



AIRCRAFTER

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



Peace, Hope, Solidarity

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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.

YES, WE CAN!

Nick D'Alicandro, Editor



Another year has passed and as I reflect on all that has happened, it would be very easy to fall victim to sadness and uncertainty due to (our economic downturn, and world crisis). But I opt to stay positive and look at all the good and hope for more positive change in the coming year. This past year due to hope and belief of change, our world and our country has witnessed some significant changes. One man's hope got him elected as the first black president of the United States of America. The collective strength of farm workers

in Ontario recently won them a case that gives them the right to collectively bargain. And let's not forget the case of the eight Muslim women in Toronto who challenged UPS, because of an unfair and discriminatory action against them. After three years in Court, they have just settled the case in their favor. They all did it. We can do it.

With that said, I would like to wish all the active members of local 112, the retirees, and all their families a safe and happy Holiday Season and a prosperous New Year. Also let's not forget those who are less fortunate, who won't have a place to sleep, or food to eat this year — any help is greatly appreciated.

"Si, se puede!"
 Cesar Chavez



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FIGHT FOR THE SURVIVAL OF THE MANUFACTURING SECTOR

Roland Kiehne, President

As 2008 comes to a close, it is very difficult to be optimistic about what the future holds for working women and men who toil in the manufacturing sector in this country. Throughout this past year it seemed that not a week went by where I didn't read about another plant closing or an employer announcing major layoffs. I can't help but agonizingly think about the pain and financial hardship that so many families must be coping with as a result of family members losing a good paying manufacturing job. In the CAW alone, tens of thousands of jobs have been lost with no end to the job crisis in site. In fact, it is expected that another quarter of a million manufacturing jobs will be lost in this country over the next three to five years. Each of these job losses has a distressing human face attached to them. We must continue to fight for the survival of the manufacturing base in this country. Our members and their families and the communities in which we live are counting on us.

Woodbridge Foam

As president of our local, I have witnessed first hand the distraught, the tears and the fear of losing a job and how it inevitably emotionally annihilates one's self-esteem and devastates families.

Just a few short years ago, our Woodbridge Foam plant employed over 300 workers across three shifts. Today we have 53 members working on one shift with more layoffs expected before Christmas!

This has been the most gut and heart wrenching situation that I have had to deal with during my tenure as president. Not a day goes by where I can't help but think about the WF

workers that have lost their jobs and the immense suffering their families must be enduring. No worker should ever have to face such turmoil.

Our local and national union is determined to continue fighting for the survival of the Kipling Avenue plant.

I want to congratulate Chairperson Brian Barrett and his bargaining committee on their recent election victories and thank Kevin Robertson and his former committee members for their years of service to the WF membership.

Aerospace & Bombardier deHavilland

Enough doom and gloom. On a more positive note, the aerospace sector in this country is soaring through the turbulence of the manufacturing and economic thunderstorm.

To date, Bombardier has been able to weather the global economic chaos.

At de Havilland, the order books for our products remain healthy. With a two year backlog for the Dash 8 Q400 and airlines continuing to place orders this should provide a good enough buffer for Bombardier to fly out of this troubled economic crisis.

As you know, 80 % of what we produce in the aerospace sector in this country is exported, mainly to the United States. It's always troubling when the dollar takes off. Companies, like Bombardier, are quick to look at outsourcing our jobs to low-wage jurisdictions in an effort to mitigate profit loss.

I am relieved that today the dollar is descending from its lofty heights. This should be good for aircraft sales but with the global financial problems and the banks not releasing money, let's hope that airlines don't start canceling orders.



Horizon Air, which operates the world's second-largest fleet of Q400's, is in talks with Bombardier to delay delivery of eight aircraft until 2010 and beyond. Let's hope that this situation is the exception rather than the rule. We need to watch this closely. I am trying to remain positive. Recently, Bombardier signed a contract with Ethiopian Airlines for eight Q400's. As I said, orders continue on an upward ascent.

Northstar Aerospace Negotiations

We opened negotiations with Northstar on August 11th and the bargaining didn't conclude until the morning of our strike deadline on October 1st. This was the longest set of talks in recent memory.

Our priority going into this round of negotiations was to improve our member's pension plan. Northstar, like most employers today, made it clear that they had no desire to increase legacy costs. In fact, the company had a proposal on the table to eliminate benefits for future retiree's. They were relentless in pursuit of their demands.

Chairperson Graham Davies and his bargaining committee, along with National Representative Dawn Cartwright and I, made it clear that under no circumstances would we ever agree to take away benefits from retiree's at a time in their life when these workers need those benefits the most.

One hour before the strike deadline the company finally got the message. Not only did they withdraw their proposal but the pension gains we achieved represent a 30% increase in contributions.

..continued on page 4



EVENTFUL YEAR CLOSING ON HOPEFUL NOTE

Sherry Hillman, Financial Secretary

It's hard to believe another year has nearly past. But here we are preparing for the Retirees Xmas banquet, designing our 2009 calendar, and shoveling snow again.

It's been an eventful year for Local 112 with more members than ever participating in numerous union activities as the articles and photos in this issue of the *Aircrafter* depict so well.

Since the last *Aircrafter*, the Hall has been humming with Human Rights training for new officers, H&S instructor training, Stress in the Workplace and Manufacturing Matters Phase 2 seminars. We've mobilized leadership and activists for the "workboots" protest rally at Flaherty's campaign office, solidarity on CUPE picket lines at York U, in support of CAW candidates in the Federal election, and for the Good Jobs Summit this Saturday.

Economic crisis impacts CAW members

Reflecting over the past year, there's no denying it's been tough times for working people. The job loss hasn't spared Local 112 members, with our Woodbridge Foam plant hardest hit. Our economy is clearly in crisis, despite Flaherty denials during the federal election that "Canada's fundamentals are sound" and that we could avoid the global recession. Even he and Harper have now been forced to face the truth. It's devastating to hear, week after week, of more plant closures, affecting many CAW sisters and brothers we have met over the years at union functions. The CAW membership has dropped dramatically from 265,000 to 211,000.

All of us are worried about our jobs, pensions and savings, and we follow news reports and analysts' predictions with dread. To help make some sense of it all we have printed an "op-ed" piece

on the economic crisis from the Toronto & York Region Labour Council, so I won't elaborate on it further here except to assure you that we are taking steps to safeguard the Local's funds in these uncertain times, and to say I am looking forward to our annual meeting with Bombardier next week reporting on the state of our pension plan to get some answers to the questions I'm sure we all have.

Obama's victory offers hope

Despite the challenges to our economy and the planet there is finally a glimmer of hope looking to the new year. The historic victory of Barack Obama truly was a defining moment in history and ushers in a new era. It's not just that he is the first black president of the USA, as important as that is in a country founded on slavery and racism. It's not just the victory of Obama over McCain, a Democrat over a Republican. It is the triumph of hope, change, social justice and unity over fear, hate, intolerance, and division. That's why we saw joyous faces like Rev. Jesse Jackson with tears streaming down as Obama spoke to that incredibly huge and diverse crowd on election night. It's also the tremendous relief that not only is the despised regime of "W" coming to an end, but the economic and foreign policies that have exploited and devastated working families in that country and around the globe also stand completely discredited with the global economy plunging into a deep recession (depression?).

The challenges are great, including to the very planet that sustains us, but at least now there is some hope that the

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PRESIDENT'S REPORT

Continued from Page 3

I want to thank the membership at Northstar for their strong show of support during this difficult set of negotiations and recognize the tenacity and determination of the bargaining committee. Dawn, Graham, Mike and Ram, I enjoyed debating the issues with you and appreciated your toughness at the bargaining table.

In closing, Brothers, Sisters and Retiree's, on behalf of the Executive Board and leadership of all eight units in Local 112, I want to wish you and your families, Peace, Good Health and Prosperity not only this holiday season but also throughout 2009! ☺



Local 112 leadership supporting striking York University workers, members of CUPE local 3903.

solutions will not be at the expense of working people. We can dare now to hope again – for peace, jobs, social justice and a future on this planet for our grandchildren. The hope is not just in one man, but in the kind of campaign he ran – a grassroots, bottom up campaign that energized and mobilized youth in record numbers and crossed all racial, ethnic and class lines. There are important lessons to learn from that historic campaign. Hopefully it will influence politics in Canada in the coming years.

