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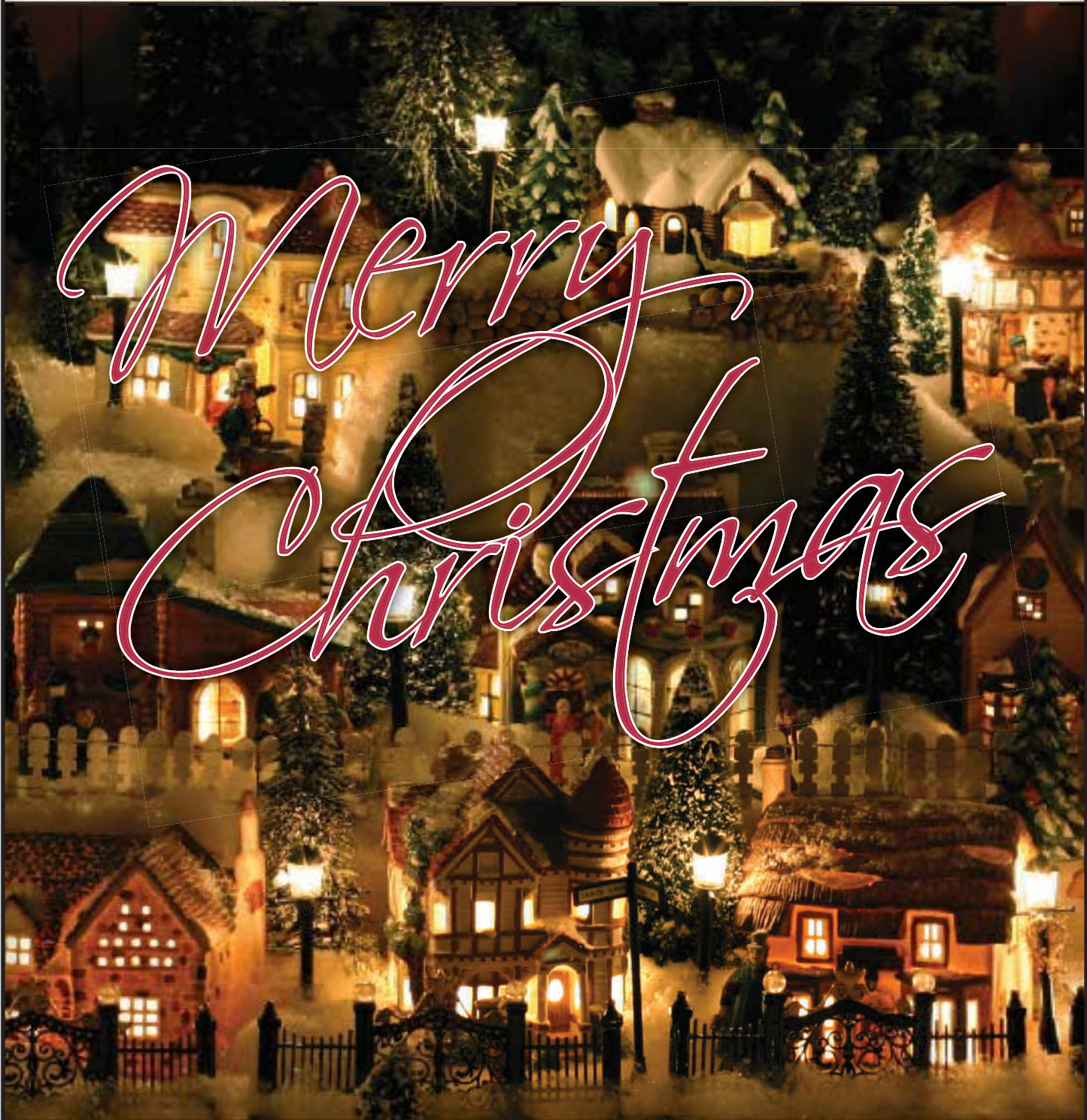
DECEMBER 2007  
VOL.7 ISSUE 4



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



Merry  
Christmas



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

# MESSAGE FROM THE EDITOR

T.M. Stanton



As a child, the chief joy of my life at Christmas time was opening my gifts. I would compare my gift pile with those of my siblings' and, once satisfied that all piles were equal, the tearing frenzy would begin. I still remember the happiness I felt receiving my first pair of CCM skates. And I also remember my parents' dismay when, two days after Christmas, my siblings and I were more interested in building a fort from discarded boxes than playing with the expensive toys they had housed.

I had to become a parent before I discovered what Christmas is really all about.

I saw my own kids lose interest in their share of new toys. But it was worth it. Words simply cannot describe the joy Barbara and I received watching our three open gifts on Christmas morning. A ritual that often began before 6:00 a.m., when we finally gave in to incessant and insistent little voices at our bedside informing us that Santa Claus had indeed arrived.

By midlife, most of us realize that our best joys come through giving as opposed to receiving.

Christmas is a good time of year to remind ourselves of this. The most important message of Christmas is that of joyous giving. It's the message of our seasonal classics like "A Christmas Carol" and "It's A Wonderful Life."

We don't have to reach into our pockets to take advantage of our opportunities to give with joy. This Christmas we can give the gifts of Time, Compassion and Tolerance.

*PS. I would like to thank Marisa, Suzanne and the entire creative team at Thistle Printing Ltd. for their outstanding help in producing the 'Aircrafter.'*

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# FEAR MONGERING, AN UNETHICAL TACTIC

Roland Kiehne, President, Local 112

## Q400's Airworthiness Maintained

I was appalled at the despicable display of political opportunism by Toronto City Councillor Adam Vaughan and federal MP Olivia Chow in calling for the grounding of Porter Airlines Q400's due to the recent landing gear incident of the SAS aircraft in Denmark.

Both of these politicians have a long standing history of opposing the Island Airport. It is simply dishonest and irresponsible for elected officials to win over support for their own political agenda by using fear mongering tactics. They have a responsibility to seek out the facts and report them accordingly.

The European Aviation Safety Agency along with airworthiness authorities from Denmark, Sweden, Norway and Canada concluded that the October 27th SAS landing gear incident in Copenhagen was not due to a design error and that the airworthiness of the aircraft is maintained.

Vaughan and Chow's conduct not only undermines the excellent reputation for quality and safety in the work of Toronto aerospace workers but could also jeopardize jobs.

## Russia's Aviacorp and Bombardier

It is reported that Bombardier is in "very preliminary" discussions with Russian billionaire Oleg Deripaska's aircraft manufacturing company Aviacorp. They are discussing ways they could collaborate. Both companies stressed that no action has been taken to formalize the relationship.

Bombardier actively seeks out oppor-



tunities to get a foot in the door in new markets to sell its products. The European market which includes Russia is projected to be the second largest market behind North America for regional aircraft in the coming years. It's good that Bombardier is looking to take advantage of this emerging market to sell its regional aircraft because potentially our members could benefit.

However, this effort must in no way compromise the jobs of Bombardier workers in Toronto. We will continue to oppose any attempt by Bombardier to move work that inherently belongs in Toronto and remind Bombardier of their contractual obligations.

## The Rising Loonie

In a recent Montreal Gazette article, it was reported that for every penny the Canadian dollar rises against the U.S. buck, Bombardier's aerospace operations are affected by about \$21 million before hedging (a way to limit loss) and \$5 million afterward. Parity with the U.S. dollar could affect non-hedged costs by between \$250 million

and \$300 million. The reporter went on to state that Bombardier is trying to implement cost-reduction initiatives to deal with this. We know all too well what that means.

Our union has been fighting like hell to convince Federal Finance Minister Jim Flaherty to call on the Bank of Canada to lower interest rates in an effort to take some momentum out of the dollar. To date, Flaherty has ignored our call.

## Aerospace Campaign

As part of our Manufacturing Matters to Toronto – Keep Bombardier Jobs Here and our National Protecting Aerospace Jobs campaigns, local and national union leadership from our four aerospace plants have been busy lobbying federal Members of Parliament to highlight the challenges our sector faces. The responses from all the politicians have been favorable. They understand how critical to the economy of Canada and Ontario the aerospace sector is. We are expanding the lobby effort to include the membership in the process. A leaflet seeking your involvement will be circulated.

Recently, the City of Toronto passed a motion that endorsed our unions Manufacturing Matters to Toronto Municipal Resolution. A copy of the motion will be sent to the Canadian Federation of Municipalities. I want to thank Toronto City Councillor Maria Augimeri for all her hard work in driving this through City Council.

## Independent Auto Parts Suppliers

On November 19th, the Woodbridge Foam bargaining committee and I attended the CAW Independent Auto

*continued next page*


## Independent Suppliers...from pg.3

Parts meeting in London. The auto and auto parts sectors are taking a beating. More than 8 in 10 Canadian auto parts jobs are tied to GM, Ford and Chrysler. 10,000 auto parts jobs have been lost in less than two years. In 2006, 32 plants closed in Ontario. In the first six months of 2007, the number of plant closures jumped to a startling 261, according to Ontario Ministry of Labour figures. That number continues to grow with each passing week. A few short years ago at Woodbridge Foam, the plant population peaked at 380 workers; today we have 150 active members.

The decline in this sector can largely be attributed to the number of imports that have been allowed to flood our market, the rising Canadian dollar and the unwillingness of the Federal government to enact policy to protect the sector.

## Christmas Message

On behalf of the Executive Board and Council, I want to wish all of our members and their families a healthy, safe and fun-filled festive season. Enjoy your time with family, you have certainly earned it.

