly Canadians?

A life of hell
Confined to the margins of society
Why was justice denied?
Why the trip from pride to begging?

Oh Canada we gave you so much love
Why so much cruelty in return?
Are we just an old tool
Good yesterday, garbage today?

OPTIMISITIC FOR THE FUTURE

I would like to take this opportunity to thank all of you for your support and encouragement, and please rest assured that the trust and integrity which are associated with the position will be safely guarded under my watch.

For all our brothers and sisters, our shop stewards, and the members of the bargaining committee I want you to know that we have a huge challenge ahead of us, and I am feeling quite optimistic for our future, however it will be up to the company to show whether or not they really want to have a good and equitable relationship with the union.

As Christmas is almost upon us once again, let me start of by wishing those of you who share my faith a very merry Christmas, and to those who are celebrating other holidays let me wish you the warmest of holiday cheer. And please just as a reminder for those who are drinking over the holiday season, please if you drink, don't drive, the life you save may very well be your own.

Melrose Cornwall
Toromont Plant Chair

Photo Contest



Open To All Local 112 Units

Categories:

- * People
- * Places
- * Sports
- * Animals

Pictures Can Be:

- * Black & White or Color
- * Digital-Prints or Images on CD disc
- * Analog-Prints or Negatives
- * Print sizes: 4 x 6" - 8 x 10"

Deadline: Four weeks prior to next "Aircrafter" issue. The exact date will be posted in the New Year. (this will give us time to edit and prepare the images.)

Prizes: (To Be Announced) will be awarded to 1st place winners in each category.

1st, 2nd and 3rd place in each category to be selected by the editorial Committee. Winning entrees will be exhibited at the Union Hall to coincide with the membership meeting and will be printed in the next "Aircrafter"

GET INVOLVED!



There is so much to communicate because our women's committee, I am very happy to report, has had many well attended, interesting, and productive meetings. Our Committee's membership has increased in numbers which is great, but we only have members from De Havilland (Bombardier Unit). So an invitation to attend and participate goes out to everyone, but especially to the other units: We need your input. The meetings are open, so any one can participate when they can without commitment.

This year, to commemorate Dec. 6th, the National Day of Remembrance and Action on Violence Against Women, our Committee will be distributing a bookmark and candle to members in order to raise funds for 'Anduhyaun', a local women's shelter.

This fundraising campaign will begin at the local 112 membership meeting on Nov.29th and continue with volunteers staffing a table at the Bombardier cafeterias, while supplies last. We are asking for a minimum donation of \$3 for the candle with commemorative bookmark. They make a lovely and thoughtful gift for wives, mothers and daughters.

My heartfelt thanks to the volunteers that so unselfishly put in a great deal of time and effort. I have learned so much from all of you, and I have found the strength to go on.

My congratulations to the elected union officers. You can count on my support and constructive criticism, as always.

Happy Holidays!

Anabel Dalmao
Women's Committee Chair

Where does mistletoe go to
become famous?
'Holly' wood!

JUST IMAGINE

Last night I saw Hotel Rwanda. How could humanity let their neighbours suffer from the worst kind of genocide? Haven't we (the global community) learned anything from previous Holocausts? I suppose since we are a continent apart it's easier to overlook other people's horrors. As Global Citizens we all have a responsibility to be advocates for each other. If we don't halt violence in one area, who will stop it when it knocks on our door?

Violence has numerous ugly heads. Let it be physical, emotional or psychological, they all scar someone.

Just imagine how many resources we could free up by eliminating violence. Instead of shelters we could have better elderly care, extended after school programs or maybe physical education and music or musical instrument lessons. The list can be as long as our imagination. If we all made a continuous effort as a group and stood up and demanded the eradication of hatred which leads to violence a new reality could be realized.

The more you imagine the reality you want, the faster you will create that reality, and in essence you will develop the will that can bring that reality into manifestation. An important key to well being is giving birth to new ideas, new concepts!

On that note the symbol to stop violence against women is the white candle. Hope you bought yours during our fund raiser.

Be in the world the way you want the world to be.

Care more than others think is wise.

Risk more than others think is safe.

Dream more than others think is practical.

Expect more than others think is possible.

Wishing you Joy and Love for the Holidays and a favourable New Year.

By Marti Kontor-Taylor
Woman's Advocate, D.H. Unit

BARGAINING IS ON THE WAY

I thank all the retirees for all they have contributed to our union. I congratulate all those who participated in the recent elections. Win or lose, our union is stronger because of the process.

