



AIRCRAFTER

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VOL. 9 ISSUE 2



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



2009 LABOUR DAY

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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.

UNITED WE STAND, DIVIDED WE FALL

Nick D'Alicandro



As I marched along in the Labour Day Parade this year I could not help but notice what a great and diverse labour movement that I belong to. And as I survey my local union hall and stare at our motto "Strength in Diversity," I am reminded of how important diversity is to our Union.

What is diversity? Diversity means: people from different ethnicities, genders, religions, sexual orientations, creeds and political beliefs.

We are stronger when we stand together but unfortunately some people continue to discriminate and make unjust attacks against individuals and certain communities because they are different from their own. Many of us do not know what it is like to live in fear, but perhaps you can imagine what it's like to not be able to truly express who you really are or what you believe in? Or perhaps you can imagine what it's like to not be accepted based on the fact that you don't look like the majority?

Our duty as union members is to educate ourselves and others. We need to stand up for each other. We need to confront prejudice. It's destructive and it breaks down solidarity.

We have a great strong union, which has built a strong foundation to challenge racist, homophobic, sexist and other discriminatory behaviors. Now it's up to all of us to uphold this and create better workplaces and communities. After all, as the old saying goes, "united we stand, divided we fall." Ⓜ



IN THIS ISSUE

New Collective Agreements:

- **Bombardier**..... 8, 16, 17
- **Toromont**..... 10

"Good Jobs for All"

- **Message From Labour Day Parade**..... 12-13

CAW Action Centre

- **Assisting Laid Off Members**..... 15

Supporting the Nankang School

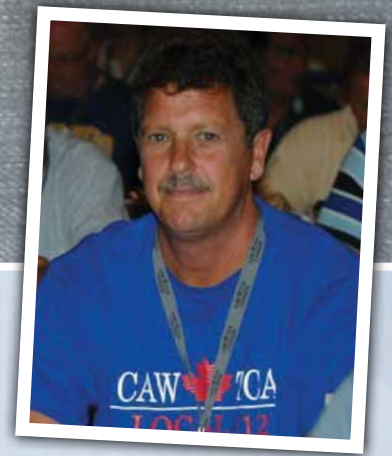
- **Bay 10 Helps Auday "Give Back"** 18

CAW Convention

- **Rolly Kiehne Elected To NEB** 23-24

REASON FOR OPTIMISM AS BOMBARDIER FLY'S THROUGH GLOBAL ECONOMIC TURMOIL

Roland Kiehne, President



Brothers and Sisters, this has been a very difficult year for 112 members at our Bombardier unit. The global financial turmoil has hit Bombardier hard. Business and regional jet orders have been slumping and the level of order deferrals and cancellations is concerning. Bombardier reported in the quarter ending July 31, 2009 that 80 corporate jet orders had been cancelled.

Recent reports indicate that Bombardier faces a long road to recovery in the business jet market with some aerospace analysts predicting no material rebound until 2012. It is expected that deliveries of new jets will probably decline again in 2010.

This has resulted in Bombardier slashing its world-wide workforce. At de Havilland, close to 400 workers were on the chopping block. Circumstances such as meeting customer delivery dates on both the GX and Q400 lines have helped to reduce this number.

However, reasons for optimism exist amongst all this turmoil. The Q400 order backlog sits at 106 aircraft and opportunities to add to the backlog exist in the market.

Tunnel to the TCCA

The Toronto Port Authority recently announced that it has applied for federal stimulus funding to assist in the cost of building a proposed tunnel to the Toronto City Centre airport.

This is exactly the type of project that meets the stimulus funding protocol.

In the month of July, Statistics Canada reported that the unemployment rate nationally sits at 8.6 per cent. Provincially, the number is slightly higher at 9.3 per cent. In Toronto, unemployment has climbed to 10 per cent.

Most citizens would agree that spending public dollars on infrastructure projects that create jobs and stimulate the local economy is money wisely spent. This project has the potential to create hundreds if not thousands of jobs at a time when so many workers in the city are without a job. It can also provide some much-needed tax revenue to the stressed City of Toronto coffers.

The building of the tunnel would require construction workers. Upon completion, it is anticipated that Porter Airlines would see an increase in passengers. An increase in passengers would lead to additional destinations, which in turn would require not only more airline workers but also additional Toronto manufactured DASH 8 Q400 aircraft, thereby stimulating jobs at Bombardier. More destinations, more passengers also mean more money being spent in Toronto on taxi's, restaurants, shops etc.

This plan and its value in terms of job and revenue growth is worthy of stimulus funding consideration. I urge all members of Local 112 to email, write or call your member of parliament in support of this initiative.

In October, Porters fleet will consist of 18 Q400's. It will take delivery of its last two aircraft in April of next year completing its current twenty aircraft order. In a recent conversation that I had with Porter CEO Robert Deluce, he indicated that it was very likely Porter Airlines would purchase additional Q400's. This is obviously good news for our members.

Search & Rescue aircraft

The Canadian Forces \$3-billion, 17 fixed-wing search & rescue aircraft purchase battle continues.