Calendars, pens, shirts & website

Back to more immediate issues in the Local: our 2009 calendar and pens will be delivered and ready for distribution by the end of November. We now have stock on hand of two new items in our display case – a V-neck wind-shirt and a new anti-curl golf shirt, in addition to the popular golf shirts and crew neck quick dry sports shirt available in a variety of colours all with our union logo embroidered on the left chest. A perfect xmas gift idea for your committeeperson or plant chair (just

a thought). By the new year you will be able to view these and many other items on our new, long-awaited, re-designed website.

Some good financial news

Another long awaited development I am pleased to announce is that we will finally be modernizing our finances when we switch over to QuickBooks on January 1st, 2009. It is an accounting software program that will be much more efficient, accurate and improve transparency, auditing and reporting to the membership and Executive Board. Our EA/bookkeeper Shan White, Chief Trustee Terry Howes and myself completed the training last week and we are all very impressed with the program and its potential for improving the administration of our finances.

Probably the only good financial news you'll hear these days relates to our Local union finances. I am happy to report that we have a very healthy bank balance of \$613,754.28 as of my last report to the membership November 25. As mentioned earlier I am in the process of ensuring that all our savings are protected. As you may know

Canadian Deposit Insurance Corporation only insures up to \$100,000 of a client's deposits in each financial institution. With the volatile state of the financial sector, I thought it prudent to investigate ways to protect more of our funds, and have learned that we can insure our entire savings through GICs offered by a variety of financial institutions but held in the same bank with our chequing account to allow continued convenient access and transfer of funds as necessary and consolidated statements.

Financial Report	
Balance Forward	\$602,824.32
Income in October	\$242,987.00
Total	\$845,811.32
Less Expenses	\$232,057.04
Balance	\$613,754.28

I'll end on this positive note, with warmest wishes to all Local 112 members and your families for the happiest of holidays. ⓐ



NEW CHAIRPERSON AT WF

Brian Barrett, Woodbridge Foam Plant Chair

I would like to take this opportunity to thank the membership for electing me new plant chairperson, and electing the new bargaining committee. Congratulations to Eddie, Mike, and Nick. I thank everyone for believing in this leadership. Together we will do the best for all our members and our local in the times ahead.

We wish everyone the best during the Christmas Holiday Season. Take the well-deserved time to enjoy time with family and friends. ⓐ



OUR FUTURE LOOKS PROMISING

Merv Gray, Bombardier Plant Chair

As we speak, uncertainties, and bad news are blanketing industries such as: auto, garment, public sector, housing, lumber, and the list goes on. We however are continuing a hectic pace in the aerospace industry. As we speak, all but few assemblers have been either recalled or re-hired.

With Christmas around the corner, the order books in all three programs here at De Havilland look healthy. The Dash-8 400 continues to be our bread and butter with orders surpassing expectations. The Global Express continues active sales with a healthy backlog, and the Lear wing enjoys a continued success as employment levels are steady going forward. So the future looks promising during this critical time of uncertainties, and manufacturing loss.

Along with our president, I was selected to attend a global economy conference a few weeks ago, where we met with our union's diverse sectors leadership. We debated the current financial crisis around the world, and are collectively working to put a program together for the rank and file, in order to explain the sorrowness of the global situation. We referenced countries in Latin America, China, Russia, Saudi Arabia, and compared their workforce and industries to ours. Obviously the auto industry was the center of our discussions, as this crisis affects us both directly and indirectly.

In October, along with our vice chair, I attended a three day conference in Montreal, with the other Bombardier unions representing the Montreal facility. We try to meet twice a year in



order to address any concerns affecting our members from both sites. As well as our Canadian unions, our brothers and sisters union leaders from all the other Bombardier facilities around the world joined us, raising some really interesting topics affecting their respective members.

On December 10, 2008, I will have the opportunity to be joined by our National President Ken Lewenza, in a plant tour of the Global Express finishing center in Montreal, where we will see first hand how our Global Express is completed by our CAW brothers and sisters. A meeting with the president and C.E.O. of Bombardier, Guy Hache, will be arranged, as it is important that we get the opportunity to meet prior to our contract talks that will take place next year. I will report about it in the next Aircrafter.

I was honored, along with our president, to lay our CAW 112 wreath in front of the plant on the Sunday prior to Remembrance Day. Each year members and vets of the Canadian Legion hold a ceremony there, honoring our brave soldiers who have made the ultimate sacrifice and lost their life at war for our Country. This year a few of our members joined us. Thank you for being part of this event, and also a special thanks goes out to all those who have made donations for the poppies.

In closing, we had several members who were on lay-off return and a few rehires join us, so to you all: welcome, and let's hope your stay is a long one.

On behalf of the in-plant reps, alternates and all the union officials in our plant, Merry Christmas to you all and a prosperous New Year. God Bless. ⓐ



BARGAINING GAINS AT 11TH HOUR

Graham Davies
Northstar Plant Chair

THE YEAR OF THE "WHAT IF"

Dennis Borden
MDA Plant Chair



It seems like yesterday our former chairperson Bill Crawford was retiring. Hard to believe it's been a whole year, and what a busy year it was! We had our in plant elections in March, followed by local union elections, and finally collective bargaining. There was also a change of the CAW top leadership with brother Ken Lewenza, following in the footsteps of Brother Hargrove. I would like to wish brother Lewenza all the best with the challenges he will face during these trying times.

While bargaining wasn't easy, we were able to make some gains which include:

- 30% increase in the contribution to our pension plan, to \$3.94 per hour by October 2010.
- Increased bereavement to five days.
- Added a floater holiday for 2009 calendar year to be observed during Christmas shutdown.
- Added recognition for local 112 Substance Abuse and Women's advocate services, to be 50% cost shared with the company.
- Added committee for joint training, which includes union members to enhance training for our members.
- A commitment from the company to hire additional unionized technical employees.
- Increased life insurance to \$70,000 by the end of the contract.
- COLA fold in of \$1.25 to base rate October 1, 2008.
- Maintained current COLA formula for the duration of the contract.
- Midnight shift premium increased to \$1.55.
- Skilled Trades and Technical classification skills adjustment.

It was evident from the outset of bargaining that gains were going to be tough to come by. With a corporation projecting losses for the next two years, they were looking for major concessions at the bargaining table. The removal of future retiree's benefits, pension contribution caps and vacation pay reductions to name a few. To the frustration of the bargaining committee the company was playing a shell game. Proposal after proposal was worse than the previous offer on the table. Just hours before our strike deadline the company finally made an offer that we could consider. The contract was ratified 83% in favor of the new agreement. The three-year deal is in effect until September 30 2011.

I would like to take this opportunity on behalf of the Northstar bargaining committee to wish you and your families a safe and happy holiday season. ⓐ

I have to wonder how most of us will look back on the year 2008. For me it will be the year of "What if". What if the ATK deal had gone through?

Would we be out of work now because the economic down turn was the perfect reason to move this operation to the US? What if the CAW had not become involved, would the Canadian Space Agency be under the leadership of someone who actually knows the business and can provide direction to an agency that has been without for far too long, and would the space industry be on the minds of so many interested groups? What if the 'Big Three' in North America had already put in place a strategy to produce automobiles that were far superior to anything that was currently on the market, would the most sought after vehicles still be coming from overseas? What if governments at all levels had put into place mandatory, made in Canada requirements, would unemployment levels be sky rocketing? What if corporate and personal greed had been replaced with common sense, would the economy be in this position?

I could go on with many examples of "What if", but that will not change where we are. I hope that every one can learn from what has happened and use it as a reminder for the future. It has been said that after all bad comes some good, and I am sure that there will be good as a result of the problems that we have faced this year. I hope it starts soon.