Finally, Northstar Aerospace Plant Chairperson Bill Crawford will be retiring at the end of this year. I know the Northstar membership and leadership along with the Executive Board and Council will join with me in not only wishing Brother Crawford a long and healthy retirement but also in thanking him for his many years of dedicated service to the membership of Local 112. May the luck of the Irish be with you in retirement my friend! Congratulations. 

# MAGNA DEAL SPARKS PASSIONATE

Sherry Hillman, Financial Secretary, Local 112



Where has this year gone? It must be true what they say, "Time seems to fly by faster the older we get." Or perhaps it is the busier we get.

This past year has been one of great uncertainty for most Canadian workers, and Local 112 members are no exception. The manufacturing base of our country has been shrinking at an alarming rate, while most politicians turn a blind eye and our employers take advantage of this uncertainty to demand concessions and threaten our jobs.

But the CAW in general, and Local 112 in particular have been fighting back. We have been front and centre in the "Manufacturing Matters" campaign, lobbying all levels of government to take action against job loss and the soaring dollar, engaging in job action - even occupations to resist plant closures. We have been fighting to defend not only ourselves, but the future of our country.

That is why it shocked us when we learned that our union had signed the

"Framework for Fairness" agreement with the Magna Corporation that appears to be giving up the fight. It is not surprising that it has sparked the most important and controversial debate in the CAW since the split from the UAW. And interestingly, the debate over the Magna deal today centers on many of the same issues: such as workers distinct interests independent from the company, and union democracy.

I am proud that our Local is not sitting on the sidelines of this crucial debate about the future of our union, and has voted unanimously to oppose the Magna deal. Almost as important as the position we take is how we engage in the debate. We can be proud that we have expressed our differences with the National leadership in a respectful manner, arranging a meeting with our Local leadership to hear them out before taking a position. Conducted in a constructive, respectful manner, debates are healthy and strengthen union democracy.

There is no denying that times are tough, particularly in the auto industry. The dramatic decline in union density is alarming, as CAW members continue to suffer massive layoffs due to loss of market share to imports resulting from unfair trade deals now further exacerbated by the high Canadian dollar. As the rate of unionization drops it does undermine our ability to set standards in the industry. It is therefore understandable that the National leadership urgently need to develop a strategy to turn it around.

But is the Magna deal - buying into company unionism and a process that

# DEBATE ON UNION'S PRINCIPLES AND FUTURE

can't be changed in the future - the answer? Many who have spoken out against the Magna deal, feel it compromises the principles the CAW was founded on and much of what the union stands for; that it violates provisions of our Constitution and would weaken our union. The most controversial aspects of the deal include abandoning the right to strike – the only real power workers have, undermining union democracy – workers right to directly elect union reps, and sacrificing union independence from the company and its ideology.

The Magna deal is a response to a real issue, but a wrong one. The only way to halt the decline of union density is to organize. There is no quick easy cure – not without lethal side effects. We've been told that we have tried for years to organize Magna without much success – just three of 50 plants have joined the union. But have we really done everything possible? Or have we been approaching organizing in the same old ways. Wasn't it Einstein who defined insanity as continuing to do the same thing and expecting different results?

Why are we only now hearing the desperate warnings of declining density? This decline didn't just start this year. Where were the alarm bells and strategies to turn it around earlier? Other unions have identified the dangers in declining density and made major organizational, cultural turns over the past several years, becoming "organizing unions" and committing serious resources. At our last convention, a paper on organizing was adopted that

urged Locals to get more involved in organizing new workplaces based on a 50 / 50 cost sharing program with the National. I commented at the time that it was a half-hearted plan, fated for failure. Most Locals have limited resources and other pressing priorities so can't opt on in a significant way.

But if organizing is the urgent priority that we now agree it is, then why aren't we allocating some of the \$75 million in the strike fund to release scores of rank & file members from our diverse membership to organize in their communities, rather than hiring just a handful of new staff reps paid 3 or 4 times more than those they are trying to organize.

We don't need to reinvent the wheel. If we look at our history, we can see that's how the industrial unions were organized in the 1930's in tougher times than these. We need inspired campaigns, rooted in the communities and drawing in powerful allies. This is how the unions that have adopted the "organizing model" are chalking up successes today with campaigns like the SEIU's "Justice for Janitors" or UNITE HERE's "Hotel Workers Rising".

We cannot ignore another major factor in declining density: the changes the Harris government made to Labour laws. They took away "card check", which automatically certified a union if over 50% signed union cards or if the company was convicted of unfair labour practices. The McGuinty government reinstated card check for the Construction unions, but not for the rest of us. The number of successful organizing drives has fallen dramatically

since we lost card check. Two recent aerospace organizing drives that our Local has been involved in, unfortunately, illustrate the point. We just lost a vote at MHI Industries last week due to employer intimidation – 5 of the inside committee were fired only days before the vote. Prior to Harris that would have been an "automatic cert". Fortunately, the five organizers were reinstated at a hearing the same day the vote was counted. The CAW also had to recently withdraw an application for the Pratt & Whitney plant in Mississauga.

Might it have turned out differently if we had organized using a different model? Instead of having a couple staff reps, the Local's President, Financial Secretary and our SPAR Plant Chair leafletting those aerospace plants, what if we had a dozen rank & file organizers with contacts through their communities working on the campaign, doing home visits, and enlisting support from their community leaders and churches?

Yes, it is much tougher organizing in post-Harris Ontario. So why haven't we launched a concerted campaign to get "card check" back? It was a real possibility a year or so ago when it was on the legislative agenda? The Labour Council tried to initiate a united effort of the labour movement, but the political will was lacking - including from the CAW. But Labour Council hasn't given up. A new campaign to regain card check is about to be launched, so please support it by signing the cards and petitions.

Forgive me if I've turned my Financial  
*continued next page*

## FINANCIAL SECRETARY'S REPORT con't

Secretary's Report into a "rant", but I am so frustrated that the Magna deal, which I believe compromises our fundamental principles, is now being touted as necessary to reverse the decline in union density when we have not done everything possible to take on the challenge of organizing. It seems like surrendering before seriously trying to fight back.

I have focused mainly on the organizing aspect to make the point that there is an alternative to the Magna deal. The intensity of this debate, the passionate voices defending heartfelt beliefs, reflects concern that it is not just a new strategy for organizing Magna at issue but the fundamental ideology and principles of the union. These larger issues and the fear that the Magna deal will affect other CAW workplaces in the Parts sector or apply to new auto "greenfield" plants have been addressed in the Local's leaflet and other articles, most of which are circulating in the plants and are on our website.

By the time you are reading this we will know the outcome of the debate at CAW Council. But whether the Magna deal is defeated or endorsed by the delegates, the debate it unleashed has renewed and strengthened our democracy, invigorating passionate opinions and dissent once more, and engaged us all in thinking strategically about our union's future. Perhaps it is only a silver lining, but hopefully it will help build our capacity for the future.

### Bettes wins H&S award

We proudly and appropriately wrapped up our 65th anniversary year with a good turn out of the Local's leader-

ship and Health & Safety activists at the Workers Health & Safety Centre Awards Banquet at the end of October. We were there to recognize the considerable contribution of Local 112 past president John Bettes who received an award for arguably the most significant achievement of our Local: the mass work refusals at deHavilland & Woodbridge Foam which resulted in WHMIS legislation for all workers in Canada. It was a pleasure to spend some time with John and his family and hear his typically well-informed views on the Magna deal.

### Congrats to new VP & Women's Advocate

Congratulations to our new Vice president Scott McIlmoyle and new Women's Advocate Connie Wright. I look forward to working with you both in your new capacities.

### Retirees Christmas Banquet

As the year comes to an end, we are getting in the festive spirit as we put the last plans in place for the annual Retirees Christmas Banquet. Happily we are able to hold this important event at the Montecassino Banquet Hall again this year, since everyone enjoyed it so much last year. I'm looking forward to seeing many familiar faces and old friends, as I know many of you are looking forward to seeing them during their plant tour before their luncheon on December 13.

### Finances

I am pleased to report that we will be ending our financial year with all our bills paid up to date, the Hall in good repair and a healthy bank balance re-

maining. As reported to the Membership in November, the balance forward to November was \$489,198. However the more dues income we have, the more we have to pay out to the National. The percapita cheque sent in November was a whopping \$193,411. But there is enough remaining to comfortably cover December expenses including all the special events: the Retirees Xmas luncheon, CAW Council, the Christmas issue of the Aircrafter, without having to dip in to our \$150,000 savings. This leaves us in good shape for 2008 and able to budget for some large expenses in the coming year like replacing one of the roof top heat/air conditioning units, and the Local Executive Board and In-plant reps elections in the Spring, as well as increase our savings, which are safely invested in GICs, as a safeguard against the recession financial analysts are predicting in the latter half of 2008.

#### Recapitulation as at October 31, 2007

Balance Forward ....	\$248,781.05
Income .....	<u>\$380,721.39</u>
Total .....	\$629,502.44
Expenses .....	\$140,304.17
Bank Balance.....	\$339,198.27
Term Deposit (GICs) ...	\$150,000
Total Cash Assets...	\$489,198.27

On that happy note I'll close, and wish all our members and your families the happiest of holidays, and health and prosperity for the new year. (A)

# Plan to attend the next membership meeting on January 29, 2008.



# "HOLIDAY GREETINGS"

## Merry Christmas and Happy New Year

Brothers and sisters, my Alternate Jim Beckett and I want to wish you and your families a wonderful, healthy and safe Christmas holiday season. Enjoy all that the season brings. Take the time to help those less fortunate.

They need our assistance.