As you know, our union has been fighting like hell to convince the federal government and specifically the Defence Department to change the request for proposal (RFP) specifications which favour the foreign-built, unproven Spartan C-27J to allow for a broader competition which would include domestic built aircraft like our own Q400 in the procurement process.

Our lobbying efforts have resulted in the government delaying the announcement.

Harper's cabinet is hesitant to announce a multibillion-dollar program that would benefit a foreign assembly line when not only a domestic alternative is available but also while so many Canadian aerospace workers are losing jobs.

It makes absolutely no sense at a time when so many Canadians have lost jobs that our government is touting a foreign-built aircraft when domestically, in the Q400, we have an aircraft that is today flying search & rescue missions in a number of countries around the globe.

Do you think that in any other country respective governments would allow billions of taxpayers' dollars to be invested outside that country where they have the domestic capability to meet the need? Not a chance! Only in Canada does foolishness like this occur. Its time it stopped.

CAW Aerospace Director Dawn Cartwright and I, with the support of our National President Ken Lewenza, continue to push the government on this front.

..continued on page 4

Northstar Aerospace bidding on US\$600 Million contract

In early September, 112 Northstar Chairperson Graham Davies and I met with representatives of Boeing MESA and U.S. Defense department officials.

The company is bidding on a US\$600-million contract to manufacture face gears for next generation Boeing Apache helicopters which will be used by the U.S. military. This contract has the potential to significantly increase our membership in Milton and will provide work until at least 2025 and beyond.

I am very optimistic that this contract will be awarded to Northstar. Our members' expertise in the machining of face gears is unsurpassed. The leadership in the plant is working hard with the management team to facilitate an order of this magnitude. Our union made it very clear to both the U.S. Defense department and to the Boeing representatives that we are prepared to work with the company in all facets of the operation to ensure that Northstar wins this contract.

We anticipate an announcement soon.

CAW National Executive Board

At the CAW Constitutional Convention held in Quebec City this past August, I was humbled for having the privilege and opportunity to not only represent Local 112 members but also CAW members from coast to coast after being elected to our unions National Executive Board to the position of Trustee.

This is clearly a reflection of the hard work that the membership, activists and leadership of Local 112 undertake not only on behalf of the struggles of CAW members but also in the communities in which we live.

It is truly an honour to sit as a member of the National Executive Board and I look forward to working hard on behalf of all CAW members and those in society fighting for social and economic justice.

I want to thank all members of our great local union for your continued support, the person that nominated me Brother Merv Gray, the Aerospace Council delegates for your unanimous endorsement, the delegates and staff to the Constitutional convention and the members of the NEB.

Happy Retirement & Congratulations

Over the last few months, our Local has seen an unprecedented number of members retire, mainly in our Bombardier and Woodbridge Foam units. I want to take this opportunity to wish all members a long, healthy retirement!

At Woodbridge Foam, 112 Chairperson Brian Barrett and bargaining committee members Mike Antwi, Gus Andrianopolitis and Ed Giordano all took packages and retired. I want to congratulate newly elected Plant Chairperson Sam Duro and bargaining committee member Kulwant Dhaliwal.

Finally, I want to send well wishes for a long, healthy retirement on behalf of the membership, Executive Board and leadership of Local 112 to CAW Local 673 President Maria Pinto and National Representative – Environment, Health & Safety, Strike Fund & Recreation and Local 112 member George Botic. Congratulations! 



Just the Facts: The "Union Advantage" For the year 2008 ...

Each year Statistics Canada publishes a review of unionization just in time for Labour Day. They found that unionized workers continue to get hourly average hourly earnings that are much higher than those of non-union workers.

- **The average unionized worker was paid \$24.47 an hour** while the average non-union worker earned only \$19.89.
- **Full-time union workers averaged \$25.06** but non-union full-timers averaged \$21.54.
- **Part-time union workers averaged \$20.79** but non-union part-timers earned dramatically lower pay of \$13.16 hourly.
- **Unionized part-timers had access to more schedule hours** (19.2 hours) than non-union part-timers (16.8 hours).
- **Statistics Canada says "Unionized part-time employees not only had higher weekly earnings,** but they also worked more (19.2 hours vs. 16.8). This led to a larger gap in weekly earnings (\$405.97 versus \$225.94)".
- **Union women are closer to achieving pay equity.** Women in unionized full time jobs averaged 94% of union full-time men's average (\$24.27 versus \$25.76). The wage gap was much bigger for non-union full-time women who earned only 81% of their male counterparts (\$19.01 versus \$23.60).

The union advantage continues in 2009. The latest Labour Force Survey (July 2009) shows unionized workers now earn an average \$24.84 hourly. That's 22% more than unorganized workers who average only \$20.35 hourly.



OVER HALF A MILLION IN SAVINGS

Sherry Hillman, Financial Secretary

It's been a very busy summer with all the Conventions, Council's and Conferences our delegates have attended, so there is much to report on. Most important in the life of our union was our Constitutional Convention, August 18th to 21st, where we took stock of the challenges we face, charted our course for the next three years and elected the national leadership that will take the helm and guide us through the storm. I want to thank the membership at deHavilland for electing me as a delegate to the 9th CAW Constitutional Convention in Quebec City. As it is a real privilege to represent our Local at our union's highest democratic forum, I tried to make the most of it by writing a resolution on Green Anti-Poverty Job Creation Strategy which our Local submitted. I am pleased to report it passed unanimously after a good discussion with much praise for the work Local 112's Environment Committee is doing in the Jane-Finch community.