There are changes taking place at MDA, and although slowly, this may be a good thing, because it gives everyone time to evaluate their plans so that we do not experience the same pitfalls that have harmed us in the past. I mentioned in my first article, back in the summer, that we hoped to have an apprenticeship program in place and last week I was informed that an offer of employment was presented to our first candidate. Positive things are happening.

The holiday season is only a few weeks away, so I will take this opportunity to wish all of the members, not only here at the home of the Canada Arm, but to all of you out there that have taken the time to read my thoughts, a very safe and happy holiday. I am sure that 2009 will bring us new challenges, but be sure to learn from your past experiences.

P.S. DON'T DRINK AND DRIVE. ⓐ



BELIEVING IS ACHIEVING

Melrose Cornwall, Toromont Plant Chair

The results of the recent United States presidential election have the world now breathing a sigh of relief. The end of the “cowboy” attitude in Washington is now in sight. We can sit back in anticipation of the new changes that were promised by newly elected president Barack Obama. Everyone across the globe was ecstatic to see history unfold on November fourth. I never dreamed I would have lived to see the day when a person of color would become president of the United States of America. I am confident that we now won’t have to wait too long to see a woman being elected president, or Prime Minister. I hope not only people of color, but all genders and ethnic background can take this experience and truly believe that

despite the odds, one can accomplish anything. I also pray that God will give the new President the wisdom to govern the U.S.A in such a way that will bridge the gap that has divided that country from so many other countries across the world. Yes, it can be done.

At Toromont, we are facing some challenging times with our management about bringing back individuals to the workplace after an injury at work or in some cases none. Occupational injury or sickness has become a difficult task to accomplish. I understand the company has an obligation to accommodate its workers upon their return to work, whether the injury occurred at work or not. The company has always stated that workers are their number one priority, and promised to treat

everyone with respect; so Mr. company, show me some action instead of empty promises. Most of these workers have 25-35 years seniority with the company. One would think the company would do whatever they could be accommodate to these workers, but I guess it would be a bit much to ask from them! I promise I will keep fighting until all our brothers and sisters are back on the shop floor.

Once again, Christmas is upon us, so let me take this opportunity to wish everyone of the Christian faith the warmest of Christmas wishes and for anyone celebrating any other holiday at this time: safe and happy holiday with the best of wishes. Be safe and see you in the New Year. Ⓜ



DAWN OF A NEW ERA

Ahamad Nabi, Vita Foam Plant Chair

As I mentioned in my last aircrafter article, Peter Farah, who joined Vita Foam Canada Ltd. four months ago, has already turned things around. He had a difficult task cleaning up all the mess left behind by the previous administration in Calgary, Winnipeg, Montreal, and Toronto. One of his first instructions to the department managers was to understand the value of the workers and as such, show them the respect they deserve. This was sadly lacking in the past.

Another gain for the workers is the elimination of short shifts, which was the norm in the past, and for this the workers are whole heartedly grateful to Peter.

With the downturn in business the new president made it compulsory that it is the salaried staff’s turn to face the chopping block. Such a move was never made in the history of Vita Toronto.

It is not all gloom and doom at Vita, as there are positive signs that the business shall turn itself around in the coming months.

Having said that, I would like, on behalf of the shop committee and the workers of Vita Foam, extend our best wishes to the staff and members of CAW 112, for a safe and happy Holiday Season. Ⓜ



HEALTH AND SAFETY ISSUES ADDRESSED UNDER NEW MANAGEMENT

Dwight Brown, Hewitt Plant Chair

As this year draws to a close and the winter sets in, we can all look forward to a little time with friends and family. The time we get away from work will pass quickly and the holidays will be over before we know it.

The past few months have been very uneasy with elections on both sides of the border and our economy always in the news. It seems we learn of job losses and layoffs daily, and are told that the worst is still to come. In these uncertain times we look to our political leaders to guide us and to calm the troubled waters. Only time will tell if the right choices have been made at the ballot boxes of both Canada and the United States.

As 2008 started a change took place in management here at Hewitt. The service manager abruptly left for a competitor in the Lift Truck industry, then two of the three supervisors in the service department transferred to other areas of

the company. With this huge hole to fill and the lack of day to day leadership in place, the entire Concord operation suffered significantly. Morale and productivity are just two areas that fell victim to this extended time without filling these positions. However, in late summer one supervisor and an operations manager came aboard. Things are starting to look brighter as more repairs and improvements to our facility have been approved in the last month, more than any other time in recent memory. This will make our workplace safer and healthier for union and non-union workers alike. These efforts are encouraging and show a willingness to place health and safety where it belongs-as our #1 priority.

Gilbert Sardinha (middle of picture above) retired from Hewitt on October 3rd as our most senior member after almost 34 years of service. Gilbert worked in almost every area of our business, in-

cluding as a union steward. He finished his career here working for Hewitt at the Coca Cola plant in Brampton. From all your friends and all of the members that you helped, GOOD LUCK in your future endeavours and THANK YOU for all you have done along the way.

October 31st, signalled the end of an era as Reg Kishimoto retired after more than 30 years with Crothers, Powlift and then Hewitt. Mr. Kishimoto was the only general manager that most of the staff here has ever known. He will now be able to spend more time with his wife and children, but his "Hewitt family" will miss the guidance and dedication he brought to us all.

In conclusion the holiday season is one of fun and festivities but also should be one of helping those less fortunate than ourselves. Please don't drink and drive.

Happy Holidays. ⓐ

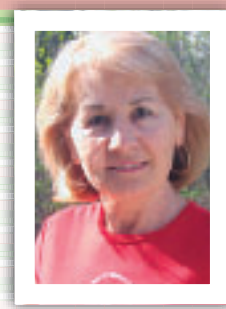
OUR FIRST AUDIT FINDS LOCAL'S FUNDS IN ORDER

Terry Howes, Mary Vukman,
Brad McConnell, Trustees

Your Trustees have completed our first audit for the first 6 months of 2008. We would like to report that the funds and property of the Local are in order. The training for the new Quick Books accounting system has been completed. The transition is underway with the goal of implementation in January, 2009

Since the passing of our previous chartered accountant, we were tasked to interview and recommend a new accountant. We interviewed four different candidates from the Toronto area and made our recommendation to the executive board which was adopted by you at the October membership meeting. We are pleased to announce that our new Auditor is Calvin G. Vickery, C.A.

We would like to wish you and your families a safe and a happy holiday, and a very Merry Christmas and a Happy New Year. ⓐ





STILL NOT HOME AFTER THE SUNRISE PROPANE EXPLOSION

Maurice Coulter, Retirees' Chair

Since the Downsview disaster that occurred this summer at the Sunrise propane facility on Murray Road, I have not yet been able to return to my home. This has been my longest absence from the area since moving there June 10 1946. We bought the lot, and built our home, working on it as time went on, money and time permitting (pioneers). Fortunately I was not home when the explosion occurred. That Friday my daughter had picked me up and taken me to her family residence to spend the weekend with her.

UPSETTING PHONE CALL

On August 27, an insurance rep called me and said that the hydro must be turned back on so that the cleaning of the broken glass can begin, returning the home to safe living conditions. I replied by asking how a home with cans boarded up windows and a nail shut door could be livable, especially for an 87 year old woman. The insurance rep also wanted me to go to two different offices, in order to get the hydro back up running again. I said that I will not be

at any of those locations for I have no transportation. The following week, a few workers showed up to my home, with a generator to power the vacuums, in order to clean up the glass. I happened to see this as I was waiting for my ride to Port Elgin to attend the Retirees Conference.