*In solidarity,  
Bill Bell*

## A Christmas Wish

I'd like to extend to all of you my best wishes for a safe, healthy and happy holiday season. Make time to hug your kids, your wife, husband or significant other. Make time to call you Mother and tell her that you love her. Do the same with your Father. Go visit your siblings. Call that long lost friend and re-acquaint yourself with each other. Share a laugh with a neighbor. Take something to the food bank for those less fortunate than ourselves. But most of all, please take some time to relax and unwind from the stress and pressure of work. You and your family deserve it. Enjoy!!

*Daryl Preston  
Afternoon shift committeeperson  
x2232*

## Seasons Greetings

On behalf of Bryan and myself I would like to wish everyone a Happy Christmas holiday and the time to enjoy this part of the year with family and friends. We look forward to seeing everyone return safely in the New Year.

*Ed McBride, Committee Person, Bargaining  
Committee*

*Bryan Ross, Alternate Committee Person*

*District 2 (Bays 5, 7 and 8.)*

## Happy Holidays

With all the talk of the work going to Mexico, it has been a very stressful time for all of us in the Electrical Shop. Hopefully the NEW YEAR will be a lot better than the last one. We want to wish everyone in the Electrical Shop, Drivers, Plastic Shop and the DNR Stores a safe and happy holiday. Best Wishes to you and your families for the Holiday Season.

*Barry Wilson and  
Jonny Agnew*

# A DARK CHRISTMAS FOR VITAFOAM WORKERS

Ahamad Nabi, Chairperson, Vitafoam Unit



2007 was not the best year for Vita workers. Business was slow through the year and with so many people on lay-off, E.I. benefits ran out. There were many short shifts offered with a day or 2 days of lay-off and many of these workers do not even qualify for E.I. The company still tricks around employees so they do not qualify for severance pay. Right now three employees are debating their case with the company regarding severance.

Roland Kiehne and the committee are standing very tough on this issue. We might end up at arbitration. My prayers are to those who are on lay-off: May 2008 be a bright year in the manufacturing sector.

Merry Christmas and Happy New Year to all our members and their families. ⓐ

## Skip this diet

Internet/CALM

**MR. JOHNSON** was overweight, so his doctor put him on a special new diet.

**“I want you to eat regularly for two days, then skip a day, and repeat this process for two weeks. By the next time I see you, you should have lost at least two kilos.”**

When Mr. Johnson came for his return visit, the doctor was shocked to find his patient had dropped almost 10 kilos.

**“Why, this is amazing!”** the doctor told him. **“You lost all this weight in a couple of weeks by simply following my instructions?”**

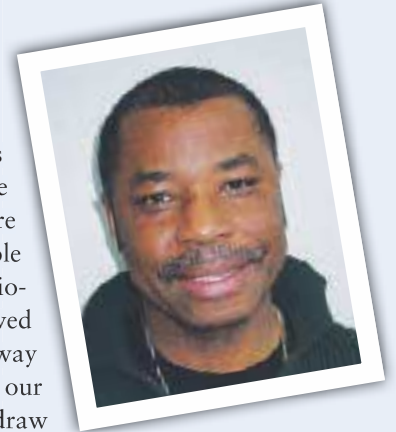
The slimmed down Mr. Johnson nodded and said, **“But, I tell you, I thought I was going to drop dead on the third day.”**

**“From hunger?”** asked the doctor.

**“No, from skipping.”**

# A QUESTION OF PRINCIPLES

Melrose Cornwall, Plant Chair, Toromont



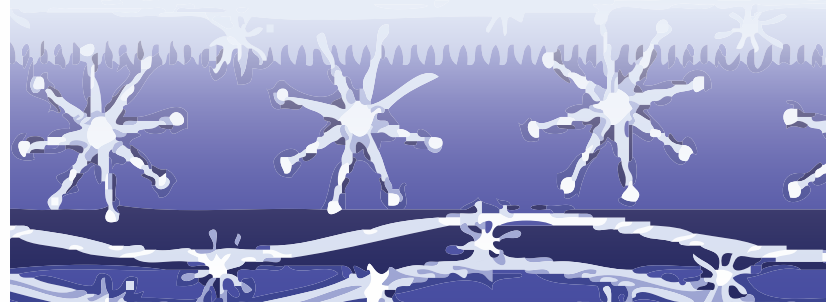
I have always been proud to be a member of the C.A.W. but this deal with Magna has caused me to question the new path on which we are embarking. Our principle as a union is being questioned. We have also allowed the corporations to take away the only tool we have at our disposal, the right to withdraw our labour in demand for improvement, whether this be in the form of wages, benefits, seniority or health and safety. Whenever our basic right to strike is taken from us, we are left with unfair and inequitable contracts.

I am, however, very proud of local 112 for their stand against this deal and I don't know how council will be voting, but I urge all council members and all locals to vote against this deal. This deal, if it goes through, will be setting a bad precedent with regards to the way unions negotiate new contracts for many years to come.

In regard to my previous article, Brother Mark Cowell was dismissed and the case was set to be arbitrated. So far we have had one session and another is scheduled for January at which time we hope Mark will be reinstated.

I would like to take this opportunity to wish all my brothers and sisters of local 112 a safe holiday, whichever you choose to celebrate, and to my fellow Christian faith base, have a wonderful Christmas and see you all in the New Year.

Merry Christmas! ⓐ





# PORTER SPEAKS HIGHLY OF THE 400 SERIES

Merv Gray/Plant Chairperson

**W**ith Christmas around the corner, I would like to start by wishing all of you a happy holiday with family and friends.

Since the September edition of the *Aircrafter*, I have continued to be very busy with a lot of different issues arising daily, the most recent being the SAS aircraft grounding in Europe because of undercarriage problems.

A lot of bad press was circulated throughout the industry that potentially could have impacted future sales of the 400 Series aircraft. Fortunately, we have been given a green light with our aircraft being cleared of any fault as the problem seems to have been related to a foreign object in the landing gear system itself.

This is good news for our future and sales as a few of the local politicians continue to criticize our product. I guess the success of Porter Airlines at the Island Airport is still a hot issue to these discontents as they attempt to jump on an early bandwagon that potentially gives them an opportunity to get even.

Speaking of Porter, it has been a breath of fresh air during this recent turmoil of our Dash 8 400Series as they continue to support and speak very highly of our aircraft. On a personal note, I had the opportunity several weeks ago to fly Porter Airlines back to Toronto from Montreal on our 400, and I would recommend to all of you if you ever get a chance to do the same. It was fantastic.

In the New Year, Porter will go across the Lake to five new locations in the



U.S. as it expands its business, which is a great success story.

## In the Plant

There have been several recalls in the electrical and progress groups in recent weeks as production rates continue to increase. This, of course, is good news and we will continue to speak to the company to hopefully have more recalls back to the plant in the near future.

We have had a few of our discharge grievances resolved with successful return to work for a couple of these and, at the time of writing, approximately four still outstanding.

The bargaining committee and I are waiting to resolve these so that we can get to a few other urgent matters which are of an urgent nature such as improper lay-offs, restructuring packages which are owed to us, skilled trades ownership issues, consumable stores issues and a few other important cases that are outstanding.

You will have noticed by now that the new Bay 4 Global line which should

be up and running by now along with the construction of the Bay 12 delivery centre which is also currently underway with an early spring deadline. These projects are good news for us as we move forward in 2008.

Our current membership in the plant is around 2700; and if we continue the possible sales that are on the horizon, this hopefully could increase.

I would like to thank all of you who donated to our plant gate collection for our veterans (Remembrance Day) a few Fridays ago. How soon we forget the importance and sacrifices our men and women gave to have us enjoy our freedoms today. We collected about \$1500 for the vets and it goes to a very good cause.

On Sunday, November 4, 2007 I attended the ceremony at the monument in front of our plant and laid a wreath on behalf of our union to commemorate the wars that our Canadian soldiers fought in. Let's not forget!

In closing, enjoy your Christmas vacation and, more importantly, be safe.

I wish a Merry Christmas to all and a Happy and Prosperous 2008. ☺

**Inner compassion  
and outer tolerance  
Can easily make a new world  
a better world.**

*Sri Chinmoy*

# WE GOT MAIL!



Not sure how much fan mail you folks get but wanted to mention how much I enjoy reading the *Aircrafter* lately - not just because of how professionally put together it looks but because the content reflects what an inspirationally active local you have - well done!

*Carol Phillips  
Assistant to the President  
Canadian Auto Workers Union  
Toronto, Canada*



## GRATEFUL FOR THE HELP

Dwight Brown, Plant Chair, Hewitt



Another year is almost complete and this is a good time to reflect back on both the good and bad that occurred. This past year has seen growth in membership here at Hewitt. These talented additions are allowing the workers to achieve noticeable results in work completion rates which are higher than ever before. These results are nearing what management has been aiming for and it will be interesting to see how much new business can be generated in 2008 given our current technician capacity.

The recent Chrysler announcement of layoffs at the Brampton assembly plant could have possible effects on Hewitt members at that facility. If the situation does require a lowering of staff levels, those effected will have the opportunity to transfer into different areas of our operation. This will help in our goal to avoid any layoffs within the Hewitt unit. Hopefully we can make the best of a bad development.

On a solemn note, December 21 will mark one year since the passing of John Mazza. John was a Field Service Technician with us at Hewitt and a CAW 112 member for 10 years. Cancer took John from his young family far too soon. John's memory will always live on with his family, friends and his colleagues.

At our local, the 65th anniversary celebrations kept everyone busy and all the people that made this year a very special one deserve a huge THANK YOU for a job extremely well done!!!

Congratulations are in order for Brother Scott McIlmoyle as he was elected as Vice-President of local 112. His input and experience will strengthen an already impressive Executive Board.