Early in February our Collective Agreement expires. The Bargaining Committee is a mix of new and experienced faces. Our committee with the local President and our National staff rep, Mike Reuter, are well advanced in our preparation and look forward to meeting our commitment to the membership. We have a great many challenges and not a few issues that really get under the skin of our work force. With the full participation of our membership we will make important change happen. Once every 3 years workers get a real opportunity to bring about positive change for now and the future. It is important that we continue to act professionally at all times. Having said

That, we must all prepare for all possible events until we ratify or next collective agreement.

I wish everyone a safe and happy Holiday season. Please don't drink and drive.

Jamie Caswell
Plant Chair
Hewitt Material Handling

TRAIN THE TRAINER

Hi Brothers & Sisters:

Since this is the first Aircrafter out since I took on the position of Training Rep, I would like to take this opportunity to thank you for electing me into this challenging position.

It's been a busy time in Training with numerous courses being offered. New start training has also begun. Classroom availability continues to be an issue.

Thanks to all the Instructors for doing a terrific job, even with limited tools and resources. I am in the process of setting up a "Train-the-Trainer" session for prospective new trainers.

Kevin Ripley, Ernie Fitzpatrick, John Battisar and I are trying to get night school up and running in the New Year.

I would like to take this opportunity to wish you and your family a safe and very Merry Christmas.

Gord McAlpine
CAW 112 Training Rep



A New Pen In Town

By Terrence M. Stanton

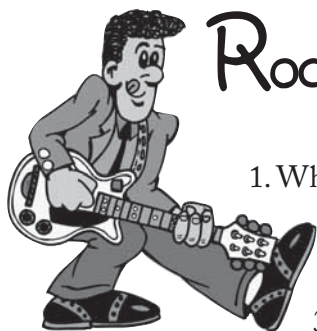
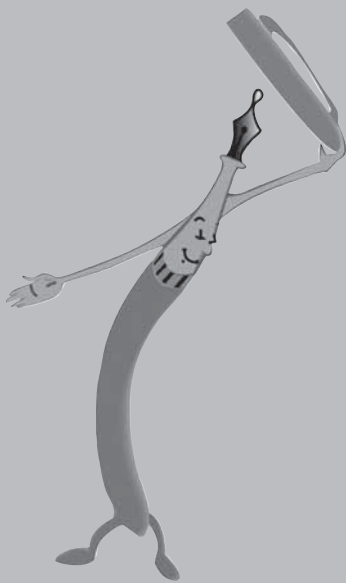
It seems I had the good fortune to be selected from a group of five laudable candidates to be the new editor of the award winning *Aircrafter* magazine. I'm in awe. But having said that, I realize that I have some pretty big shoes to fill. My predecessors, Sherry Hillman and Larry Burns, two award winning connoisseurs of fine prose are a hard act to follow. But I'm ready for the task.

Those of you who may remember my days of 'battering the buffoon' or 'sniffing out ecstasy inside the rave' may have some insight as to which direction I'm taking with the *Aircrafter*.

So sharpen your sense of humor, study up on your trivia and get ready to voice your complaints, because your new editor wants to hear from you!

Send me a note; tell me what you're thinking. Give me some ideas or give me sh%t. I can handle criticism and perhaps even turn it into something productive, or even worse, I can tell you what I really think!

In my opinion the *Aircrafter* should be informative and fun. It should be a focal point for communication amongst our membership, and at the same time it must never lose touch with the fact that the C.A.W. brings us all together. I can be reached at editor@caw112.on.ca



Rocky - O - Rollies

Music Trivia By Ron Warden

1. Who sang the first recorded song called "Rock and Roll"?
2. What is Elton John's real name?
3. What 1978 film did Alice Cooper appear in?
4. What kind of candy did fans used to throw on stage at the beatles?
5. Whose unique vocal style is partly due to his having accidentally bitten off part of his tongue?

Answers in the next issue of the *Aircrafter*.

OH CANADA...

Joe Smith started the day early having set his alarm clock (MADE IN JAPAN) for 6am. While his coffeepot (MADE IN CHINA) was perking, he shaved with his electric razor (MADE IN HONG KONG).