It was a memorable convention for Local 112, most notably, because our president Rolly Kiehne was elected to the National Executive Board. Congratulations Rolly – we are so proud of you! It is well deserved. As President Ken Lewenza said, you bring valuable experience to the NEB having led key political campaigns representing our members and communities. We know you will be a strong voice for aerospace workers and all CAW members.

There were significant constitutional changes to our dues structure and strike pay which are reported in detail in the article on the CAW Convention on page 23.

IMF World Congress

Earlier in the summer I had the great honour of representing our national union at the International Metalworkers Federation World Congress in Sweden as part of a very prestigious delegation including two CAW past presidents and Quebec Directors, one now an MP for the Bloc. The theme of the Congress was "Secure Jobs for a Secure Future" focusing on the dramatic rise in precarious jobs and unemployment due to the international economic crisis. We heard alarming reports from delegates from countries much harder hit than Canada and reports analyzing the global economy and outlining strategies to protect workers and strengthen our movement in these troubled times. It was a real privilege to meet with other international delegations, particularly the South Africans, and spend time with our delegates Bob White, Buzz Hargrove, Luc Desnoyers, Jean-Pierre Fortin and Vinay Sharma. Hearing the stories first hand that colour our union's history (many humorous and a couple not suitable for print) made the dinners and evenings memorable occasions I will never forget.

Green Anti-Poverty Job Creation Strategy

I also want to take this opportunity to thank the membership for electing me to CAW Council, where I have already been appointed to the Council's Environment Committee. It is an exciting and crucial time for environmental work with the international treaty talks to curb climate change in Copenhagen rapidly approaching and many events being organized to convince world

leaders to sign a Fair Ambitious Binding (FAB) treaty. Closer to home, in the Jane-Finch community Local 112's environment committee is participating in building a Green Anti-Poverty coalition which is conducting community audits to inform our strategy for greening the neighborhood with a major focus on green job creation and food security. We are organizing a film screening and community forum on Cuba's Green Revolution for Oct 27 at 15 San Romano Way. We are also involved in planning the Good Green Jobs for All Conference Nov 7th at the new LEEDS certified Allstream Building at the CNE grounds. I was asked to do a session with a PEL Environment class and speak on a panel at the CAW Environment Conference about our green anti-poverty job creation strategy and coalition work in the Jane-Finch community which now serves as a model which we hope will be repeated in cities across the country.

Recent Retirements

As we move into fall it seems to be retirement season. The ranks of Local 112's retirees are increasing rapidly with all the recent retirements. At Woodbridge Foam twenty-three members retired with packages in August including Plant Chair Brian Barrett and Bargaining Committee member Gus Andrinopolitis. They were sent off in style with a delicious BBQ (see the photo with Sam's article on page 11) Nineteen members at deHavilland (see article & photos on page 8-9) and one at Northstar retired in September and earlier in summer the plant chair at L-3 SPAR Allan Layton retired. Con-

...continued on page 6



CAW delegates at IMF World Congress:
(l-r) Jean-Pierre Fortin, Vinay Sharma,
Bob White, Sherry Hillman

gratulations and welcome to the Local 112 Executive Board to the new plant chairs at L-3 SPAR, Jim Cherry, and Woodbridge Foam, Sam Duro!

Local 112 will be well represented at parties planned for George Botic, National Rep in the Health & Safety Dept and former deHavilland H&S Rep, Jim O'Neil former National Secretary Treasurer and Maria Pinto, president of Local 673, who will also be retiring early in October. At deHavilland retirement season will continue until the end of the year with several presentations planned each month. I'd like to take this opportunity to wish everyone health & happiness in your retirement and thank you on behalf of our junior members whose jobs were saved by your decision to retire. Congratulations to the Bargaining Committees that negotiated the retirement incentive packages to make it all possible.

You may have noticed me taking photos at all the recent retirements. I plan to post them on Flickr with links to our website, as soon as I figure out how. So check the website towards the end of October. We are also introducing some improvements to ensure we can handle the increased demand for retirement gifts, often with little notice. I've developed an on-line tool for ordering and tracking the status of the gifts with our supplier, and we will be keeping more stock of gifts on hand and discontinuing items that can't be

delivered in timely fashion. A new Retiree Gift Catalogue will be posted on our website soon.

CAW Bombardier Action Centre

I am pleased to see our Action Centre up and running and serving a steady stream of our laid off members. I am enjoying working with a such a dedicated, caring group of Peer Helpers and Coordinators on the Adjustment Committee and as its Treasurer. They have held two very successful events this summer: an Open House to launch the Centre and an Info Session on all the training opportunities now available. Keep up the great work!