Finally with my first full year as Plant Chairperson coming to an end I want to thank all the people that have helped and guided me along the way. Without their assistance in learning in this new role and all its' complications, the learning curve would have been overwhelming. Thanks to each of you.

In this season of good cheer and time spent with family, I urge all our members to think of those less fortunate during the holidays.

Please don't Drink and Drive.

Happy Holidays and a safe and prosperous New Year to all. 🍷



# WORKPLACE VIOLENCE - A HEALTH & SAFETY ISSUE

Connie Wright, Women's Advocate, x 3461

I would like to thank everyone for their support in this past bi-election. I am presently working on a few projects and hope to have some news to you shortly on them. Claudio in the Woodshop is busy building wooden cabinets for the washrooms and hopefully by the time this is in print they will all be installed.

Workplace violence is not part of our Jobs. Violence is an act of aggression with damaging and hurtful results. It can be physical such as kicking; grabbing, punching or in the form of verbal, emotional or psychological abuse. Some people engage in it while others are subject to it. Violence takes many forms. Shooting someone is a violent act. A homophobic, racist or sexist insult against a coworker is a violent act also. One wounds physically, the other psychologically.

Government's cuts to funding; services and downsizing, together with corporate greed for maximum profits are creating workplaces where workers are over-stressed, frustrated and angry.

With the rise of the dollar and thousands of manufacturing jobs disappearing we will continue to see levels of workplace violence rise.

Bombardier needs to recognize that workplace violence is a health and safety issue. Employers have a responsibility to prevent other forms of workplace hazards, so why would cases of violence, verbal or physical not be treated the same way as any other workplace injury.

In closing I would like to wish everyone a Happy Holidays and to all those traveling an enjoyable trip and a safe return. ⓐ

# AGREEMENT ON WIND-UP

Allan Layton, Plant Chair, L-3 CMRO

The most important issue that I was involved with has undoubtedly been the Pension issue. I am happy to report that on November 13 the union and the company have agreed on the Partial Windup of the pension plan with all the parts of the partial that the union wanted and concurrence with the Ontario Pension Commission Tribunal. Although this is great news, the company has appealed the Constitutional Issue to Divisional Court. I am very confident that the outcome will be in favor of our members. We can then finally take care all the affected members' whether they are on layoff, retired or have taken severance since the loss of contracts.



Now that we are into the next phase of Protecting Canadian Aerospace Jobs, we need all of our members, including non-aerospace units of our local as well as retirees to participate. Although our leadership has been meeting all levels of federal government, we need massive participation and then hopefully we'll have a positive outcome for our future.

The bargaining committee is currently preparing for the upcoming negotiations. Our collective agreement expires in February 4, 2008, and we are hoping for a positive outcome.

I would like to take this opportunity to wish all of you a Happy and Prosperous New Year! ⓐ

## NO PEEKING! Take the quiz first on page 21.

- 18) I Saw Mama Kissing Santa Claus
- 19) Walking Through a Winter Wonderland
- 20) Up on the Rooftop
- Results:
- 15 - 20 Correct — You don't need any Yuletide spirit!
- 10 - 14 Correct — You could use something in your stocking!
- 5 - 9 Correct — Are you sure you have the right holiday?
- 1 - 4 Correct — Surely you jest!?

- 9) Away in a Manger
- 10) Come All Ye Faithful
- 11) O Holy Night
- 12) I'm Dreaming of a White Christmas
- 13) Silver Bells
- 14) The Twelve Days of Christmas
- 15) It Came Upon a Midnight Clear
- 16) Frosty the Snowman
- 17) All I want for Christmas is My Two Front Teeth

- 1) Rudolph, the Red-Nosed Reindeer
- 2) Silent Night
- 3) O Little Town of Bethlehem
- 4) Good King Wenceslas (or some believe in Jolly Old St. Nicholas)
- 5) Deck the Halls
- 6) Joy to the World
- 7) Hark the Herald Angels Sing
- 8) We Three Kings

Answer Key for the Carol Impaired, Page 21

# SHOW & SHINE

Nick D'Alicandro

On September 17, Local 112 held its annual Rods, Classics and Bikes show. The event took place at the 112 union hall parking lot.

Many members and their friends attended, some to showcase their rods, or bikes, and some just to watch and spend a pleasant sunny afternoon.

The beautifully polished cars and bikes were a treat for the eyes. The rumble that they produced as they made their way in and out of the parking lot was mind blowing. I felt like I was at a monster truck show. What a feeling, and what a feeling it must have been for the owners of these incredible machines.

After lots of mingling, and a few burgers, it was time to nominate the winners of the annual event. There was an award for best bike and an award for the best car.

At the end of the day I think there should have been an award that would recognize all the hard work, dedication, and money that each and every one of these individuals put into their vehicles every year.

I would like to congratulate the organizers, and the volunteers that took their time to help put together such event. Great job.. Until next time, keep on rocking and rolling!!!!!! 🍷



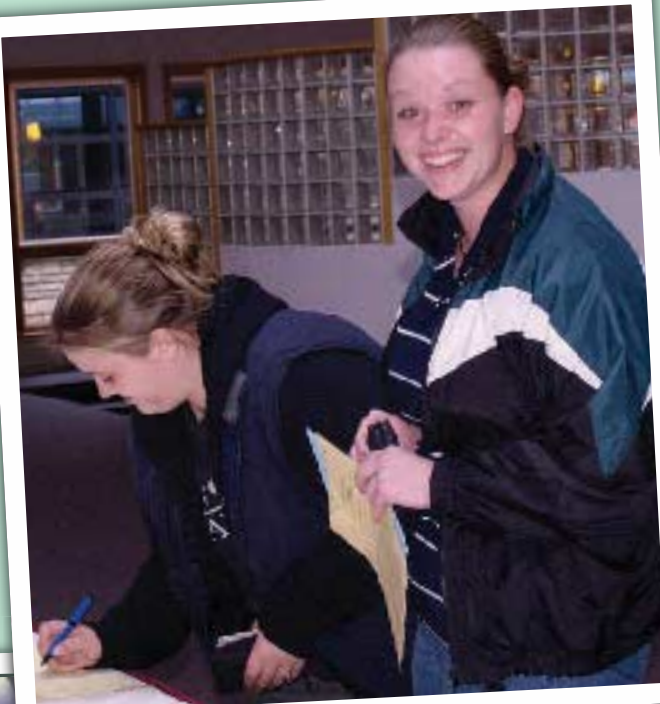
# YOUTH CONFERENCE A GREAT SUCCESS!

Stephen Good, Youth Committee Chair

During the weekend of October 26-28 at the CAW family education center in Port Elgin, Ontario, the CAW youth network held their third ever youth conference. Youth delegates from all over Canada attended the weekend long conference in hope of networking with other youth. Local 112 sent a total of 12 delegates, 8 from Bombardier and 4 from Toromont. The conference was a great success, but with all well-organized weekends there must be some flaws. The main computer, which was to be used for the weekend, crashed, and our room had no heat. I guess if that is the worst that can happen, then we can't complain too much.

There were lots of interesting conversations going on around the center. The topic most spoke about was the recent job losses in the manufacturing sector. You ask why would youth would be so concerned with this? Because, they are the first to be affected when jobs are being cut. A lot of good ideas around this issue and many other issues were discussed. I would just like to thank all the youth that participated in this wonderful weekend.

Keep your eyes open for the next youth activity coming in the New Year. ☺



# "TIS THE SEASON TO BE JOLLY ..."

Wayne Good, Terry Howes, Fred Schwertner

The Christmas Season is already upon us. We have made many gains and there have also been some setbacks this past year. Our Local has lost two valuable activists; Sister Marti-Kontor-Taylor (women's advocate) and Brother Larry Burns (vice president). They are sorely missed. Succeeding them, respectively are; Sister Connie Wright and Brother Scott McIlmoyle. We extend warm wishes and best of luck to both of them.

The 65th year of this Local's existence was most memorable. Celebrations such as the annual picnic, with over 2,500 members and their families in attendance, really stands out.

Special recognition was finally acknowledged by someone, other than the National and our Local, in honouring Sister Maurice Coulter, thanking her for her long term commitment to Labour, social, and community causes. On November 14, 2007 the Toronto Star did a feature article on Maurice. She is indeed a special lady and we are grateful to have her in our Local, and to have benefited from all of her contributions over the years.