He put on a dress shirt (MADE IN SRI LANKA), designer jeans (MADE IN SINGAPORE) and tennis shoes (MADE IN KOREA). After cooking his breakfast in his new electric skillet (MADE IN INDIA) he sat down with his calculator (MADE IN MEXICO) to see how much he could spend today. After setting his watch (MADE IN TAIWAN) to the radio (MADE IN INDIA) he got in his car (MADE IN GERMANY) and continued his search for a good paying CANADIAN JOB. At the end of yet another discouraging and fruitless day, Joe decided to relax for a while. He put on his sandals, (MADE IN BRAZIL) poured himself a glass of wine (MADE IN FRANCE) and turned on his TV (MADE IN INDONESIA), and then wondered why he can't find a good paying job in CANADA....

Be careful & know your rights



Scott McIlmoyle
DH Benefit/
WSIB Representative

“Time flies when your having fun” is the old saying, well I’m having a **blast!** Things, as always, are busy in the union office and now that the last of the spring elections are over we can get back to business.

First & foremost I truly appreciate the strong support that I received in my re-election as WSIB/BENEFIT Rep. Thank-you. Also congratulations to my new alternate Brad McConnell who was elected. Brad has filled in on a few occasions already and has done a tremendous job in my absence.

Secondly I want to thank all those members who offered their condolences when my father passed away in June. It was a real emotional roller coaster ride for my family and I as my parents had just celebrated their 50th wedding anniversary 5 days earlier.

With Negotiations coming up in the spring, its time to put pen to paper with all your ideas and input on issues that concern ourselves, our workplace and where we go in the future.

With the membership numbers increasing as well as the amount of hours we work in a week..... Accidents will happen.

It’s a part of life that you could be hurt at work, maybe even more than once. As accidents or incidents happen you must: **KNOW YOUR RIGHTS!**

As I stated in my Headline you should be careful at work and know your rights. Being careful at work means working safely, being provided with safe working conditions, and safety equipment etc...it does not mean being fearful of the companies tactics to discredit your claim through WSIB.

Pension Wind-Up Retirees

Letters have been sent out to over 1100 members with regards to those that retired or where laid off between January 1, 2001to December 31, 2004. At the time of writing this article there are numerous questions and concerns, both local unions will be meeting with our National Representative and

the Company Pension department to sort out the concerns that are there. I will keep you posted

On behalf of Brad and myself we wish everyone a safe and Happy Christmas Holiday Season.

Steps to follow when an accident occurs:

- 1 Report your accident and all injuries to your supervisor and advise your co-workers. You might need a witness (not all claims are allowed, the company can object to what you said happened and WSIB could investigate further).
- 2 Report the accident to the Health Centre, if working an off shift report it to the Security Department.
- 3 If further medical attention is needed I recommend that you go to a Practitioner of your Choice, which will include a hospital, walk in clinic or your family physician. Ensure that the doctor fills out a form 8. If you are not able to see one of the above you can also see a chiropractor to get medical attention. If you miss time at work you need to report this to the attendance line and advise them that you are off because of a **work related injury**. Following that ... call me. I will need to know all the particulars of what happened and advise you of your rights and obligations under the WSIB Act. You will receive a phone call at home from the companies Health and Safety Department personnel. They will be aggressively offering you modified work. They should also be giving you my number as well. If the company wants to arrange a meeting with you, tell them the union (myself or the Chair) must be present. Even a minor injury could be aggravated to a serious injury especially if you are not being accommodated on a job that fits your restrictions. Not only do we as injured workers have rights and obligations under the act, the employer does also. (They often need to be reminded of that).

Seasons Greetings from the Bombardier/de Havilland In-Plant Committee and Alternates. Brothers and sisters, we want to wish you and your families the warmest of blessings for a safe, healthy and festive holiday season.

Merv Gray
Scott McIlmoyle
Brad McConnell
Gord McAlpine
Kevin Ripley



Joe Rudnick
Steve Szekely
Tony Pereira
Des Rodrigues
Ed McBride



Ace Labrador
Bill Bell
Jim Beckett
Jeff Wood
Reford O'Dell



Daryl Preston
Edison Lorico
Phil Fryer
Enzo Gallo

A Canadian Thanksgiving, EH?

Recently I chose a different career path within Bombardier and became an electrical installer. My new apprenticeship began in bay ten. By chance or by fate, I was thrust into the midst of a rather unique situation within Bombardier. The inception of my new profession paralleled the handover of some electrical installation and structure work which had previously been performed by in Japan by M.H.I. In order to ensure a smooth transition, management arranged for two workers from Japan to train members of local 112 on installation techniques for two consecutive aircraft. Yours truly naturally ended up in the centre of the training thing.