Since that nasty phone call many things have changed, and I'm glad to see the insurance company is starting to cooperate in assisting me in the needed restoration. My home will now have new doors, windows, all the cracks caused by the explosion patched up, repainting of the home, and also because there was trouble removing all the glass from the carpet and upholstery furniture, they will all be replaced by new ones. It has been three months since I've been away from my home, hopefully I can return back this year, before the holidays, and hopefully I can find my Christmas card list. Best wishes to all my friends, and just in case I can't find the list, Merry Christmas to all. Ⓐ



VIOLENCE IN WORKPLACE SEMINAR PLANNED

Joe Rudnick, Health And Safety Representative, Bombardier Unit

I would like to thank everyone that participated in the Stress in the Workplace course that was held at the Union Hall on Saturday, October 18th. I would also like to extend my gratitude to our two instructors, Steve Szekely and Des Rodrigues, who also gave up their Saturday and volunteered their time.

I am hoping that in the New Year we can feel confident that the company

has finally recognized that this issue of stress and violence in the workplace is real, and that awareness courses are critical.

We are planning a course on Violence in the Workplace January 17, 2009. If you are interested in participating, see the ad on the next page.

I'd like to take this opportunity to thank our Joint Health and Safety

Committee for their diligence and efforts throughout the year. I appreciate the hard work that you do.

On behalf of Steve, myself, and our families, we would like to wish you and your family a happy and safe holiday season.

Merry Christmas and Happy New Year. Ⓐ



RELATIONS WITH HEALTH & SAFETY GETTING GOLD AS AN ICE..BERG

Scott McIlmoyle, WSIB Representative, Bombardier Unit

Lately some personnel within the company's Health & Safety department have lost their compassion when dealing with injured workers. During the return to work meetings each and every injured worker has a different set of circumstances following an injury. Whether it's medical restrictions or physical limitations that have been recommended by the treating doctor, both sides need to work out the issues, keeping in mind the reason that brought us together... "The injured worker."

For several years we had an agreement and a practice: that if due to an individual's circumstances their lost time would be covered when receiving medical treatment done during the early and safe return to work (ESRTW) process. As I said, each injured worker's case is different and should be considered based on its own merits.

The Health & Safety Department has now changed its position for all employees that require physiotherapy or other health care treatment approved by WSIB. They want it all done after work, the company feels that some injured workers are taking advantage, having their therapy done at the end of shift, (e.g.) the last hour of a shift.

I have raised this issue with the Bargaining Committee and it will be discussed with the Human Resources Department at the next agenda meeting. An update will follow in the next Aircrafter.

IMPORTANT REMINDERS!!

You need to report your workplace injury ASAP to either your supervisor or the Health Centre. Remember to sign the log book at the health centre.

BE CAREFUL WHAT YOU SAY!!

In the past there have been certain things said while our members are either in the Health Centre or when speaking to the Health and Safety personnel. Our members feel they are just having small talk or an off the record conversation, but that is not the case. I have seen email copies from the company, about conversations with injured workers that were sent to WSIB to discredit a worker or to shift the responsibility elsewhere.

As Christmas Holidays' are fast approaching, it is a time to celebrate with family and friends and enjoy some well-earned time off.

Wishing you and your families a Merry Christmas and a Happy New Year! 🎅



Stress in the Workplace participants.

CAW Local 112 will be offering a Special Health and Safety course on:

Violence In The Workplace
January 17, 2009
8:00 am — 12:00 pm

The course will take place at Local 112 hall located at 30 Tangiers Road, Toronto, Ontario. Sign up can be done through your plant chair, education chair or health and safety rep. Cost is \$5, which will be returned on the day of the course. Registration deadline is December 17, 2008.

WHY YOU NEED TO KEEP PERSONAL INFO UPDATED

Gord McAlpine, Benefits/Training Rep



Keeping Your Personal Information Updated

There are many reasons why you need to keep your personal information up-to-date with Employee Services. The company needs to inform Green Shield, Industrial Alliance, Royal Trust and Payroll of any changes to ensure non-interruption of service. The company also needs updated information to inform employees of recalls, sub pay and to notify you if you are to report for a job posting test when you are on laid off.

Here are some examples of information that should be updated:

1. If you change your residence you will need to update your new address and phone number.
2. If you get married and change your surname, submit a copy of your marriage certificate.
3. If you're adding a spouse to your benefits, submit a copy of their SIN card, birth certificate and health card.
4. If you become common-in-law, submit a copy of the Affidavit, their SIN card, birth certificate and health card.
5. If your new spouse has children under the age of 19 and fall under the definition of dependent in the Benefits Agreement, then submit a copy of their birth certificate and health card.
6. If you change your Emergency Contact information.

7. If you have a new born, submit copies of the Certificate of Birth as soon as possible, don't wait for the Birth Cert to be mailed out to you.

Retirees' Ontario Drug Benefits

The Ontario Drug Benefit, known as the ODB plan, is given to people who reside in the province of Ontario, have a Canada Health Card, and have reached the age of 65.

There is a \$100.00 deductible for the plan each year, but for the employees at Bombardier Local 112, this cost may be covered by our Green Shield plan. There are some conditions that must be met before Green Shield covers the cost.

- When you take your first prescription after you turn the age of 65, or the first prescription in each year to your Pharmacist, ask if your prescription is covered by your Green Shield Plan. If the Pharmacist says YES, then the \$100.00 will be paid by Green Shield under the current Collective Agreement, ending June 22 2009. If the prescription requires Special Authorization under your Green Shield Plan, then the \$100.00 has a 50% chance of being paid. If Green Shield approves the Special Authorization prescription, submit your receipts to Green Shield for reimbursement. If your prescription is not covered by your Green Shield plan then you will have to pay the \$100.00 deductible plus the dispensing fee & you will not be reimbursed.

- If you have a prescription for more than one drug ask your Pharmacist to check each one to see if any of them is covered by Green Shield. If one is covered, ask him to put that one through first to get the \$100.00 deductible paid by Green Shield.
- Remember, Green Shield is not your Primary Drug Carrier after turning the age of 65, it then becomes the Ontario Drug Benefits Plan.

There are some advantages of being on the OBD Plan:

- If your spouse did not have a drug plan, you now have two.
- If your spouse does have a drug plan, you now have three.
- Your prescription may not have been covered by Green Shield but now may be covered under the OBD Plan.

Here are some of the disadvantages of being on the OBD Plan:

- There is a \$100.00 yearly deductible for the plan.
- The dispensing fee is higher, it is \$6.99 and the pharmacist will not waive the fee.

Merry Christmas and a Happy New Year to all my sisters and brothers.Ⓜ

May this Christmas be bright
and cheerful and may the New Year
begin on a prosperous note!
All the best to you all and families.

District 6 — Bryan Murphy
& Edison Lorico

On behalf of Bob Hamilton and my
alternate Dan Alushi, we would like
to wish our entire membership and
their families a Very Merry Christmas,
a Happy New Year and all the best
for the holiday season.

Seasons Greetings

Best wishes for all
112 members and families, during
the festive season, and a Happy New
Year. Hope you enjoy a well deserved and
safe holiday.

District 1 Committeeperson &
Alternate Jeff Wood
& Sammy Kaushal

Merry Christmas and Happy New Year to
all the members of 112 and family, may
the New Year be a safe and a prosperous
one to you all.

Bill Bell & Jim Becket,
District 3 Rep & Alternate

from Committee Persons

Dear Sisters and Brothers,
I would like to take this opportunity to
wish you all a safe and a happy
holiday season. Enjoy the well
deserved time with all your families, and
well see you all in the New Year.

Phil Fryar, Skilled Trade Rep.
& alternate Enzo Gallo

On behalf of myself Mike Carvalho
and my alternate Ed McBride, we
would like to wish you and your
families a happy and safe Holiday
and all the best in the New Year.

District 2

and Alternates at, Bombardier

Brothers and Sisters from
Bombardier, as well as all the other plants,
Rep. Jonny Agnew and Alternate Phow Tran,
would like to wish you and your families a
wonderful, safe, happy and loving
Christmas Holiday Season. Look forward to
seeing everyone returning safely
and welcome the challenges that
this New Year will bring.