By the time this article goes to print, it will already have been decided at the December 7th CAW Council as to whether the Magna deal was ratified by the majority of delegates. Our position to the National was made perfectly clear in its October 30th General Membership Meeting when the members gave unanimous consent to oppose it. Local 112 is recogni-

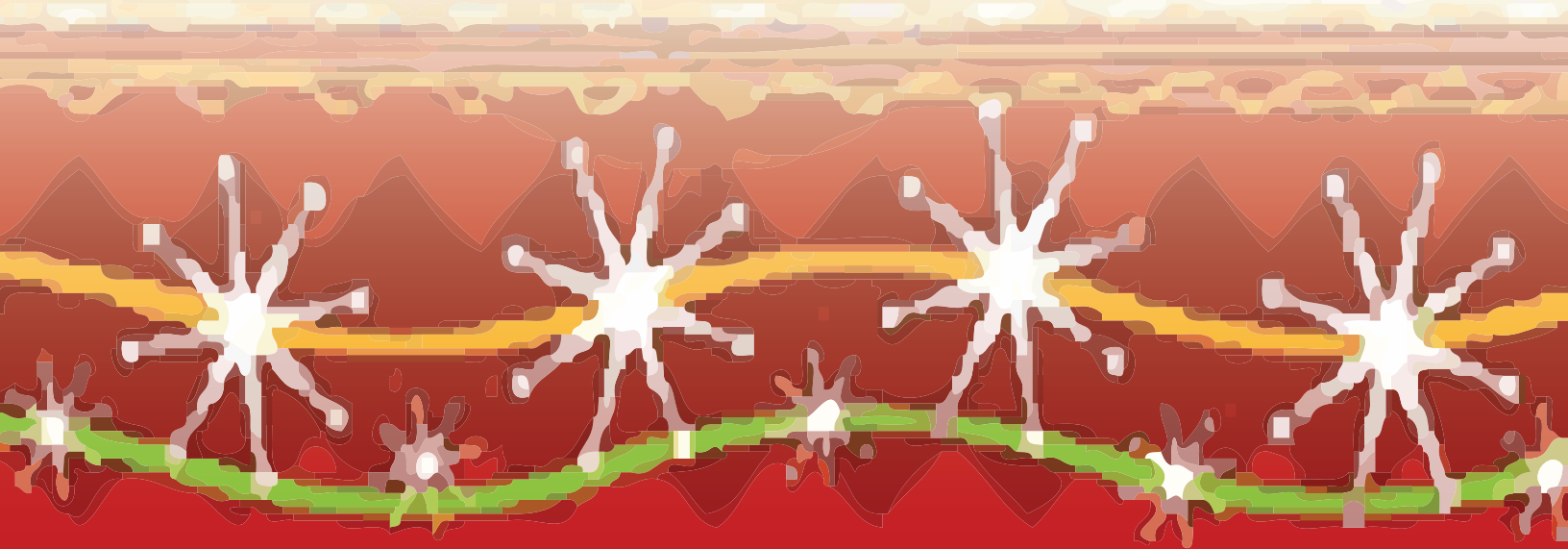


zed, by the National, as being one of the most vocal, active, and influential.

Something that we as members should be aware of is that a subway/bus station will be built directly behind our union hall. If current TTC plans are not altered, part of the union hall parking will be expropriated to build these facilities and to provide a right-of-way for transit vehicles. Should we stay, or should we seek a new location to best serve the members? - These decisions will need to be addressed in the future.

In closing, we wish to encourage our members to have a safe holiday season. Do be cautious while driving over this festive, celebratory time. This being the season of giving, it is no less important than in years past. Our Local will continue to support fund-raising of numerous charities including the Salvation Army. May you all have a Merry Christmas and please take a moment to give hope by giving generously to those less fortunate.

...**"FA LA LA LA LA LA LA LA LA"** <sup>®</sup>



# SOCCER LIVES AT DH!

Nick D'Alicandro, Editorial Committee

Another summer has passed, and another soccer season has ended. As the season went on, the drama scaled higher and higher. The intensity of the matches rose as the long awaited playoffs came closer.

When the playoffs began, it was like a new season. Everybody stepped up their games, creating way for a fantastic journey to the long awaited final.

The Q400 team, which had yet to lose a game in the playoffs, was slated to play against the internationals, who started the playoffs in the low gear, but

soon found their groove and were undefeated with only one tie.

The atmosphere of game day was electric. Nervousness had set in for both teams. It was a 5:15 Kick off.

The game was intense, no team was willing to make any mistakes until about 17 minutes till half time when C.Jay of the international team picked up a beautiful pass and all alone buried the first goal. The game was long and full of chances for both sides, but the



International held on to the lead.

With about a minute to go, C.Jay scored a goal and put the game away. Although International won the game, all the teams were champions.

Great job to all the soccer players, and organizers, and team captains. Till next year, **Go Internationals Go!** ⓐ

# THIS YOUNG GIRL RAISED \$60,000.00!!!

Barbara Stanton, Guest Columnist

At the age of seven, Shania Johnson (daughter of Shayne and Karen Johnson) was diagnosed with stage 4 Neuroblastoma, an aggressive cancer that affects the nervous system. With courage and fierce determination, Shania fought the cancer by raising funds to find a cure for this deadly disease. Shania and her family founded SHANIA'S SUNFLOWER OF HOPE.

Shania lost her life in the summer of 2007 but in the process touched the lives of many people. During this season of giving, help keep Shania's memory and her dream alive by donating to Sick Kids Hospital and Shania's Sunflower of Hope.



# ONE MILLION REASONS TO INVEST IN HEALTH & SAFETY

Scott McIlmoyle, WSIB representative, DeHavilland



Recently I attended the Joint Executive Health & Safety meeting. Attendees included company directors, the manager of Health & Safety, local union representatives, and our Health & Safety Representative. Although many issues were covered there is one that gets my blood boiling. The company is receiving a massive rebate from the WSIB (Workplace Safety & Insurance Board).

The size of the rebate is over 1 million dollars!

The company should take this rebate, all of it, and reinvest the entire amount into proactive Health & Safety concerns at deHavilland. The deHavilland Health & Safety department are forever pushing aggressively to limit lost time claims. This mindset and attitude also trickle down to the shop floor management. They will find a job (even made up) to accommodate an injured worker at work ASAP.

As your WSIB representative I participate in every return to work meeting when one of our members is injured at deHavilland, and may have lost time.

For all those who have gone through the return to work process, I see and feel your frustration with the company. The company and WSIB are of the opinion that we don't need time to heal and that any modified job is a suitable job. Opinions and Policy need to change. We all know that we work with aches and pains. There must be more compassion and understanding given for those who **PHYSICALLY BUILD THE AIRCRAFT** and who require **TIME TO HEAL** following an injury.

Soon the DH production rate will increase in order to boost aircraft deliveries over the next couple of years. This will make it difficult, if not impossible, for workers to recover fully from their workplace injury. As one of your three union representatives who sit on the Ergo Committee that addresses many issues plant wide with regards to job suitability, I can see that a million dollar cheque would help greatly to clear up many of our issues around the plant.

Another ongoing issue is related to when you call in sick to the attendance line. You will now be asked if it's work

related. If it is, advise the security officer of this. This is part of your obligation under WSIB and failure to advise the company of your work related injury could cause problems when trying to collect WSIB benefits.

I would like to thank all those who helped to elect me as Vice President of local 112. I have already had the pleasure of stepping in for our President when he was off dealing with union business in Ottawa on the Manufacturing Matters Campaign.

I wish you and your families a Merry Christmas and a Happy New Year. 🍷

## BEEN TICKETED LATELY?

Hugh Lynar, Editorial Committee

Been ticketed on D.H property lately? Been chased for stopping by the main entrance to load the car pool? It seems the Bombardier Robocop's are all over any honest employee for violating even the slightest

rules regarding parking and or stopping, yet will allow tractor trailers to park across a good dozen parking spots in lot 2 when parking is at a premium. Worse still is the fact that these trucks are sitting there idling away to no good

purpose. It's not like they're making deliveries to the company, they're just there as an over-night drive in motel. It's no wonder that we can't reduce greenhouse gases here in Canada. 🍷





## BETTES RECEIVES HEALTH AND SAFETY AWARD

Joe Rudnick, Health and Safety Representative, Bombardier Unit

On Friday, October 26, I had the honour of attending the Workers Health and Safety Awards Banquet where Brother John Bettes, former National CAW Rep., President of Local 112, and Skill Trades Rep., was awarded for his contribution to Health and Safety. It was an opportunity for George Botic, Roland Kiehne, and I, the past three generations of Health and Safety Representatives from DeHavilland, to get together.

By the time you are reading this article, some of the Global Express Line will have been relocated to Bay 4 with the rest to follow in early February. Lets not forget, there are still promises of a new washroom area, a lunch room and a locker area which have not been started as of yet. Two ventilator fans were supposed to be installed on the roof. I am now being told that the work should be started on these in the spring 2008. Promises continue to be broken with respect to these projects, but if I continue to be persistent and with your help, these promises will be fulfilled and our concerns will be met. On a positive note, the dedicated air lines for the fuel tank sealers have been installed. Thank you!

Bay 12 update: The reconstruction of the interior of Bay 12, appears to be coming along and should be complete in March. Please keep in mind that this is a construction site and we should stay out of it.

The progress of the calibration of all lifting devises seems to be slipping, so,

please, be sure, before using any lifting devise, that it is certified and up to date. Otherwise, refuse to use it, you have the right to work safe.

On November 13th and 14th, during a fall protection course, it was brought to our attention that numerous employees in Bays 7 and 8, have not been given adequate Health and Safety training in regards to things such as; operating the crane, scissor lift training and mule training. Half a course, as provided by the company, is inadequate training, the full course must be completed. In light of this, our Joint Health and Safety Committee and I have demanded to see the training matrix for all 112 employees, starting with Bays 7 and 8.

Bill C45 training for the Lead hands is continuing. We would like to progress into the Skill Trades and Engineering areas in the New Year.

Noise level testing has been completed in the plant and we should see results in the next little while.

Last but not least, stress and violence in the workplace has been brought up, again, to all the directors and VP of the company. At this time, the Director of HR feels that stress and

violence in the work place are not significant enough. He would like these topics to be compressed and combined with our health and safety update course. This is totally unacceptable as these issues are as important as harassment in the workplace. Health and Safety in the plant is very important, unfortunately, HR does not seem to be taking it very seriously.

Remember, you have the right to refuse unsafe work.

Our Joint Health and Safety Committee, my Alternate Steve and I would like to take this opportunity to wish you and your family a Merry Christmas and Happy Holidays.

If you have any questions about these issues or any other health and safety concerns, please contact me at extension 3726. Ⓐ



# YOU ASK, I ANSWER...

Gord McAlpine, Benefits, Training Rep, DH Unit

I would like to wish you & your family a very Merry Christmas & a Happy New Year. This month I would like to discuss Over-the-Counter (OTC), Co-Ordination of Benefits (COB) and Cervical Cancer Vaccine (CCV).