Initially language was a bit of a barrier. Explanations were difficult, but during the course of a month we slowly learned how to communicate. My two words in Japanese along with considerable expertise in hand gestures, coupled with their combined sixteen words in English proved to be the right combination to get the job done.

Once we learned how to communicate, I found out what a wonderful sense of humor my new co-workers had. As it turned out, Matsu and Takasi, (for some reason they preferred to use their last names) and I quickly became good friends.

As thanksgiving approached I asked them what they doing on the holiday weekend. Takasi said that as they didn't have any friends in Canada that they would probably stay in their hotel for the holiday.

The thought of living in a hotel for four months was disgusting enough without having to stay there on long weekends as well.

"I can solve your social problem," I told Takasi. "Why don't you and Matsu come to my house for dinner on Sunday?"

They couldn't say "Hi," (yes), fast enough.

They arrived at precisely 5 pm, with a bottle of wine and massive smiles, but I could tell they were a little bit nervous. The other dozen guests had already arrived so I was faced with the task of initiating introductions. It was the first time my new friends had celebrated a holiday so far from home.

There were a lot of other firsts that day. It was the first time they ate turkey, or played monopoly. Or the first time I had invited anyone other than family to Thanksgiving dinner.

As the meal progressed, my new friends took particular interest in all the different cultures that were represented at my table. They were overwhelmed with how diversified my guest list was. There were friends and family with, Polish, Italian, Canadian, East Indian and of course Japanese roots. I explained to them that my dining room was indicative of what Canada is all about. Many cultures brought together in order to reach a common goal.

After a lengthy evening of fun and games my guests left knowing that in our house and in Canada, they were always welcome. We said goodbye to our friends two weeks later over dinner at the Mandarin. They were inundated with our hospitality and didn't really want to leave. Who knows, maybe they'll start their own version of a Canadian Thanksgiving in Japan.



Terrence M. Stanton

Economics, Relationships, LIFE

Hello Brothers and Sisters!

For those who don't know who I am, I am the chair of the substance abuse committee. I would like to take this opportunity to tell you a little about what we at substance abuse committee do.

Often people who suffer from addictions are isolated and feel that no one could ever understand what has happened to them or understand how they got there in the first place. Hopelessness sets in and often the victim feels there is no place to turn. We offer those members and their families a friendly ear. We try to be informative to the sufferer and help them begin the recovery process. For many of the people we help, we are the last house on the block. Many sufferers have tried many ways and cannot find their way through the process of recovery.

Addictions rob most victims of three things; **ECONOMICS, RELATIONSHIPS AND THEN THEIR LIFE.** Often addiction is misunderstood. Many people believe abuse stems from a weak constitution or just weak people.

I've heard it said many times *the person took the substance and the substance took the person.* Most people want to be a good worker, a good friend, a good husband and a good parent. However, addiction often prevents this from occurring. We would like people to know that there is a way out.

If we could be of any help, I can be reached 24 hours a day, 7 days a week on my cell:

647-400-1876 or at home: 416-636-1876. All calls are strictly confidential and you will always hear a friendly voice.

I would like to wish everyone and their families the happiest holiday season and a very prosperous New Year.

In solidarity,

Pat Sloan
Substance Abuse Chair



Retirees Report

By Maurice Coulter,
Chairperson, Retirees
Executive Committee

We continue to have excellent attendance at our Monthly Chapter meetings. (Over 85 at our November meeting)

There is a pre-retirement seminar being held at the union hall Saturday, November 26. We will soon be welcoming many new members.

Our annual **Christmas Social** will be held in our Union Hall on Thursday, December 8.

As this magazine goes to print we are expecting 200 retirees to attend. So far, retirees from D.H., Northstar, Spar, Toromont and Woodbridge Foam have registered.

I would like to offer a special thanks to all the officers of local 112 who have taken the time to come to our meetings. Also a special thanks to **Shan White**, she's always there for us.

On behalf of our retirees, I would like to wish all Local 112 Members and their families a Very Merry Christmas and a Happy New Year!

The Editorial Committee of CAW Local 112 would like to acknowledge the help and experienced dedication of **Thistle Printing Ltd.** for the professional look of *The Aircrafter* over the past two years.

We appreciate the efforts of Marisa MacDonald for her administrative help; and special kudos to Suzanne Murphy for her graphic expertise and design help.