AIRCRAFTER

JULY 2008
VOL. 8 ISSUE 1

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

**LOCAL 112
VOTES!**
See full story page 12

20 YEAR IN

OSHAWA SOLIDARITY M

FAMILY PICNIC

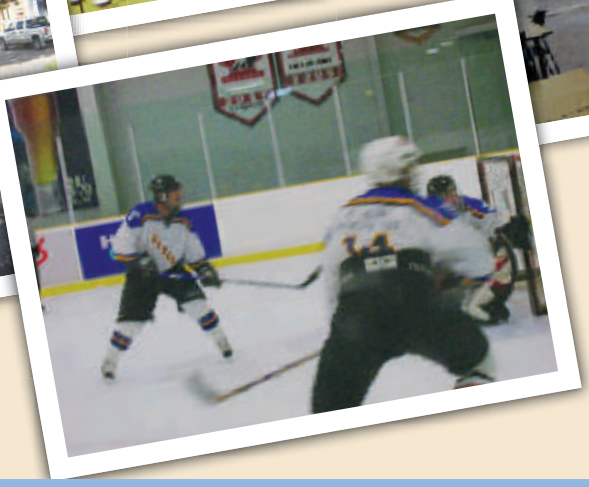
THE FLYING SQUA

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LABOR

KEN LEWENZA

WILLIE'S



08 REVIEW

MARCH
AEROSPACE SOARS

MDA SALES BLOCKED

AD YOUTH

WNSVIEW BLAST

UR DAY PARADE

NEW CAW PRESIDENT
BACK





YOUTH MAKE CHANGE, YOUTH MAKE A DIFFERENCE

Dear youth members,

Lots has been taking place in the youth world these days. First and foremost, I would like to mention the big victory by the new President of the United States Barack Obama, and more notably, the fact that it was the youth of that nation that propelled his campaign into high gear. He brilliantly opted to get the youth involved, by mobilizing them via mobile messaging. Hats off to the youth of that Nation for getting involved and making a change, by believing in it.

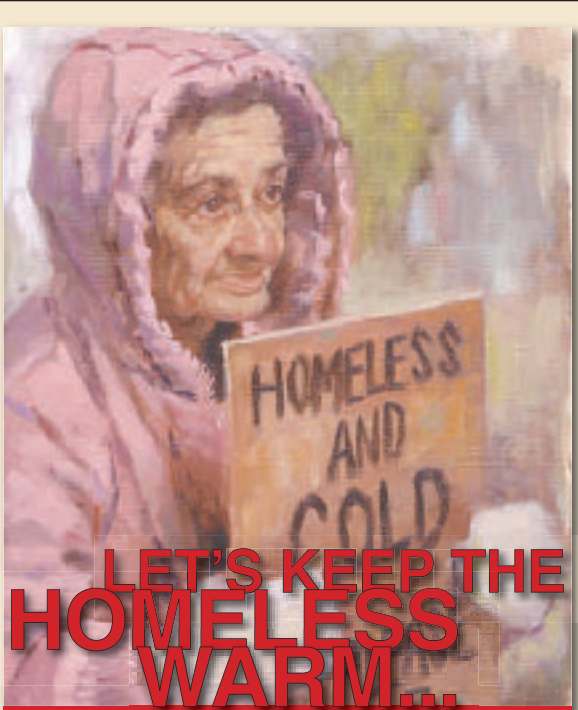
Here at home the youth are not doing as well, especially at Local 112, where we are having a hard time mobilizing and forming a youth community. Some more youth have been recalled or rehired, and if it wasn't for our union, I guarantee that would have not taken place.

Recently the CAW youth network held a meeting, at our Local 112 hall, discussing some events that have passed, and some new ones coming up. I would like to announce that CAW members Stephan Cronin (Local 88 – Ingersoll) and Steven El-Helou (Local 444 – Windsor) have been selected to participate in the 14th session of the Conference of Parties to the United Nations Framework on Climate Change Conference in Poznan, Poland, as members of the Canadian Youth Delegation (CYD). This event will discuss the basis for a new global agreement for the first phase of the KYOTO protocol that will take place in Copenhagen in 2009.

The second announcement is that the Youth Network will soon be putting together the framework for the next youth conference which takes place at the CAW Family Education Center in Port Elgin. Last year the event was a great success with seven members from Local 112 participating and many more from other locals across the country. At this year's planning meeting, we came up with many new interesting ideas and no doubt it will be another great conference. Anyone interested in helping, or providing suggestions on what you might like to see, please contact me through the editor's Email address (editor@caw112.on.ca).

With that said, I would like to wish you all a safe and happy Holiday season and remember if you drink, don't drive!

In Sol,
Nick D'Alicandro 



We are collecting warm items to keep the less fortunate warm during this Holiday Season. Sleeping bags, blankets, jackets, mitts, hats, gloves, and any other item that can help someone stay warm. Any money donation is also greatly appreciated. Donations will be distributed during this Holiday Season to those less fortunate across the Toronto area. Please give generously.

STAYING WARM IS NOT A CHOICE, ITS A RIGHT!

Contact info: ndalicandro@hotmail.com or (416)554-3893

Dear members,

A number of youth activists are organizing a drive in order to collect any warm items (sleeping bags, jackets, mitts, scarf's, etc.). We are collecting these items and giving them out to homeless people in the Toronto area, in order to help them fight the cold this Holiday season. Any donation is greatly appreciated. Please pass the message on to friends and family.

The youth network.

MANUFACTURING MATTERS PHASE TWO LAUNCHED

Roland Kiehne and Sherry Hillman

Local 112 hosted a day long seminar on October 25 to launch Phase 2 of the CAW's Manufacturing Matters campaign. Activists and leadership from CAW locals across the GTA gathered to strategize our next steps in this campaign that becomes ever more critical as the economic crisis deepens leaving thousands more workers victims every week.

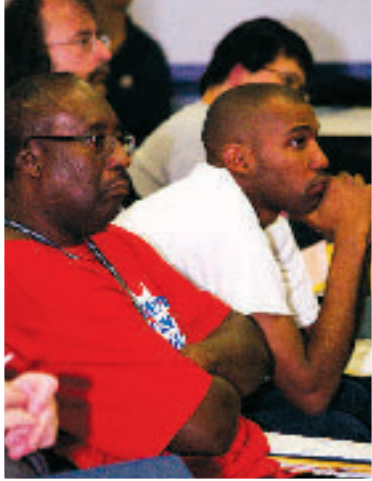
Assistant to the president Carol Phillips and National Rep Dave Robertson opened the event with a power point presentation summarizing the achievements of Phase 1 of the campaign and outline the challenges ahead.

National president Ken Lewenza updated members on the crisis in the auto industry and other sectors hit with closures and layoffs and assured us of the union's determination to fightback.

Labour Council president John Cartwright talked about the job loss in Toronto, declining incomes, and the coalition with community allies to mobilize for Good Jobs culminating in the Summit November 22.

City Councillor Maria Augimeri's presentation emphasized the fundamental importance of manufacturing to the entire economy in Toronto, and reiterated her ongoing support for our local union.

Activists spent the afternoon in workshops honing lobbying, and mobilizing skills needed for building Phase 2 of the campaign. Everyone left energized and well armed for the struggles ahead. Ⓜ



RECREATION REPORT

A Year Of Recreational Events!



Hello to all current and retired 112 members. I'm sure with the Holiday Season fast approaching; everyone's schedule is getting busy. It seems like just a few weeks ago the retirees walked through the plant on their annual Christmas social, but that has been a year ago and the 2008 tour is fast approaching.

Our Picnic Committee for the summer 2009 has been selected. Brother Duane Coffin will be the chair, and Sister Debbie O'Dell keeping the minutes. The rest of the committee is: Melinda Smith, Ashley Sedore, Angela Bresslin, and Reaford O'Dell working every bit as hard. Having running the picnic in the past I encourage anyone interested to volunteer and help out the committee, I strongly suggest to get involved early so that the committee is not left scrambling for help till the last minute. (After all this is our and our family's picnic).

This Years Highlights

Golf 2008

Low gross winner: Enzo Gallo, Low foursome: Sean Alcober, Dave Maclellan, Bill Wilson, Andy Williamson.