Labour Day

27,000 union members and their families marched in the Labour Day parade this year demanding Good Jobs for All. It was the largest since 1948. Local 112 had a good turn out as usual and with new members on our committee we had one of the best organized Labour Days yet and the float has never looked better. Thanks to my Co-Chair Scott McIlmoyle and the entire committee: Bill Bargent, Dan Pollock, Kathy McEwan, Enzo Forletta, Angie Bresolin, Mark Grix and Nick D'Alicandro.

CALM Awards

Congratulations to our Editor Nick D'Alicandro and his committee for the two CALM Awards the Aircrafter won this year: Best Layout & Best Photo. With Nick's hard work and creativity I am sure we will be bringing home more awards from the CAW's LUMA conference in November. I am proud that we also won our first ever awards for our newly designed website: Best Overall Website & Best Web Design. All the hours that went into the design, training and launch of the new site clearly paid off. Thanks to our very talented web

designer Margaret Hall-Yousefi for her patience in making numerous changes until we were completely satisfied, and in training Shan and I. I am glad we were able to put the website to good use during the recent contract negotiations posting the tentative agreements, vote results and meeting notices.

Financial Report – over half million in savings!

I am happy to report that our finances continue to be in good shape despite the decline in dues revenue with all our lay offs and the higher than usual expenses with negotiations at our two largest units this summer and all the conventions, councils and conferences reported on above. This is due largely to a financially responsible approach to controlling costs on the part of our entire Executive Board, and I thank them for their understanding, leadership and restraint during these tough times. In fact we now have over half a million dollars in savings! \$513,402 to be precise. The changes in our dues structure made at convention will result in 2% less staying in the Local's coffers effective Jan 1, 2010. But if we are prudent in our budgeting and continue to be responsible in allocating funds for activities our savings will see us through this economic crisis allowing us to fully represent our members, participate in the struggles, events and life of our union and continue to develop new local leadership and activists. I presented the financial report for the first six months of 2009 at our last membership meeting. Here is a brief summary:

Income	\$1,352,783.39
Expenses	-\$1,224,736.10
Net Income	\$128,047.29
After Reimbursements	\$132,484.99

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UNITED WAY SUPPORT CRUCIAL

Scott McIlmoyle, Vice-President

I would like to start off by congratulating our President Roland Kiehne for being elected to the CAW National Executive Board this past August at the CAW Constitutional Convention. This position allows him to convey a stronger voice of Local 112. Brother Kiehne's leadership skills and enthusiasm will allow him to address issues that not only affect Local 112 but all CAW members across Canada.

This past September I had the pleasure to spend a few days in Thunder Bay teaching a Workers Compensation course to health care workers of CAW Local 229 on behalf of the National Education Department. While there I was fortunate to find some spare time and get a plant tour of the Bombardier Plant (CAW Local 1075) where our sister local builds the new street cars which will be coming to the city of Toronto in the near future. There were some similarities in the production area with regards to machines and tools. In speaking with Paul Pugh, the local union president and plant chair, I realized that we share a lot more in common than just tools; we deal with the same benefit carrier Industrial Alliance. Upon returning to our plant, I did speak with Gord McAlpine our benefit rep about some of Local 1075's issues with regards to dealing with Industrial Alliance, and then compared them to ours and how we were successful in dealing with them. In the future we will be working together in sharing information with local 1075 on strategies and better ways when dealing with Industrial Alliance.

On September 16 the United Way kicked off their annual campaign with the Toronto labour movement. Local 112 was well represented as so were many other labour organizations within the Toronto area. Hearing first hand the many challenges United Way constantly faces gave me time to re-

flect about our past. Between 2001 and 2004, when many of our members were laid-off and faced hard times, I know personally a few members who benefited from this program and needed the food bank for their families in order to get by. I ask you at this time, when you receive a pledge form please give generously to those in need.

It's not about us, it's about those who need us.

Another Labour Day has come and gone, and it was a fantastic day! I would like to thank all the members of the Labour Day Parade committee who volunteered many hours out of their personal time and helped with all the preparations, so others could enjoy the celebration.

First-off Shan White our executive assistant at the hall for her huge effort. The labour day committee members Danny Pollock, Bill Bargent, Kathy McEwan, Mark Grix, Enzo Forletta, Nick D'Alicandro, Angela Bresolin, Sherry Hillman. They put in a lot of their own time in organizing and building our two floats for the parade. I must say they get better every year.

Keep your eye on the bulletin board for the extra jackets to go on sale.

We have numerous members who have the pleasure of joining the ranks of a retiree. I would just like to wish all of you a long and prosperous retirement and don't forget to come out to the monthly retirement meetings the second Thursday of every month at 1pm for some updates from around the local and the CAW.

And to all you active members, YOUR UNION meetings are held every last Tuesday of each month starting at 5pm at the local union hall. Get involved; stay involved, it's YOUR union. Ⓜ

Check out the award-winning website for up-to-the minute information on events, negotiations and labour news!



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STRENGTH IN DIVERSITY



Home

Who we are

Local Units

News

Bulletins

Campaigns

Multimedia

Links

Forms

Contact us





PATIENCE PAYS OFF WITH A GOOD COLLECTIVE AGREEMENT

Merv Gray, Bombardier Plant Chair

First off I would like to thank all of you for your continued support in re-electing me as delegate to both CAW Council and Convention in the past elections.