## OTC - Over the Counter Drugs

I have recently been asked the following questions, and have provided answers that I hope will create an understanding of some of the benefits.

**Q** Which drugs are covered thru Green Shield as an OTC Drug?

**A** The drugs fall under categories: NON-Sedating Antihistamines; Enteric Coated ASA; Nsaid Preparations; Calcium Therapy; and, when medically necessary, Laxatives. There are also some cold & cough medicines which are covered, along with some of the things needed for diabetes.

**Q** How do I know what drugs are in each category ?

**A** Each drug has a unique DIN#, and a proper name, of which I have a list.

**Q** Can I get these OTC drugs without a prescription by just taking them off the shelf ?

**A** **NO!** Even though the OTC drugs are on the drug store shelf, you will still need a prescription from your doctor in order to be paid through the Green Shield plan.

**Q** Is there a maximum dollar amount per year, and is it per person or per family?

**A** There is a maximum amount per person of \$300.00 per year.

**Q** When does the year begin and end?

**A** The year begins the 1st of January and ends the 31st of December.

**Q** Do retiree's get the OTC drug coverage?

**A** Yes. Retiree's get the OTC drugs, but remember, they also need a prescription from the doctor. **NOTE: Retiree's living outside of Canada may not be covered.**

## C.O.B - Co-Ordination of Benefits

**Q** How does it work?

**A** C.O.B comes into effect if your spouse has their own medical insurance plan. This means that if you or any of your dependents have group insurance for similar benefits you can submit the payment to your group insurance and the left over amount can be submitted to the other group insurance for not more than 100% of the actual expenses.

**Q** Who claims the dependents?

**A** For your dependents the spouse whose month & day of birth comes first in the year submits the claim to their plan first. You can submit any amount not paid by the first plan to the second plan for reimbursement. When you submit to the second plan, you must submit the Explanation of Benefits (EOB) which the first

plan will supply, plus photocopies of any receipts. Don't forget to make copies of your copies for your files.

## Benefit Booklets

Your supervisors will hand out the Benefit Booklets. Hopefully you will have received yours by now. For employee's that are out on WSIB, S&A or EDB, the company will be mailing yours out. For retiree's, your booklets will also be mailed out to the current address on file. If you have moved since the beginning of the contract, contact the EMPLOYEE SERVICE CENTER with your new address.

## Cervical Cancer Vaccine

I was asked a question about Green Shield coverage for the Cervical Cancer Vaccine.

**Q** Does our plan cover my daughters in grade 9 and 11, because the school system covers the girls in grade 8?

**A** I phoned Green Shield and was told our plan does cover the Cervical Cancer Vaccine. They also said that they cover girls from age 9 to 25. Our Bombardier D.H. plan covers our dependents up to age of 20. After the age of 20 if your dependent is a full time student the plan will cover them up to the age of 25 but they will have to submit the over-age dependent form each year. **(A)**



# INVESTING FOR YOUR FUTURE

Fred Schwertner, Editorial Committee

## Disclaimer

Before I start, I would like to state that by no means am I an expert on investments. Far from it! Neither the CAW nor Local 112 endorses or recommends any particular investment strategy (unless otherwise stated by them) including what follows. Only you as an individual can determine what your risk tolerance is and what investments are best suited to you.

Think back to when you were in high school. What was on the curriculum at that time - History, Geography, French, Chemistry, English, and Math to name a few? Aside from English and Math, what do we use on a daily basis? Don't get me wrong, general knowledge is important for all of us and is integral for functioning in our society. What they didn't teach us - is how to plan for our financial well being. How to fill out a cheque, stay out of debt, secure loans, or balance a monthly budget was something we had to learn on our own or have a friend or family member show us. Securing financial stability is not only important to you, but your families' future. No one wants to be a burden or dependant on others especially after retirement. There are some

very attainable ways of ensuring a secure financial future.

## First-Paying off any and all debts

Canadians as a whole are some of the most indebted individuals on the planet. Controlling spending habits is an important step. Buying a fifty-two inch plasma TV is easy when you take the Visa card to Best-Buy. Instead, first go to the bank and withdraw \$3,500 cash, if the money is even there. You'll notice a difference (sweaty palms, a higher heart rate, looking over your shoulder) when counting out those twenty, fifty, and one hundred dollar bills and placing them on the counter. Anyone would step back and take a moment to think about doing a transaction like that.

Paying off the entire monthly balance on all credit cards is critical! - Imagine only paying the monthly minimum on a \$5,000 credit card debt. It could take up to 20 years (depending on the rate - some cards charge as much as 28%) and an additional \$7,000 in interest payments. Or how about the cost of a personal or car loan (why do you think financial institutions have loan documents with fine print so small, you need a magnifying glass just to read it). Remember, when you sign a contract, who wrote it. Also see how far one gets if you try to make any changes to a loan agreement.

Mortgage debt is the largest - a \$100,000 first mortgage, for example (most are substantially larger) @ 6% over a 30 year amortization period will cost over \$230,000. That's \$130,000 in interest! Incredible! Paying weekly, or bi-weekly instead of monthly as well as making periodic "balloon" payments (the entire amount goes directly

towards the principal) can shorten the time to pay off a mortgage to less than twelve years and will save you tens of thousands of dollars. No wonder banks are all vying for your business. It's always best to shop around and try to get the best rates and terms possible. The best mortgage is no mortgage at all. Heard that somewhere before?

## Risk Tolerance

What do they say - you take a risk just by getting out of bed in the morning. Let's not get into that! I'm talking about how well you slept earlier that night, knowing how confident you feel about your investments, and whether they will stay ahead of the inflation rate. If you are one who hides your money under the mattress, you're not about to go buy penny stocks, junk bonds, or a third mortgage. The investments available are mind-boggling! If you have a low risk tolerance then Guaranteed Investment Certificates (GICs), government treasury bills (T-bills), savings bonds, and income funds are going to be more to your liking. Medium risk investments such as high quality "blue-chip" stocks, and some balanced funds may be your cup of tea. High risk investments are not for the faint-of-heart. (Casino Rama belongs in this category) These include more volatile equity funds, options, and selling stocks "short" (gambling that the market will turn down at a specific time). There are ethical funds, labour sponsored funds, Government (municipal, provincial, and federal) strip coupons, debentures, commodities, futures, currencies. (Who would have thought the loonie would be up 19% in the last six months)... the list is endless. I have but named only a few. Ⓜ

*Continued in the next edition of the Aircrafter.*

# CAMPAIGN FOR PHARMACARE

Maurice Coulter, Retirees' Chair

As I sit down to write this Report for our Christmas edition of the *Aircrafter*, my thoughts have been on Remembrance Day. The Legion always provides our service which is held on the Sunday prior to November 11. We will remember all those who have given their lives in previous world wars. This year is particularly sad, so many have given their lives in Afghanistan. Fighting Afghanistan's Taliban is a very difficult task, and now today it is being ruled an "impossible mission," by military and diplomatic analysts due to what is happening in Pakistan. Enough! Bring our soldiers home!

## Campaign for a National Drug Plan – Pharmacare

When I attended the CURC Convention in Ottawa October 15-17, I first heard of the Canadian Health Coalition's campaign for a publicly funded and administered Drug Plan. Canada is one of the few industrialized countries with no National Drug Plan. Millions of Canadians have no drug coverage.

Tommy Douglas, founder of Canada's universal Medicare system, did not intend health insurance to cover only hospitals (covered in 1950's) and doctors (covered in 1960's). Today, the cost of drugs in Canada has passed that of physicians. Prescription drug costs

rose 62.5% between 1994 and 2006!

We already pay for our drugs but a National Pharmacare program would let us do so more effectively, more economically, and more fairly. It would cover medically necessary drugs the same way it covers hospitals and physicians.

The Canadian Health Coalition is a public advocacy organization dedicated to the preservation and improvement of Medicare. (Our Retirees Chapter is affiliated with Ontario Health Coalition.)

Our Christmas Social will be held at the Montecassino Hotel on Thursday, December 13, 2007. At 9:15 a.m. Bombardier retirees will board buses at the hotel which will take them to the Bombardier plant tour. At 11:30 a.m. the buses will leave the plant to return to Montecassino where Local 112 retirees will enjoy fine dining and a social time together with old friends and former fellow workers at our Annual Christmas Reunion.

Each year when touring the plant, I always looked forward to visiting my Electrical Shop "family". Although we came originally from many different countries, we were like a big family – kind, helpful, caring Brothers and Sisters. I worked in that shop for almost 30 years. I enjoyed the



work, my fellow workers, and my pay cheque enabled me to provide for my four children. I understand that I will not be able to visit the electrical shop this year because the electrical work has gone to Mexico!

Over the past year, we owe special thanks to all our officers who attend our retirees meetings each month. They keep us informed about union matters, answer our questions and are there for us when we need their advice. To our President Brother Roland Kiehne, and all our officers who attend and report regularly...Scott McIlmoyle, Sherry Hillman, Gord McAlpine, Merv Gray... we thank you.

A very special, "Thank You," for our Executive Assistant Shan White for all her help and kindness to us throughout the year. She is always there for us!

I would like to take this opportunity on behalf of the Retirees Chapter to wish all Local 112 members and their families a very Merry Christmas and Peace, Happiness, Good Health and Prosperity in the New Year! ⓐ

# COMPANY'S OPTIONAL LIFE INSURANCE PLAN IS NOT ALWAYS THE BEST DEAL

Alex Bak & Sal Da Costa, DH Unit Fitting Shop

## Are you sure you are not paying too much?

Though your company's optional life insurance plan might be the easiest to sign up for – taking a look at available individual life insurance plans might pay off.