Advancing to the regional's for 2009: Enzo Gallo, Fred Knight, Ken Murphy, Jeff Wood.

Bowling

There is a CAW 112 10 pin league which plays Mondays at Playtime Bowl between 4:30-6:00 pm. Anyone interested please contact Victor Della Cruz. I would like to congratulate brother Pol No Fluente for the extremely near impossible feat of bowling a "perfect game". I've been told that it is more difficult and rarer than a hole in

one in golf. It consists of bowling 12 strikes in a row in one game, scoring 300 points.

Badminton

There is a badminton league which plays on Tuesdays from 5pm to 7pm. Anyone interested should contact brother Tap To (Bay 10), we currently have 50 members.

Hockey

Hockey season is now upon us. There will be tryouts for the local coming up.

- Open division - (Devils) - Open to anyone
- Over 35's - (Hawks) - minimum 35 years
- Over 45's - (Blues) - minimum 45years (except goal-tenders 40 years)

National Texas Hold'em tournament

Local 112 had 15 members enter the tournament. The pace was fast and furious (as far as cars are concerned). The tournament was comprised of 88 players with 20 spots up for grabs and then play at the national tournament in London. Local 112 did fairly well, with 5 players garnering seats at the Nationals. Brother John Colville, Bill Peddle, Gary Lewington and Barry Suthcliffe. Kevin Guspa made it to the final eight. This was Guspa's second time representing Local 112 at the nationals this year. He also represented Local 112 at both the regional and National CAW golf tournament.

Indoor Soccer

This year's National soccer tournament was held at the Brampton Soccer Center. Our local entered two teams,

On behalf of your Recreation Committee, and myself Dan Alushi, we would like to wish everyone and their families a great, enjoyable and safe Holiday season.

Your recreation committee; Keith Milce, Duane Coffin, Melinda Smith, Ashley Sedore, Angela Bresolin, Debbie O'Dell, Reaford O'Dell



one captained by Tap To, whose team was favored to advance deep in the playoff rounds, based and their younger aged squad. The second team was captained by DH plant chair Merv Gray, who, considering their more aged squad, were definitely the underdogs. The last game of round robin was played by the two 112 teams, in a game that would decide who would advance to the next round. It was a battle. They played a vigorous up and down game, and as it played on you could see the tide shift, and the older team began taking control of the game. With long volleying kicks from famed foot Frank Giuseppe Lamomaco, up to his deadly strikers Gruesome Crasher (Greahme Davies, Northstar plant chair), and 'Swervin Mervin' Merv Gray, who scored three goals and lead them to a 4-2 victory. Unfortunately that was the last glory moment for they went on to both get eliminated, one in the semi finals, and the other in the consolation round. The winners of the tournament were Local 1285 who beat Local 707.

Socials

The recreation committee organized an evening to go watch the Argos game. We had a terrific turnout. We all gathered at the local hall, and then had a bus take us down to the game and back. The night was a great success, and every one enjoyed the evening. Too bad the scoreboard didn't look so positive, having the home team Argos get crushed by the opponent team.

We are also exploring the idea of a possible Valentine Dance at the Union hall on Saturday February 14, 2009. If anyone is interested please contact the recreation committee. (A)

ANNUAL SPORTING EVENTS AND GRADING

GRADE A CAW members only	GRADE B Members and spouses only	GRADE C CAW members, spouses, and immediate family (daugh- ters and sons)
Hockey Golf Texas hold'em	Soccer/outdoor Soccer/indoor Slow pitch baseball Curling 10 pin bowling	5 Pin bowling Darts 8 Ball Crib/Euchre Horseshoes Indoor volleyball Fishing Trapshooting



CAW LOCAL 112 SUPPORTS LOCAL CONSERVATION EFFORTS

Steve Lynas, DH Unit

I would like to thank the membership who earlier this year supported a \$300.00 donation to help support local salmon and trout conservation efforts in our area. A special thanks goes out to brother Attila Gyorgy whose direction was greatly appreciated, and also brother Roland Kiehne, whose support through this process was invaluable.

I have been volunteering my time to a local conservation group known as the Metro East Anglers, a small affiliate of the Ontario Federation of Anglers and Hunters (OFAH)

Government cutbacks have affected every major area of importance to our communities and our Natural Resources have not escaped the knife. Works of conservation traditionally belonging to the Ministry of Natural Resources (MNR) have been cut and/or dropped all together. The burden of these funding shortfalls has increasingly fallen onto the shoulders of like-minded caring citizen volunteers.

In September of 2006 the MNR announced it was “mothballing” its largest local Fish Hatchery, THE RINGWOOD FISH CULTURE STATION, located just northeast of the Bombardier Toronto Site. It produces approximately 800 to 900 thousand Salmonids, including Chinook, Coho, Atlantic Salmon, Brown and Rainbow Trout. Realizing the immense impact a closure would have on Lake Ontario, the OFAH moved quickly to prevent this catastrophe. Finally the OFAH brokered a deal to lease and operate Ringwood together with the Toronto Sportsman show and a number of its corporate sponsors, and a contingent of volunteers.

OFAH contacted my club to provide the experienced hatchery labour for this huge undertaking. We agreed to help them and were given the title of “HOST CLUB”. Our volunteer members work thousands of hours annually to run the day-to-day operations of a Provincial sized fish culture facility. Despite much skepticism, we managed

in our first season to rear and stock approximately 551,000 Chinook salmon, 130,000 Brown Trout, 75,000 Rainbow Trout and 15,000 Atlantic salmon.

This would not have been possible without the contributions like those provided by Local 112. At the time this article was written the Ringwood Hatchery was running at full capacity, which has not been the case for many years under the MNR’s record of cutbacks. We are also very proud to have successfully lobbied for the return of Coho Salmon into the Lake Ontario Stocking Program, which was cut by the MNR in 2005. I want to thank the CAW members who gave up their Saturday to help us stock the last 20,000 Coho of the over 80,000 we raised and put back in the Credit River this past fall.

I would like to extend an invitation to each member of the CAW Local 112, to come and see what your contribution has done. ⓐ



RAISING FUNDS FOR FOOD BANK WITH THANKSGIVING BRUNCH

Pamela Robitaille, Community Services Chair

As the Christmas holidays are fast approaching, I need to take time to reflect back on the Thanksgiving holiday. In Bay 9, 11 and 12 at Bombardier Aerospace, a group of Local 112 sisters started organizing a great feast. On October 10/08 co-workers got together for this Pot Luck Luncheon, which served also as a fundraiser. The choice of charity was The North York Harvest Food Bank.

Many members participated by either bringing a dish, or purchasing a ticket for the meal. Along with the delicious meal, conversations with friends and co-workers, there was also a raffle.

Warmest thanks go out to those that donated items, ranging from clothing, to small appliances, but also to those who donated their time and the many tasty dishes.

Along with the traditional Thanksgiving dinner of turkey, mashed potatoes, stuffing and gravy, there were so many different additional dishes brought to the buffet table. This luncheon was a great success. Through donations we were able to raise a healthy \$390.00, and in addition to that the community services committee recommended that the Local donate another 250.00 to the food bank.

Again thanks to all those who participated in this exciting and tasty event.

There will be an upcoming community service committee meeting on December 3rd, 2008, to plan future projects.

Wishing you all a Merry Christmas, and a Joyous New Year!



THE PSYCHOLOGY OF STANDING

David Gyorgy

Sisters and Brothers, best wishes in the festive season. I have been studying Yoga intensely this past year. I also participate in our morning and afternoon stretch classes here at Bombardier. I'm sure that everyone who joins in these exercises knows to some extent the positive benefits of a healthy, strong supple body. My first class as a yoga student was fundamentally foundational. We spent the better half of three hours

on how to stand correctly. Heels touching, big toes together, pressing down on the heels, tailbone inwards, lift the chest, look straight ahead and balance on the whole foot. These are few instructions on what is called Tad asana, or a good way of keeping a good posture. By doing this, you will force your abdomen inwards and your chest up, allowing your chest to expand giving your lungs more room to expand, and a greater air intake efficiency. Increased oxygen to the lungs, means increased oxygen to the brain, and body, which has a direct influence on mood and energy. Till the next exercise, stand tall tuck your tailbone in, and breathe.