We would like to take this time to wish them the very best over the holiday season, and a safe and prosperous new year!

Thanks guys!

Northstar Strike

A PRELUDE OF WHAT IS TO COME

On Monday Oct. 4th I arrived early at the union hall only to be informed by Local 112's executive assistant, Shan White that a strike loomed at Northstar. As alternate for our financial secretary, Sister Hillman, who was on a training course at Port Elgin, I had expected an uneventful week. As it turned out, this was not to be the case.

President Roland Kiehne, Chairperson Bill Crawford, Vic Lovell, and Graham Davies, as well as National Rep Sister Dawn Cartwright had been in bargaining sessions with little hope of having an agreement prior to the Tuesday noon deadline.

Picket signs, flags, instructional material and pamphlets, had to be delivered to the strike committee chair John Black in Milton. Familiarization with the "Strike Assistance Benefit Program" manual was also required. What was to be a typical eight hour day turned into an arduous twelve.

Just before 11am Tuesday, Brother Keihne notified me that the offer was insulting and that talks had broken off. The strike would commence at 12 noon.

The entire bargaining committee and the media greeted members as they peacefully exited the Milton plant. A picket line was immediately established with over 40 strikers taking up their positions. A reporter from the Toronto Star interviewed various individuals including the committee. Arrangements were made for a meeting to be held at 2:00 pm. The major reason for the impasse – what else – pensions!

On Wednesday no response was forthcoming from the company. The fifteen minute delay per automobile crossing the picket line was adhered to except for one individual – a former CAW trained officer which had decided to be a turncoat.

As the weather appeared to be turning, an office trailer was ordered for Thursday morning delivery. Fellow Trustees, Brothers Wayne Good and Terry Howes, lent their support to the picketers.



A cool, damp Friday greeted picketers. I bumped into several individuals who had previously worked at DeHavilland. Small world indeed. This was to be my final day as Sister Hillman was returning from Port Elgin.

Upon returning to the DeHavilland plant Tuesday morning, after the long weekend, I called the union hall to inquire if any progress had been made. Apparently the bargaining committee was asked by Northstar to meet on Sunday. Thanksgiving

dinners would be left uneaten. Shouldn't this have been done the previous week? Maybe the sight of the trailer at their front door made them realize the membership was serious.

The tentative agreement would be presented to the members for ratification on Tuesday October the 11th 1:00pm! Out of 120 Northstar members, 103 attended. Bargaining committee members were all visibly exhausted from the weekend marathon talks. The company had backed down on their initial demands and the committee made significant progress. The agreement was ratified by almost 82%!

The members were informed by Sister Hillman that since the strike was into the eighth day (by one hour) they would each receive a "back to work" cheque of \$165 from the National. (How fortunate a morning meeting had not been called).

It's been said that the best contract offer is when both sides aren't happy. In this case, however, Members were pleased that their pensions would remain intact. A clear message was sent to those who intend to tamper with pensions - DON'T!

To our Northstar Unit friends we ALL thank you for your steadfastness.

Merry Christmas and a safe, Happy Holiday Season
In Solidarity,

Fred Schwertner
Trustee - Local 112

Nov. 14, 2005

We the Trustees would like to take this opportunity and openly thank those that endorsed our candidacy.

This past summer was a turbulent and challenging time. We deeply appreciate everyone's patience and understanding during our investigations, the various elections and the transitional period of newly elected members who took office. Heartfelt thanks to our Local's Executive Assistant, Shan White, who was invaluable during this phase.

Our Local has proven its resilience and strength and we have emerged more united than ever.

At the meetings held on Oct. 24th and 25th the Executive Board and General Membership endorsed the Trustees recommendation to conduct a full audit report of our locals' 2005 year end. Consequently, we have retained the services of a certified Chartered Accountant.

This will be the Local's first audit performed by a fully accredited Chartered Accountant in recent history. The report will be in accordance with Generally Accepted Accounting Practices (GAAP).

This full audit report is the highest level of assurance. Although the auditor is retained by our Local, he forms an independent opinion. We believe this process will ultimately provide peace of mind for all of us.

On a happier note, we look forward to seeing all the new members as some return to this local and others join us for the first time.

Finally we would like to wish you all a Merry Christmas and a safe, happy holiday season.