At the Aerospace Council in August in Quebec City I was honored to be re-elected as president of CAW Aerospace Council representing all our locals in the Aerospace sector across the country. The meeting was very well attended and along with your bargaining committee we engaged in lengthy discussions covering many different issues that are taking place in our industry throughout the Globe.

As this is our first Aircrafter since negotiations, on behalf of all the in-plant reps and bargaining committee I would like to thank all of you for your support during that time especially the morning of June 23rd where patience was critical in reaching a good collective agreement. It was unfortunate that we came down to the wire, but we did the responsible thing by surpassing our deadline by a couple of hours in order to achieve our goal.

A good agreement was the result of some hard negotiating with the company. Retirement packages and both wage and benefit increase were some of our gains. This would have not been possible without your continuous solidarity and strong support. I am pleased with the great turnout and ratification vote for closure on our efforts.

Unfortunately because of recent layoffs and our drop in membership we will be reducing our representation by one of our committee person for now. We tried in our negotiations to retain this position but fell short in our efforts. I would like to thank Johnny Agnew for his tireless commitment in representing you in that specific zone and in November he will be replaced by one of the existing rep for the remainder of the term unless we recall to the levels that will return him to that position. Job well done.

Good news was announced last month with the cancellation of the electrical lay-offs and we will continue to do what we can to ensure these jobs remain here.

We continue to be busy in both the Dash 8 400 and Global Express lines and it looks like a number of you will be returning to the Lear wing program before year-end. It is scheduled to resume production after a lapse in sales.

On a personal note I took the opportunity to fly Porter airlines in my recent trip to Quebec City and what a thrill. Upon arriving at the island airport it was fantastic to see a \$5 million expansion underway at the island, the departure lounge was busy with travelers boarding our 400 series, flying to various destinations. Hoping this too continues to blossom as it keeps us busy and secures jobs in that program. Great flight on a great aircraft.

In closing I trust you all had a great summer and look forward to the coming months in representing you in the best interest of our members. Ⓜ



"Mama" and 18 Others Retire

By Sherry Hillman, Editorial Committee

"Features! Mama is retiring today!" is how Local 112 president Rolly Kiehne began his remarks, to cheers and laughter, Sept 25 at the first of 19 retirements at deHavilland this month. No suad! Bart Pianao, better known as Mama, was retiring with 32 years and two months service with an extra \$55,000 to help smooth the transition to retirement.

Mama and the 18 other members retiring from Bombardier this month are fortunate to be able to take advantage of the \$55,000 packages negotiated during bargaining this past summer, as Plant Chair Merv Gray told the hundreds of members gathered in Bay 10 to wish Mama the best in retirement.



SHATTERED DREAMS

Ahamad Naby, Vita Foam Plant Chair

As I mentioned in two previous articles, in this medium when our new president took over stewardship of Vita Foam products Canada LTD, he was welcomed with open arms by the employees. Desperate for a change at 150 Toro Road Toronto, the welcome was rendered friendlier with the promise to turn the business around and improve the lot of all workers.

He did turn around the business at this site, as the plant is extremely busy to the point where employees are enjoying unlimited overtime hours.

In meeting with the bargaining committee, National Rep Munir Khalid and Local 112 president Roland Kiehne on August 29 2009, Vita Foam's top honcho, via graphs, outlined that the company's financial situation and the picture wasn't pretty. This exercise was repeated a week later when Mr. Peter Farah met with all the workers. The disillusioned faces following his presentation summed it all up.

Another round of negotiations is just around the corner. Your committee is determined to make progress and will not accept concessions.

SAFETY AT VITA

Every day it is becoming more and more evident that safety has become our number one priority. On August 07, 2009 employees at the Toro road site gathered to celebrate an important safety milestone, 12 consecutive months without a lost time injury. This is a significant accomplishment. On September 22, 2009 we will surpass our best ever safety performance of 411 consecutive days without a lost time injury. Medical and first aid reporting's has also been scaling down significantly. All employees are proud of the fact that in global Vita Group, Vita Canada is among the best in accident frequency rate. Every one who works at Vita Foam shares responsibility for safety and takes pride in this success.

The joint health & safety committee continues to work aggressively on a variety of safety issues. During the summer a workplace violence policy was implemented and training on this subject took place throughout July and August. Bi-monthly safety meetings are held with members to address a variety of topics that range from housekeeping to lockout.

Zero workplace injuries is a challenging, yet realistic goal and one that Vita Foam employees are working hard to achieve. ⓐ

Many funny stories were told, some not suitable for print, but all reflecting Mama's great sense of humour. His partner, Brad Dubriel, AKA Dubs, recognized Mama's strong work ethic, saying, "Mama did the work of two men, I should know – most of it was mine." Mama will be remembered fondly by all who knew him and particularly everyone he trained and helped over the years.