NEW UNION OFFICERS TRAINED IN HUMAN RIGHTS

Nick D'Alicandro, Editor


As Canadians, we have a Charter of Rights, which protects us from discrimination based on a number of grounds, including, but not limited to, race, gender, religion, and political belief. These rights are often taken for granted, or abused. As workers, we see this type of abuse in our workplace everyday. In order to better educate on the issue, CAW local 112 held a one-week (40 hours) Human Rights course at the union hall. 21 newly elected leadership members participated. During the week the two discussion leaders, Trish McAuliffe and Bill Murray, covered many areas of Human Rights, giving us a better understanding to clearly recognize issues that might fall under the umbrella of Human Rights. Many topics were discussed which helped to build a stronger leadership, who will now take such issues more seriously and hopefully implement them in their respective workplaces, in order to achieve a much healthier and discrimination-free environment to work in.

Congratulations to all participants, and special thanks to the discussion leaders. 



LEARNING NEW COMMUNICATIONS SKILLS

Nick D'Alicandro, Editor

Earlier in November I was given the opportunity to attend a course offered by the Canadian Labour Congress (CLC) in Cornwall, Ontario. The course was Effective Communications for Labour Media. Throughout the week, we covered materials such as: public speaking, effective communication skills development, putting together press releases, conducting interviews, and getting media attention. This was a great opportunity for me to improve on my communication skills, to better assist the local's communication tasks as well as editor of the Aircrafter. Throughout the week, I got the opportunity to interact and create a new network of friends and allies from a wide variety of unions. Thank you to Local 112 for allowing me to attend the course and a special thanks to the CLC for providing such a great experience. 



NEW LOCAL 112 LEADERSHIP



Representing, Organizing & Activating the Christian Family Teaching Alliance
 Graduate Assistants & Postdoctoral Associates @ York University in Toronto, Canada
 Kinsmen Association of York University, The York Student & Faculty Association, York University

November 20, 2008

Rolly Kiehne, CAW Local 112
 30 Tangiers Road
 Downsview, Ontario M3J 2B2
 Email: admin@caw112.on.ca

Dear Rolly Kiehne:

On behalf of the membership of CUPE 3903, and to the Executive, Committee Members, and Members-at-Large of CAW Local 112, I would like to express our thanks for your solidarity and encouragement in the ongoing labour dispute with York University. Your wonderful commitment of coffee and donuts to our picket lines is very much appreciated, and inspires us to continue the struggle until we reach a fair and equitable solution. As the weather turns ever colder, your concrete, ongoing support literally warms us – body, mind, and spirit.

We know that our goals are reasonable and we are committed to honest bargaining with the employer. We are ready and willing to return to the negotiation table to bargain in good faith and reach a reasonable solution that will enable us to get back to our work and the students to whom we are dedicated.

We thank you sincerely, and while we all wish for a speedy solution to this matter, greatly value your continued support as we move forward in a difficult situation.

Yours in solidarity,

Susan Barak,
 CUPE 3903 member

TIME FOR A FUNDAMENTAL CHANGE

(Statement Adopted by Toronto & York Region Labour Council Nov 6, 2008)

Canadian working families are bearing the brunt of a deep economic crisis caused by a self-serving and arrogant corporate elite, aided and abetted by complacent and do-nothing governments. Our jobs and our pensions are at risk. What is needed is nothing less than a fundamental change of course.

The federal government must develop an emergency national action plan with input from labour. This must include measures to audit, re-regulate and shore up our financial system, and concrete measures to save and create jobs through major public investments and changes to unfair trade deals.

We cannot leave it to those who got us into this mess to get us out of it. For years our corporate and political elites have been telling us that the economy was “fundamentally sound”, even though our wages were stagnating, good manufacturing and forestry jobs were being lost in the tens of thousands, and ordinary working families were going deeper and deeper into debt just to stay afloat.

The financial crisis brought on by an utterly irresponsible and transparently self serving elite of bankers and outright corporate criminals now clearly threatens to drag us into a global depression. Those in Canada and around the world who proclaimed the virtues of deregulated global finance and do nothing governments stand naked and discredited.

We can pretend that all of the damage was done by Wall Street. But it was Canada’s own financial insiders who were behind the Asset Backed Commercial Paper debacle, and Canada’s own Minister of Finance who refused to get involved, preferring “a market led solution” which left huge holes in our pension plans.

official line that the “fundamentals” of the Canadian economy are sound. The meltdown of our Canadian stock market has been as bad as the US. Far from providing us with a cushion, our once booming resource sector now seems headed for just as deep and punishing a crisis as the hard-hit manufacturing sector.

At one level, we are paying the price of a hugely inflated credit bubble, the product of Government regulators failing to reign in the excesses of self-serving global financial elites who personally pocketed billions getting us into this mess. But the roots of this crisis lie deeper. In a world, where workers wages have been stagnant while corporate profits and executive pay have soared to obscene levels, the only source of growth has been debt fuelled spending. In Canada today, as in the US, family debt is at a record high because our economy has not worked for working people.

The economy will not be fixed by Wall Street bailouts, or by platitudes about the need for a steady hand on the tiller as we go into the abyss. Unemployment will soar if governments, at the national and international level, do not take real measures to fix the real problem of stagnant wages and huge trade imbalances. It is simply no longer an option for governments to stand back and do nothing, and pretend that all is well. The Emperor of deregulated global capitalism has no clothes. ^(A)

The Canadian banks and their economists assure us that our own financial system is sound. We hope this is the case, but we have had no independent auditing of the risks to the system, and no clear idea of the impact of this crisis on our pension plans and on the savings of working families.

No one today can parrot yesterday’s



SPACE FOR RANT

OUR CHILDREN GET SCROOGED!

Scott McIlmoyle, Vice President

It's an annual event, a one day a year program when a parent has the privilege to actually bringing their daughter or son to work. The program is "TAKE OUR KIDS TO WORK DAY". A successful event that has been running for many years, till this year 2008, when it was decided to cancel it.

It appals me that the excuse was a heightened risk of injury, when there were no discussions with the Union about the health & safety concerns for the kids or how to resolve them and

still bring the students to work. The company's memo stated they review this event each year, but this year they are worried about the safety of the "Guest".

Personally, I think someone in Human Resources was just too dammed lazy to organize this day or walk across the hall to the Union office and ask for help. I also found out that the Montreal office (nine floors) did allow this event this year as well, and included were the grade nines and their parents.

Another event that takes place in October at the Montreal office is their Halloween party when all parents are allowed to leave at lunch and return with their children (all ages) to trick or treat throughout all nine floors. Each floor decorates and hands out candy to the many children. I'm sure events like the two I have spoken about are well attended. They sound like positive and fun filled events.

Yet our children get scrooged!! Ⓐ

PENS, PENS, PENS. WHAT IS ALL THE FUSS?

Kevin Rippley, Education Committee Chair

They are a common item in our everyday lives. We use them for education, entertainment, and for work... if you can find one. Without a pen, most of us could not perform our jobs very well. Yet it appears that the company deems pens to be a personal item.

Bombardier had workers fill out questionnaires recently. The company had just put a pen in our possession! What a bonus! Some "facilitators" admonished people from keeping the pen, while the hoard mentality took over others who were looking for unguarded boxes.

Since I can remember, the Local Union has been handing out pens to the membership. The most infamous pen that you can still find around in a forgotten desk drawer is the "Ron Atkinson" pen with his and the past president's name on it. It works great! Had to be black Why? So that it could be used on Bombardier documentation. So the union is supplying black pens to its members because the company is too cheap to supply their own pens? Send bill to Bombardier then.