Sincerely

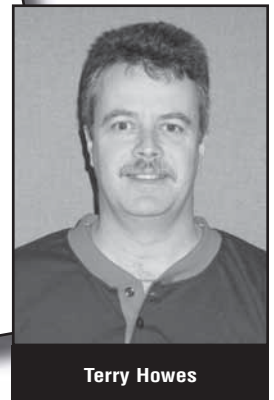
Fred Schwertner
Wayne Good
Terry Howes
Trustees - CAW Local 112



Fred Schwertner



Wayne Good



Terry Howes

Hope to see
you at the

Next Membership Meeting

Tuesday, January 24, 2006, at 5:00 p.m.

**CAW Local 112 Union Hall,
30 Tangiers Road**

(One block east of Keele off Finch)

Welcome to the first space for rant, this'll be a column for you, where you get to tell everyone just what ticks you off, all those day to day irritations that we all know and loathe oh so well. However as we all know a good rant requires a solid framework, otherwise the speaker/writer appears...ah...deranged at best. You should also provide a solution to the problem, as in 'Here's what I'd do if....' But let's get back to those rules...

#1 No personal names, unless it's a public figure, like politicians;

#2 No Companies, you can rave against banks as an example, you just can't NAME THEM!!

#3 No proletarian rabble rousing, and if you need help with that one, try the dictionary.

Everyone clear on all this? No questions? Good Cuz here we go, and I'm first.

Space for Rant

Hugh Lynar

Traffic, what the hell is going on out there? It's getting worse day by day. It's stop and go stupidity from dawn to dusk. All of you daydreamers out there who waffle about where you're going, or worse, those that sit and a green light and go dum de dum de dum, are killing the rest of us a few minutes at a time. When the light goes green *drop the damned hammer* willya?? I'm on hair trigger right behind you ready to go and you,...**YOU** just **SIT THERE**. This utter failure to respond to changing visual stimuli makes me wonder how you got your license in the first place. Actually I know how I just can't say. But you all know me, I'm the guy with the loudest horn I could buy and I ain't afraid to use it to blow those cobwebs out of your head, or that cell phone out your ear. Please for the sake of all our sanities, **PAY ATTENTION!**

And while we're at it here's some more irritants that irk us all, like the

person whose doing just **UNDER** the speed limit in the left lane, or the one who's gotta get in front of you to turn the corner, forcing you to hit the brakes and miss the light, and when you peer behind you there's enough space to park a Jumbo jet; or how about the one who has to hit his/her destination the first time they're looking for it, hitting the brakes, then accelerating, then braking again, all in the effort to get to that particular driveway on the first try. There's a whole lot more but I'm outta space, now what would I do to change all this. Simple, apply some of the same criteria that's used for getting a pilots license, that'll weed out the weak, the incompetent, and the utterly useless, so the rest of us *who can drive* will have the roads to ourselves.

Your rant here!

Reflections on the Past Summer

This past summer has brought new personal experiences and opportunities to become more active with my sisters and brothers. Most notably are the local union elections and run offs. I personally ran in two elections and came down with a cold both times. However, the experience was a rewarding one. The drive to give something back, to support the trade union movement, is there in our local. Thank you for your support during this time.

A number of questions and issues were brought to my attention during the election campaigns. The election process is over now, but I am not sure that there was closure on some of these issues. I heard complaints about

the sheer volume of election materials being circulated through the plant. Some members were obviously feeling fatigued by all of the activity. Yet others noted that it showed how serious some of the membership felt about

having strong representation over the next three years. There were other discussions about the costs of putting on the elections, and why we needed certain positions in our union which further led to questions about policies adopted by our national and local unions. Questions about conduct and ethics were discussed during the campaigns. Are there 'understood' guidelines and limitations we set upon the candidates about what they can or cannot say about their opponents? Does criticism of actions taken while in office deserve admonishment or encouragement? I found myself looking up terms like defamation, slander,