In most cases, your company's group plan should offer the best rate. However, as we have discovered with Bombardier's plan, one financial services company does offer better coverage for a lesser price.

For example, Ralph, a 41-year-old male Bombardier employee (non-smoker) with \$150,000 in optional life and \$100,000 in spousal optional life (for his 41-year-old non-smoking wife), will pay a relatively low premium (monthly fee of \$13.40) to start off with.

However, Ralph's premiums will continue to increase as he gets older until its \$139.50 a month when he reaches 65. While he is paying this higher fee, Ralph knows he will lose all his coverage as soon as he reaches age 70 – getting nothing for his money. Basically, Ralph is being punished for surviving.

Plus, Ralph will also lose all optional coverage earlier if:

- He gets laid off for more than a year
- Loses his job
- Changes jobs

We researched a specific 25-year-term individual life insurance policy that would save Ralph \$5,000 in premiums (fee payments) over 25 years, with the opportunity to renew his coverage until the age of 95.

Also, with this policy, Ralph would not have to worry about losing coverage if he got laid off or lost his job.

## Which plan do you think is better for Ralph?

Additional benefits of the individual life policy:

- Guaranteed insurability benefit
- Your own financial coach
- Free financial program
- Terminal illness coverage
- Member of Assuris (Assuris is a not for profit organization that protects Canadian policyholders)
- No war exclusions (A)

# CHRISTMAS SONG TITLE QUIZ

The following words are alternate titles for several well-known Christmas Carols. If you get 100% correct, you will be assured a full Christmas stocking! Have fun!!

- 1) Quadruped with crimson proboscis
- 2) 5 p.m. to 6 a.m. without noise
- 3) Miniscule hamlet in the far east
- 4) Ancient benevolent despot
- 5) Adorn the vestibule
- 6) Exuberance directed to the planet
- 7) Listen, aerial spirits harmonizing
- 8) Monarchical trio
- 9) Yonder in the haystack
- 10) Assemble, everyone who believes
- 11) Hallowed post meridian
- 12) Fantasies of a colorless December 25th
- 13) Tin tintinnabulums
- 14) A dozen 24-hour yule periods
- 15) Befell during the transparent bewitching hour
- 16) Homo sapien of crystallized vapor
- 17) I merely desire a pair of incisors
- 18) I spied my maternal parent osculating a fat man in red
- 19) Perambulating through a December solstice fantasy
- 20) A loft on the acme of the abode

(If you have to know the answers, look on page 11)

# OUR HISTORIC HEALTH & SAFETY STRUGGLE

By Sherry Hillman, Editorial Committee

*During our 65th Anniversary year, we have featured important parts of our history in each issue of the Aircrafter. It is fitting that in the final issue of the year that we focus on the historic events that Local 112 is most known for throughout the labour movement: the country's first mass work refusals over health and safety issues by our members at deHavilland and later at Woodbridge Foam.*

*At the Workers Health and Safety Centre Awards Banquet last month, Local 112 past president John Bettes was presented with a prestigious award recognizing his leadership in that struggle. The following article is based on an interview with Brother Bettes and others in the Local leadership during that period, as well as the Local's archives.*

Today most Canadian workers take for granted their “right to know” about the effects of chemicals they work with and to protection from those toxins. But like all important rights it wasn't won without a fight. Workers across the country owe a huge debt of gratitude to the workers at deHavilland Aircraft who in 1986 waged an historic struggle to clean up their workplace. It was the first mass work refusal over unhealthy working conditions in Canada, and later resulted in WHMIS legislation for all Canadian workers.

The unfolding horror of exposure to toxic chemicals came to light in 1986 when Peter Falconi, the Local 112 WSIB & Benefit Rep at deHavilland, brought Lionel Connor to see President John Bettes.

“Half his face was normal, the other side was white. It had no pigmentation,” Bettes recalls. “His doctor had identified chemical exposure at work

as the probable cause. That's when we realized how serious the problem was and that we had to take action.”

There had been numerous complaints previously. A Ministry of Labour Report documents that Local 112 Health & Safety rep Bob Burton had raised the lack of training and information as far back as 1982. Ministry inspectors were called in frequently in 1985, “But they kept writing the same report every three months” Bettes says. “There was no enforcement.”

In the fall of 1985 Peter Falconi was approached by two workers from the plastic shop suffering loss of vision. “We realized we had to show a link to workplace exposure, so a questionnaire was drafted and distributed to collect statistics,” Falconi remembers. “All 20 of the forms returned indicated some health problem and time off work requiring consultation with a doctor.”

“We discovered that no one lived more than 2 years after retiring from the paint shop,” Bettes recalls.

Falconi asked the WCB to investigate but they refused. The Ministry of Labour also refused unless the union could prove the problems were work-related. So the union contacted Stan Gray's clinic, the Ontario Workers Health Clinic, and they examined Local 112 members at the union hall. Their preliminary report found a number of health conditions including eye, respiratory and reproductive problems amongst the 81 workers examined, all which could be potentially linked to exposures at deHavilland.

When employee health records were requested from the company to substantiate the suspected link they were refused. Boeing deHavilland was not complying with the requirement to notify the union of any occupational

disease. Workers were not given information, training or the basic protection provided for in the Occupational Health & Safety Act and regulations.

“We drew up a list of all the chemicals we were working with and it included isocyanates, solvents like MEK, PCBs, acid etch, and several heavy metals - eight of the nine designated substances regulated in Ontario,” reports Bettes “And still the company refused to provide the information, training and protection for these hazards.”

It was the isocyanates in the paint shop that brought things to a head. Isocyanates have been regulated since 1983 in Ontario, and despite five repeated orders from the Ministry of Labour in August 1986 Boeing had still not provided a proper ventilation system or personal protective equipment. At the same time problems arose in the new plastic shop.

“It appeared the Ministry was in bed with the company,” Bettes said. “Until we shut down the plant, the Ministry was only willing to issue “orders for compliance” although their policy stated that prosecution would result if an order had to be repeated.”

Armed with evidence of these “shocking health problems” among his members, Bettes went public in an attempt to get the Ministry to enforce the law.

When the Ministry backed-off an immediate compliance order issued August 14th, adding an amendment without the union's consent or signature, changing “immediate compliance” to “on a schedule of completion to be submitted by August 20th”, the union distributed hundreds of leaflets advising members of their right to refuse unsafe work.

“The Deputy Minister of Labour called and tried to cajole me. I told him to



**Armed with evidence of these shocking health problems among his members, Bettes went public in an attempt to get the Ministry to enforce the law.**

f\*\*\* off and hung up,” Bettes says. “45 minutes later the Minister phoned. I asked how many inspectors he had in the province, and suggested he send all 150 to deHavilland because it was going down and staying down until it was cleaned up.”

“When the leaflets were handed out and the activists engaged, workers starting asking management for information about what they were working with,” recalls Jerry Dias Jr, DH Plant Chair at the time. “When no information was provided they refused to work. 600 simultaneous work refusals! First mass work refusal over unsafe work in Canada!”

“We shut it down because we were being stonewalled by the company, the Ministry and to some degree by the National Union,” states Bettes. “Most of the plant was down for the first few days, while wagons were sent around to collect all the containers of chemicals throughout the plant. There were tractors hauling trailers full of containers with no labels. Workers had no idea what they were working with.”

“There was mercury found in the lab, radio active material forgotten under

a bench in metrology, asbestos not encased just laying in walls and ceilings,” Bettes claims. “They even found five or six live rockets from Twin Otters left in a shop. If the propellant had gone off it would have shot through the shop and could have killed someone!”

“Every one reported for work but didn’t go into contaminated areas, like the paint shop, heat treat, plastic shop and parts of the press shop. We decided no one would return to work until their area had been cleaned up.”

“The company threatened to fire me when we first walked out,” Bettes recounts. “But they capitulated after three or four days, and assigned Maurice Crawford to work with our Health and Safety Committee to verify and certify that areas were properly cleaned up before our members could return to work. Crawford admitted he didn’t know how bad it was.”

On August 18 the Ministry finally closed down the two paint shops and cited Boeing with 25 violations of the Act in a 29 page report. Jerry Dias declared the report was a “vindication of the years of struggle that their Local had endured, and a step in the right

direction to cleaning up the work environment around here.”

But Boeing still didn’t “get it.” Their response was a weak four page outline about what they intended to do to “acquaint workers with the hazards.” It was angrily received by the union and more workers walked off the job.

“There were about two thousand refusing to work for the first couple weeks, and 100 or 200 from areas like the paint shop didn’t return to work for four or five months,” Bettes recollects .

With production at a standstill, an agreement was finally reached with Boeing, the Ministry and the National Union, that ensured a clean-up, ventilation, personal protective equipment and training. The deal guaranteed that “no worker at deHavilland would be required to work unless assured that their health and safety is protected.” Teams of union, management, and government inspectors identified both short term and long term goals in each work area to ensure the clean-up promised in the agreement.

Buzz Hargrove, then Assistant to the President, called the pact “a major victory for the workers at deHavilland. Their direct action forced the Ministry of Labour and the company to act as they should have in the first place.”

“They had to build a whole new ventilated paint shop with a dual locker system, and most of the old Bay 2 heat treat area was eliminated,” says Bettes. The lists of chemicals and material data safety sheets were taken to the Canadian Centre for Occupational Health and Safety. Information was collected on over 150 ingredients contained in the materials, and MSDS binders were compiled for each work area.