Retirement presentations are scheduled next Tuesday and Wednesday for 18 members: Gabriel Chan, Yuk-Cheung Wan, Ian Watson, Peter Maleszyk, Victor Pierrynowski, James Shields, Eduardo Pardinias, Wayne Voorhees, Kurt Messerli, King Yin Wu, Victor Blake, Richard Szkubiel, Manuel Recouso, Dick Chan, David Kenny, Richard Bornsen, Konrad Dabrowiecki, and Piotr Paszel. We wish them all a long, healthy, happy retirement! ⓐ



TO STAND UNITED IS NOT AN OPTION, BUT OUR DUTY

Melrose Cornwall, Toromont Plant Chair



Since the last edition of the *Aircrafter* we have managed to reach a new collective agreement at Toromont. We achieved modest gains in some areas of the collective agreement and were able to fight back the company's concessionary demands, despite some very difficult circumstances


I believe some of our members were manipulated by management into signing a petition that stated in part, that the bargaining committee should accept the company's demand to roll back the wages for our non-skilled workers. A meeting was held between a manager and three bargaining unit members. Another meeting followed, only this time it was allowed to take place on the shop floor on company time. This resulted in a petition being signed by twenty-two members. This action impaired your Bargaining committee ability to negotiate the best possible agreement for all members. However, your Bargaining Committee, with the support of the majority of our members, stood firm on the prin-

ciple that everyone should be treated equally whether skilled or non skilled. And won that principle. I hope that the group of 22 has learned a valuable lesson on the importance of collective solidarity, especially during the bargaining process.

Toromont has announced layoffs in the main warehouse, where there haven't been any in twenty-five years. Further notice regarding layoffs was given to our members at the Reman facility, which is presently on a work share program. My concern with this lies in the process. Historically when a worker is being laid off, the company usually gives a week notice prior to termination. It is my understanding that the company is prepared to pay these employees the one week salary without having them report to work for that respective period. In the past this practice would apply only for those being terminated. Is this a layoff or termination? Only time will tell.

There are a number of outstanding issues. Bill Van Gent is taking the

company before the Human Rights tribunal for what he believes to be a violation of his right to continue his employment with the company. The Union on behalf of Herb Niepalla is taking the company to arbitration for their neglect regarding health issues, which are work related and have developed and worsen over his thirty plus years here at Toromont. Herb was promised by the president of the company the matter would be looked after, and that the director of human resources would respond to his concerns. Well the response never came until after a grievance was filed, this was after months of waiting. Both of these employees have dedicated thirty plus years to this company and this is not how they should be treated. This company has always boasted that they care about their employees. Where is the compassion here?

I will continue to keep you updated on ongoing issues and safety. With that said, enjoy the remainder of this summerlike weather! 

Roy Scott Bursary Recipient

Monica Sanh, a graduating student at CW Jeffreys Collegiate Institute, is the first recipient of Local 112's Roy Scott Memorial Bursary. Local 112 established the annual bursary to honour the memory of Local 112 member Roy Scott who was the first person of colour appointed to the UAW-Canada staff. The bursary is awarded each year to a graduating student at CW Jeffreys, a high school in the Jane-Finch neighbourhood a few blocks from the union hall. The \$1000 bursary was presented by Financial Secretary Sherry Hillman at the Graduation Ceremony June 25th. Monica was selected to receive the bursary on the basis of the essay she wrote on social justice and her activism in her school and community.





NEW PLANT CHAIR, NEW HOPE, NEW VISION

Sam Duro, Woodbridge Foam Plant Chair

I would like to take this opportunity to officially introduce myself to the general membership as the newly elected plant chair for Woodbridge Foam Kipling Unit. My special thanks go to our senior members from our unit, who have retired recently, for their teamwork, support and their contribution. I wish all of them the best as they begin their new lives as retirees. I am assuring our retirees that whatever they have left behind I'll make sure, with the support of the rest of our members, that we'll hold on to the torch and keep the flame burning.



To all the elected officials of the local Union, I look forward to working with you and I am therefore asking for your support, as you have shown over the years to our past successful candi-

dates. Finally, thanks to the President for his warmest reception to me since I took office. And in conclusion "LET'S KEEP THE SOLIDARITY ALIVE." ⓐ



TOUGH TIMES

Dwight Brown, Hewitt Plant Chair

Although the media, the major financial institutions, and various levels of government have all declared this recession over we haven't seen the light at the end of the tunnel yet here at Hewitt.

With a management decision to no longer support stand alone repair only business of repairing equipment we as a group faced layoffs. Hewitt's need to reduce staff due to this change of direction was coupled with an application to participate in a "work share" agreement with the federal government allowing members to access EI while keeping layoffs to a minimum.

This has caused uncertainty and worry in the workforce as a reduced work week brings a reduced paycheque. Some new work has been attained and more is being bid on every day but these gains are slow to replace the workload that has been

lost. The employer has been busy in increasing the training schedule for our skilled trades people. This has kept workers on the job and will make us a stronger, better-qualified and more prepared workforce as we return to full capacity.

In better news, some after hours activities have taken place to build some morale. Dragonboat races and a golf tournament have already taken place with more events being planned.

Around the local, many other units have been through bargaining sessions and congratulations are in order for all of the results achieved. Well done everyone.

As the leaves start to turn, days get shorter and children head back to school I encourage each of us to assist a student in our lives to excel in their studies. These young minds are our future. ⓐ

Good Jobs For All



STRONG MESSAGE ECHOES FROM LABOUR DAY PARADE

Nick D'Alicandro, Editor

The theme for this year's Labour Day parade was "Good Jobs for All".