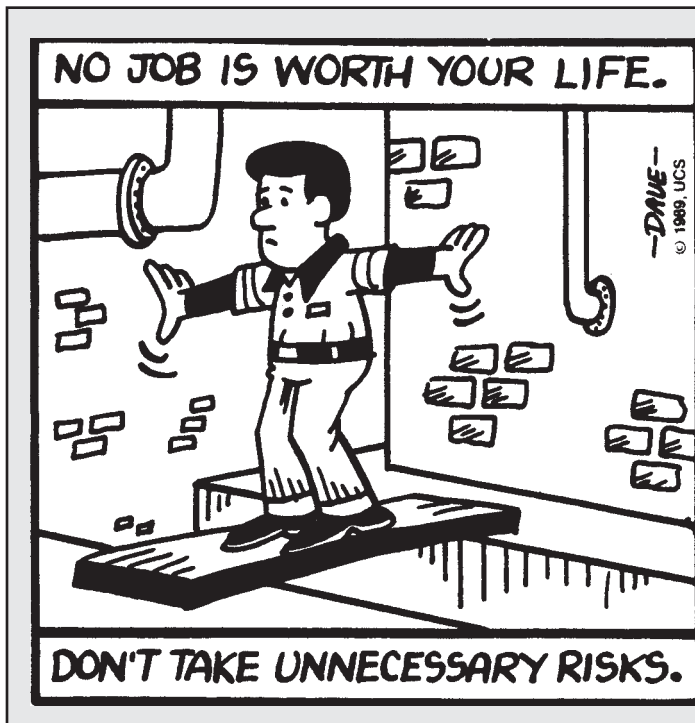
fair comment, and justification. Parts of the electoral environment obviously did become vexatious, poisonous and misogynistic. Unfortunately, my column space limits me from elaborating. Email me back with your thoughts about these last months. Are there changes you would like to see to how we conduct our next election?

GET INVOLVED! GET INFORMED!

The Education Committee has a pre-retirement seminar scheduled for the 26th of November with a good number expected to show. We are preparing to offer basic computer training to the membership at the union hall sometime in the New Year. Watch for postings in this and other education programs offered.

Members from the Bombardier Unit have expressed an interest to me in taking some aviation related training programs through Centennial College. Barriers such as cost, distance to travel, and flexible class times were discussed. I have advised them to give me as many names (and emails) from this unit in order to establish a need for such training. Gord McAlpine (Training Representative at Bombardier) and I have discussed possibilities, but first we need a strong show of interest. Email me if this may be of interest to you with a description of what specific type of aircraft training you would like to pursue.

Kevin Ripley
Education Chair



MAN OVERBOARD! By Terrence M. Stanton

On Wednesday November 9th I entered aircraft 4118 through the aft door with tool bag and paperwork in hand. I hadn't taken two steps inside the aircraft when my left leg went through the floor boards.

Within half a second 230 pounds of electrical installer ended up as a distorted heap sandwiched somewhere between the temporary floor boards and the bottom of the aircraft.

It was a good thing that I have a little extra padding in all the right places or I might have sustained a serious injury.

I understand that with every new product line that there are some growing pains involved, but one would think that after building 118 aircraft that temporary floor boards would be rigid, interchangeable and safe to walk on.

Come on Bombardier! Why don't you try something a little different? How about putting workplace safety at the same priority level as production?

Your Chance To Participate!

Terrence M. Stanton
Editor

I attended the Toronto launch of the Union in Politics Committee (UPC) at the Caw local 112 union hall on Friday, November 25, 2005. The seminar was packed with representatives from nine other locals. In essence, the CAW has decided to take a new initiative with regard to union involvement in politics. It involves a new, highly structured arm, which is designed to fight back intelligently against all levels of Government in order to change laws and deal with important issues on a local level.

Peggy Nash, CAW Asst. to the President, provided the seminar with a brief and interesting history of the UPC. She explained that Corporations can influence governments whereas we have to do it with a massive amount of membership support. She went on to say that we have to deal with issues that are beyond the realm of collective bargaining.



One of the keys issues that came to light was the realization that we can no longer support any political party without some limitations. Our membership has announced clearly that they do not want to be told who to vote for. Although the NDP have a proven track record of dealing with the needs of the working class people, there are many other areas of concern that must be addressed on a local level.

Roland Kiehne said that, "we can effect change on an issue by issue basis."

In closing I'd like to add that, "Strong Pensions and a Secure Future," will be the first national campaign issue raised by the UPC. More to come in the next issue of the *Aircrafter*.



ANNOUNCING THE CONTEST OF THE CENTURY



Our local has over 63 years of proud and rich history. We've survived the **struggles**, accepted the **challenges** and embraced **diversity**.

We invite all members to submit their ideas for a new logo and slogan to reflect our proud history.

The new logo and slogan will be displayed on our new line of apparel and stationary.

Please submit your proposal to your union representative or fax to Union Hall. The deadline for submissions is January 31, 2006 at the end of the membership meeting.

A committee of Executive Board members will select three finalists. The final decision will be made by the membership.

Prizes to be announced.