Training of the deHavilland workers began with instructors and resource material borrowed from other CAW Locals. The first sessions were conducted in the middle of the bays with up to 150 workers attending. Workers learned about their rights under health

## HISTORIC STRUGGLE con't...

& safety laws, the affect of toxic substances on the body, and how to use personal protective equipment as an interim measure until engineering controls were in place. Meanwhile the new OFL Ontario Workers Occupational Health and Safety Centre were designing the materials for more detailed two day sessions for paint and plastic shop workers, a four day course for the heat treat workers and five days for lab workers. The entire deHavilland workforce – close to 5000 workers finally received the training and information they needed to work safely.

“Local 112 activists that were trained to take over as instructors became the nucleus of our future leadership,” says Dias mentioning names such as Roland Kiehne and Bob Hamilton. “That struggle built the Local in many ways.”

Dias estimates the total cost of the cleanup for Boeing was \$120 million.

The story of the deHavilland Health and Safety battle is one “of tremendous effort by everyone,” says Peter Falconi. So many deserve recognition for their contribution: first and foremost the members who created history with their mass refusals, the Health and Safety Reps John O’Neil and George Botic, and in-plant leadership – Jerry Dias and the Committeepersons, president John Bettes, Local 673, the National union and health & safety instructors from other CAW Locals. “A number of forces came together that one week in August and changed the face of health and safety at deHavilland forever.”

The training materials and instructors developed at deHavilland were taken out to other CAW workplaces, including Local 112’s Woodbridge Foam

unit and Local 1967’s McDonnell/Douglas plant, resulting in mass work refusals there as well. Bettes was a National Staff rep then assigned to both Units.

“Woodbridge Foam was a real tragedy. One of the worst cases of chemical exposure,” he recalls. “The company knew the dangers and there was no ventilation at all in the plant.”

According to Roland Kiehne, who instructed Health and Safety training for Woodbridge Foam workers, “The isocyanates used for making foam caused severe respiratory damage and sensitisation to many workers in the plant.”

Giovani Bresolin, a Local 112 member at the Woodbridge Foam plant, became the first person in Ontario paid Workers Compensation benefits for chemical exposure. Kiehne recalls the difficulty Giovanni had speaking in training class due to wheezing from his lung constriction. The mass work refusal there resulted in a clean-up and ventilation systems were installed throughout the plant.

When accepting the WHSC Award last month for his leadership in Local 112’s health and safety struggles John Bettes also graciously gave credit to Peter Falconi, and the Local 112 Health and Safety reps at deHavilland, and to the courageous, determined deHavilland and Woodbridge Foam workers. As he told a reporter at the time, “The key thing is that workers refused to work. If that were to spread province-wide, what would they do? The political pressure has to come from the workers themselves. We’ve taken the government further than they wanted to go.”

Ⓐ

## Ernie Fitzpatrick’s Christmas RANT!

Merry Christmas one and all  
Wish I could find an empty stall  
One with a door would be great  
So if I care to I can meditate  
That summer I didn’t get a new trike  
Was when my daddy was on strike  
Just so you are clear  
The issue that year  
Was for s - - t house doors  
Don’t get me started on the floors  
You get in line 5-10 minutes on your feet  
Then you finally get a stall to find some kid has  
p - - - - on the seat  
Now in every stall  
We have the writing on the wall  
Oh no, it is not words of wit  
Sometimes it is even written with (human?) s - - t  
It is sexism racism and hate and smut  
It makes me sick like a punch in the gut  
And from what I can tell  
This new generation can’t even spell  
My daddy walked the line  
So you can have it so fine  
This is not an issue I can fix  
It is up to these illiterate little p - - - s  
To grow up and become a man  
And pee standing up if you can  
Rumour has it that the ladies room next door  
Is like ours but even more  
Now for some math we have 7.5 stalls  
(7 with and one without a door)  
And 500 people in the bay let’s see.... that is  
62.5 people per stall  
and 8 stand up units the same ratio  
Plus we have 2 toilets and 3 urinals upstairs



# MHI-CAW ORGANIZING DRIVE

Roland Kiehne

Over the last number of weeks our union has been trying to organize the MHI workers. An excellent, hard working and gutsy in-plant organizing committee went to work. They were successful in getting over 50% of the workers to sign cards identifying that they wanted to join the union. This is the first step in any organizing drive.

The Company identified five of the in-plant organizers and fired them. The fired in-plant organizing committee, in consultation with the CAW, made the decision to apply for a vote with the Ontario Labour Relations Board. The reasoning was that the committee felt their co-workers would be angry at the Company as a result of their firing and vote the union in. From the moment the application was filed with the OLRB, the company started their negative propaganda campaign.

A secret ballot vote was held and a total of 127 votes were cast. Prior to the opening of the ballot box, our union was successful in getting the fired workers jobs back. However, the fear that was generated on the shop floor as a result of the workers getting fired by the Company carried over to the vote. Only 30 workers voted yes for the union. Here is yet another example of why we need card-check legislation in this Province. If we had card check, the union would be in place at MHI today. The union must now wait one year to re-apply. Ⓐ

**LOCAL 112 SOCCER TEAM LOOKING FOR A CHALLENGE FROM OTHER LOCAL UNIONS. BRING IT ON!**



# ALL ABOUT GRATITUDE

Pat Sloan, Chair of the Substance Abuse Committee

Well Christmas has snuck up on me again. When I sat down to write this article I thought about which subject I should write on when it hit me like a freight train. The Christmas season is all about gratitude. We should take the time to give thanks and show gratitude. As we race from place to place, we could stop to hold open a door for someone or to put some change in the Salvation Army container or chat with someone who is in need of an ear.



For many people this season is difficult and often people try to drink or drug their way through it. Soon they find themselves not only depressed but may even have a more severe medical condition. They may feel that there is no way out.

## THIS FEELING WILL PASS

This time of year a few years back was not a good time for me. I didn't care for the company of family let alone strangers. But today my blessings are countless. Situations that once baffled me have been resolved and I am stronger from the experience. There are stories we all could share of gratitude and those of you who know me know I could go on and on, as many of you have pointed out. But my recovery speaks through my gratitude. The more grateful I am the fewer reasons I have to pick up, and chances are greater that my disease will not be able to come back and bite me. Gratitude speaks through our actions.

For those who may not enjoy this season and find themselves in a spot my suggestion is:

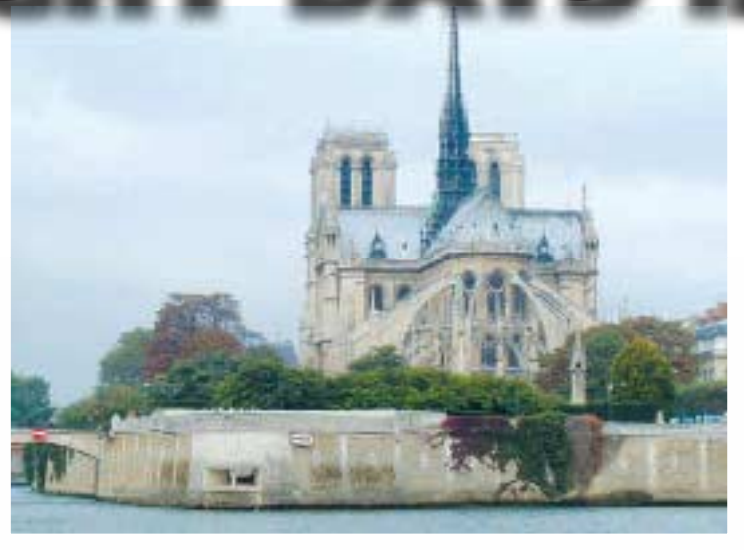
- A) don't pick up
- B) get to a meeting
- C) talk like your life depends on it

And if you cannot do those things pick up a phone and give me a call on my cell 416-636-1876 anytime day or night.

I wish you all a very Merry Christmas and a very happy New Year, until next time be safe. And just a reminder there is an AA meeting at the hall every Thursday night at 8:00 pm. Ⓐ



# EIGHT DAYS IN



For those of us who search assiduously for travel bargains on the internet the results can sometimes be rewarding. That's how my wife and I found ourselves in Paris in the middle of September. Believe it or not, Paris turned out to be one of our least expensive holiday destinations.

Aside from the ugliness and confusion associated with Charles de Gaulle airport, Paris lives up to its image of a truly romantic and beautiful city. It is situated on the river Seine in northern France at the heart of the Ile-de-France region. It's brimming with historical associations and remains vastly influential in the realms of culture, art fashion, food and design.

It is divided into 20 districts or arrondissements, each with its own unique character and selection of attractions for the traveler.

My wife and I rented an apartment in an area on the city's edge known as La Defense. Although it is not officially part of the city, this skyscraper district on the western edge of town is frequented by 10,000 visitors every day because of



# SEPTEMBER



by Terrence Stanton



its modern architecture and public art. The Grande Arche de La Defense ends the central esplanade around which the district is organized.

Fortunately, our apartment was within a few minutes walking distance of the number one Metro line. Paris has 14 subway lines and 5 RER (train) lines which operate within the city. Needless to say, we took advantage of their wonderful transit system and used it to visit all the famous monuments and landmarks.

Jim Morrison's grave, the Basilica of the Sacre Coeur and the Champs-Elysee were among some of the famous Parisian landmarks we visited.

We strategically looped our walking tours in order to end up in the Latin Quarter, an area south of the Notre Dame cathedral which contains a multitude of inexpensive and varied eateries.

I could go on forever about the wine, the baguettes and all the other good things about French cuisine but I think I would rather suggest that, if possible, latch on to your search engine and find out first hand.



Hewlett-Packard

Northstar  
Aerospace

Woodbridge  
Foam

Torment

Vitafoam

Hewlett-Packard

MacDonald  
Detwiler

L-3 Spar