Local 112 had a strong presence at the event again this year with both a good turnout of members, and our beautiful float.

Our local's banner this year was "Youth fighting for better jobs, better future for all" which related to this past year's economic collapse and the catastrophic job loss that followed. It was the reason that thousands marched sending a strong message to governments that people are suffering. We are often given numbers or percentages to show unemployment levels. But numbers do not reflect the actual pain and destruction that people and families face in dealing with job loss.

Our unemployment rate in Canada has escalated to an 8.7%. What does that really mean: people living at poverty levels, having to use food banks, using credit cards to pay for rent, losing equity such as cars and homes to financial institutions, divorce rates and family violence on the rise, and in some cases suicide as a direct result from all the stresses associated with dealing with this economic catastrophe.

This is something that our political leaders don't have to face, and therefore remain blind and indifferent to.

This Labour Day parade was a perfect opportunity for our demands to be heard. We were calling for changes to our EI system, pension protections, procurement policies that keep our good jobs here in Canada, and infrastructure spending to create good green jobs for all.

Labour Day is also a celebration of the hard work and contribution that we as workers make 364 days a year. Women, men and children marched alongside some amazing floats, street theater and spectators lining Queen Street in celebration all the way down to the exhibition grounds.

After the parade Local 112 had arranged a wonderful banquet back at the union hall for all the members and their families who participated in the event, giving this wonderful day a perfect ending.

Credit for the success of the day goes to a great committee: Bill Bargent, Dan Pollock, Katy McEwan, Enzo Forletta, Nick D'Alicandro, Angie Bresolin, Marc Grix, led by our vice president Scott McIlmoile and Financial Secretary Sherry Hillman. Thanks also to the Bettes family for providing a truck to pull our float, Gus Goncalves for getting the flat bed for the band and Steve Parker for his trailer for our float. (A)





POSITIVE OUTLOOK AT NORTHSTAR

Graham Davies, North Star Plant Chair

With the US military looking to upgrade their Apache fleet of helicopters with face gear technology, we all understand the importance of the block III program and its impact on the future of this facility. Six hundred million is the value being thrown around which would insure work at our Milton plant through the year 2025. Follow on orders for other nation's Apache helicopters could see this program grow even larger.

Recently we had a team from Boeing and the US military visit the plant to assess our systems and capabilities. At their request Brother Roland Kiehne and I met with them to answer questions with regard to our Union. We took this opportunity to address any concerns they may have had about our union management relationship. It was also an opportunity for us to ask some

important questions of the group directly involved in the implementation of this program. Clearly we walked away with a very positive feeling, optimistic about the future impact this program could have on our union membership. We believe a program of this magnitude will provide continued hiring in the future providing greater job security for us all.

An area, which was highlighted as needing improvement by this group, was training. While we have tried to be proactive in having the company provide ongoing training for our members, we also recognize the shortfall in this area. As we hopefully move into this new Apache block III program, and we see the investment in new equipment to enhance our capabilities, we all must embrace and welcome the opportunity for training.

By the time we read this article we will have had the pleasure of having the president of our Union brother Ken Lewenza visit our plant. Ken was the first elected president from the rank and file membership coming out of Local 444 in Windsor. He was overwhelmingly endorsed at the Constitutional Convention in Quebec City, which I was privileged to attend as a delegate of Local 112, to lead our union for the next three years. He's taken on the leadership of our union during very difficult times and has confronted every challenge. Those who had the chance to spend a few minutes with Brother Lewenza during his visit, can only be encourage by his enthusiasm and determination in making the lives of working people better. ^(A)



RETIRED WORKERS CONFERENCE

Maurice Coulter, Retirees' Chair

More than 170 delegates, spouses and guests took part in the 2009 Retired Workers Council and Conference at the CAW's Port Elgin Family Education Centre. Throughout the September 6- to-11 conference, delegates from BC, Manitoba, Ontario and Quebec debated 50 resolutions on issues such as pensions, health care, E.I. reform and the environment.

Jenny Ahn, Director of the CAW Retired Workers Department, gave the opening address and thanked the retirees for their participation in the many rallies and fight back campaigns that have been held across the country.

The annual Labour Day parade was a major success with more than 2,000 people marching down the main street of Port Elgin. Former CAW Presidents Bob White and Buzz Har-

grove joined the Retired Workers Advisory Executive at the front of the parade, which also attracted participants from Grey Bruce Labour Council affiliates. After the parade Hargrove delivered the Labour Day message back at the centre during a BBQ lunch. CAW President Ken Lewenza addressed the delegates and updated them on all of the sectors within the CAW. He thanked the retirees for their commitment to the union and their respective communities. Now more than ever the retirees will be called upon to support worker fight backs and protect the past gains retirees have made in the past.