Half a membership meeting can be used up discussing whether union made pens, Canadian made pens, or if any pens at all should be ordered. Committeepersons cite the grief they receive if pens are not given out. The Executive Board, not wanting the local to be seen simply as a stationery supplier, tries promoting other handouts such as stickers and pins. The call goes out for the UNION PEN! (insert marching band music here)

It's fun handing out pens to the membership. In-plant officers get to feel like Santa Clauses issuing a token of the bountiful riches squandered from the proverbial grinch of the union hall. (aka Executive Board)

The visibility of the union pen on the shop floor can almost defeat the purpose of handing it out. Some identify it as the only benefit they receive from the collection of union dues. A union pen is tangible. You see it and use it every day. Its logo reinforces in your mind your link with the union. You do not see and think every day about the Retirees' Christmas party with over 700 retirees attending, the Local picnic, the Local recreational sports and activities, the worker friendly political campaigns, WSIB, benefits support and welfare programs, educationals, the Aircrafter, (and all the other benefits I cannot list because the editor will complain my article is too long) supported by your union dues.

As that union officer hands out that pen to you this December as if he/she bought it for you personally, as you write your snags, parts shortage list, call book, date notation, overtime hours logged and not paid for, and all your writings, union, work, and personal related...I hope the \$%@! thing works! More seriously, I hope it symbolizes the solidarity of our local union as we go into the next set of negotiations that we respect, educate, and empower ourselves for the interests of working families. Use your pen as a tool for activism in the union. Ⓐ



GOOD JOBS WON'T APPEAR WITHOUT A HELPING HAND

High-Value Industries Like The Auto Sector Need Support To Create Jobs Vital To Economy

Jim Stanford, CAW Economist

How does a region or country create more “good” jobs, in order to support higher overall standards of work, productivity and incomes? Canada’s record on this score is slipping. And this contributes to both our poor standing in international productivity and innovation rankings, and to growing inequality between rich and poor.

The problems in Canada’s automotive sector are a high-profile example of a much larger problem. The average auto assembly worker produces \$300,000 worth of value-added per year, several times the productivity of other jobs. Consequently, auto jobs pay higher incomes: \$65,000 per year on average, enough to comfortably support a family. The exports, the supply chain linkages and the technological intensity of auto jobs generate spinoff benefits that extend far into other sectors.

Now, however, this traditional pillar of our prosperity is in crisis. Since 2001, 35,000 auto jobs have disappeared. For a while, those lost auto jobs were seemingly “replaced” by other industries (although with Canada entering recession, total employment is now declining). But most of those offsetting jobs don’t remotely match auto jobs in terms of productivity and income.

This highlights a very important, but poorly understood, distinction between two broad categories in our economy. What economists call “tradable” industries are those that aim to penetrate export markets, selling to far-flung customers. Examples of tradable industries include agriculture, resources, most manufacturing, tourism and some specialized high-value services.

“Non-tradeable” industries, on the other hand, are those that serve purely local customers. For physical or economic reasons, non-tradeable products cannot be transported and sold over long distances. Examples of non-tradeable output include most services, very bulky or perishable manufactures and construction.

The relationship between these two broad sectors is like the structure of a building. Every building needs a foundation – a lasting, solid base to cement the whole structure in place. On top of that base, the higher floors can be erected. Those upper floors may ultimately make up most of the building. But without the base, they would collapse and there would be nothing.

Those base industries then support a multiplied number of jobs in non-tradeables. Most jobs in society are in non-tradeable sectors – but without successful base industries, most of those jobs would not exist.

This relationship is clearest in a remote, one-industry community, like a northern mining town. Without the mine, the town wouldn’t exist. Only a minority of people in the town actually work in the mine, but the whole town depends on it. For a province or country, the relationship is more complex (because there are usually several different base industries working at once). But without a foundation in those higher-productivity, tradable industries, the economy cannot prosper.

This analysis suggests that we need a double-barrelled strategy to improve the quality of jobs, reflecting the very different circumstances of tradable and non-tradeable industries. Normally, retail, hospitality and similar jobs automatically spring up to serve domestic demand. Therefore, a country doesn’t need to worry about attracting or stimulating a larger number of jobs in those sectors. In non-tradeables, then, our focus should be on improving the quality of jobs through measures like higher minimum wages and unionization.

In tradable industries, however, every country or region must work proactively to develop a healthy portfolio of base industries, ensuring a good foundation of high-productivity, high-

wage jobs to support the rest of the economy. Many policy tools can be utilized in this effort, such as investment incentives, science and technology supports, trade interventions (like Buy Canadian policies) and improvements in human and physical infrastructure. The goal is not just to support particular high-productivity facilities or industries. It is to reinforce the foundation on which the whole economy rests.

Taking proactive efforts to nurture targeted, high-value sectors goes against the grain of the laissez-faire ideology that’s dominated economic policy in recent years – according to which government should just cut taxes and get out of the way. But international experience (in Europe, Asia and even the U.S.), as well as Canada’s own history, reinforce the core lesson: It’s only when we target and support specific, high-value tradable sectors that we can expand our share of high-productivity, high-wage jobs.

Without a return to more active sector strategies by our governments, our prosperity will continue to erode and inequality will continue to grow. By default, Canada will fall back on the production and export of unprocessed natural resources as our primary base industry, reinforcing our status as a “hewer of wood and drawer of water.”

A well-rounded, good-jobs strategy requires a renewed emphasis on proactively supporting investment and employment in high-value, innovative “base” industries.

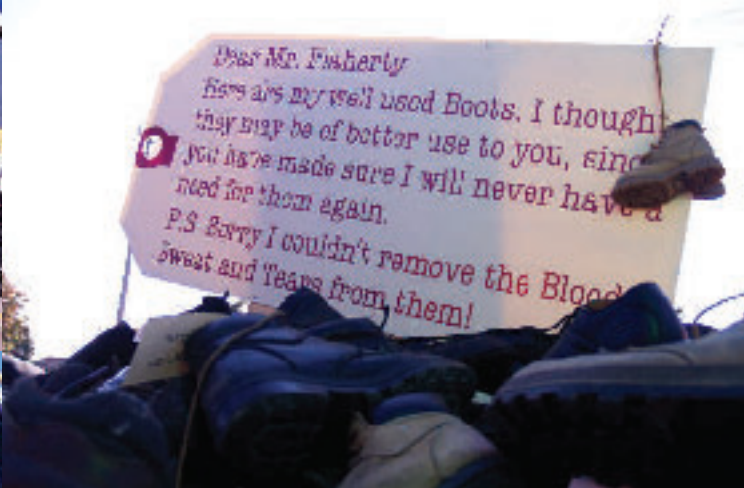
In Ontario, it makes sense to build on our past high-tech successes – like auto and aerospace. But there are many other tradable sectors (like green energy technology, life sciences, culture, public transit equipment and finance) where we could also nurture world-class, high-value, export-oriented industries.

It will never happen by itself, however. It will only happen if we make it happen.

Jim Stanford is senior economist with the Canadian Auto Workers and the author of *Economics for Everyone* (Fernwood Books). This is one of a series of essays created for the Good Jobs Summit, which takes place Nov. 22 in Toronto. [Ⓐ]

Next membership meeting on January 27, 2009.





GIVE FLAHERTY THE BOOT!

On October 6th, activists from all over Ontario joined in a protest in front of Finance Minister Jim Flaherty's campaign office in Oshawa.

The protest was called the "Give Flaherty The Boot" campaign, where thousands of workers old work boots were collected from locals around the province and dumped in front of his office as a protest against his shameful record, allowing corporations around the province and country to shed good jobs in all sectors of manufacturing, while the Federal Conservative Government totally closed its eyes on the whole issue.

Each boot was tagged with a sign that read:

"Dear Mr. Flaherty, Here are my well used boots. I thought they may be of better use to you, since you have made sure I will never have a need for them again. P.S. Sorry I couldn't remove the blood, sweat and tears from them."

Hats off to all those who came out and supported the event, you definitely made a difference and a strong statement, one that the government can no longer ignore.

Nick D'Alicandro 





GIVE FLAHERTY THE BOOT!