On October 22, 2009, Local 112 has arranged a bus tour for the retirees to Port Elgin. The bus will be leaving the hall at 8:00 am sharp, and will be returning to the hall at approximately 5:00 pm. Hope to see you all there. ^(A)



CAW BOMBARDIER ACTION CENTRE ASSISTING LAID-OFF MEMBERS

Brad Rattan, Coordinator

The CAW Bombardier Action Centre welcomed our laid off members July 13th with an Open House to showcase the services available to assist with their EI issues, job search and training. The Action Centre is housed in the Local 112 Hall, and it was a chance for many of the laid off members to visit for the first time and meet the Coordinator Lance D'Souza and the six Peer Helpers who staff the Centre Monday to Wednesday every week.

The Action Centre was made possible through funding that the union negotiated during bargaining with Bombardier this past summer and which is matched 60/40 by the Ontario government. The funding will allow the Action Centre project to operate for one year offering valuable adjustment services to our unemployed members. An Adjustment Committee comprised of representatives from the Ministry, company, both CAW Locals 112 & 673, the Action Centre Coordinator and a neutral Chair meet monthly to oversee the project.


Local 112 is represented on the Committee by Jeff Wood, who was Acting Plant Chair and instrumental in the initial set up and selection the laid off members to staff the Centre, and Financial Secretary Sherry Hillman who serves as Treasurer for the project.

Lance D'Souza did a great job of coordinating the Action Centre for its first two months until he was rehired by Bombardier into production control. While we are happy that Lance has regained full time employment, his considerable skills and commitment will be missed in the Action Centre. I am pleased to replace Lance as coordinator after serving as a peer helper for two months.

The current Peer Helpers, who each work one day a week at the Centre assisting laid off members are: Arnie Alcober, Melissa DeBuono, Ramsin Kouktapeh, Shawan Mafra, John MacNeill, Kenny Ng and Priscilla Santos. They keep in touch with laid off members through regular newsletters and frequent emails and phone calls, which are much appreciated by all accounts.

Up to date information on job postings, training and career planning is available at the Centre. A counselor from Humber College is available every Tuesday from 9:00 to 2:00 to conduct assessments for Second Career training programs. The Centre is equipped with laptops, a fax machine and copier for laid off members to use in their job search and resume writing.

An Info Session was well attended on September 14th. Representatives of Service Canada, Humber and Seneca College, and the Ministry of training, colleges and universities made presentations and answered members questions. Due to the popularity of the event future sessions are planned.

The Action Centre is located at the Local 112 Hall at 30 Tangiers Rd and can be reached at 416-632-9579. 





BENEFITS FOR YOUR BENEFIT

Gord McAlpine, Benefits/Training Rep

Well, a new agreement has been signed and we are back to work. So the big question is what has changed from the last contract. There are 20 things that have changed. Out of the 20 things, the company made 5 small gains, but we made 15 gains. Lets start with the company gains:

The annual deductible for **Major Medical** will cost you \$35.00 up from \$25.00 for single coverage and if you are on the family coverage it will cost you \$60.00 up from \$50.00

Orthotics are now 1 pair every 18 months. That works out to 2 pair for the duration of the contract. The last contract was 1 pair per year (3 pair in the contract) Note—If you have not yet purchased orthotics in 2009 you can. In 2010 you should purchase your next pair of orthotics in the early part of the year because on Jan. 1, 2011 the 18 month rule will apply. This means that the insurance company will look at when you purchased your last pair in 2010 and count forward 18 months.

Support stockings require pre-approval by Industrial Alliance before you will be reimbursed. There are 3 categories: post surgery, burn victims and varicose veins. Other categories are still being discussed.

Massage therapy now requires a prescription from your doctor and the annual maximum is unchanged from \$500 in the combined limit of paramedical services.

Dispensing fees under the drug plan have been reduced to \$9.00 per pre-

scription. Any charge over \$9.00 will be your responsibility to pay. The deductible remains unchanged at \$5.00 per prescription.

Now the good news!

The improvements to your benefits are:

Vision Care

- all categories increased \$20.00.

Land Ambulance

- increased to \$10.00 per trip to a maximum of \$250.00 per year.

CA125 blood test (for women)

- has been increased to 100% reimbursement.

Laboratory and X-ray Expenses

- increased to \$1,250.00 per person, per year.

Paramedical Services

- increased to \$600.00

Dental Coverage

- increased to \$1,900.00 per year, effective July 1, 2010.

GROUP INSURANCE

Sick & Accident Insurance (S&A)

- the weekly benefits have been increased for new claims after July 1, 2009 to \$725.00 for non-skilled trades, and increased to \$750.00 for skilled trades.

Long Term Disability (LTD)

- for claims starting July 1, 2009, benefits increase to \$1,650.00 a month
- claims starting on or after June 30, 2010, benefits increase to \$1,700.00 a month

- claims starting on or after June 30, 2011, benefits increase to \$1,750.00 a month

CPP Disability

- In this Contract, if you are denied CPP Disability Benefits, it will be reinstated by the Insurance Company

Life Insurance

- effective July 1, 2009, increased to \$70,000.00 and AD&D has been increased to \$35,000.00

S&A forms

- If Industrial Alliance sends you out an Attending Physician Statement that has not been approved between the Company and the Union, you will be reimbursed \$20.00 for the cost of having a physician complete the form.

Pension Improvements

- Your Basic Lifetime Pension Benefits for production (non-skilled trade) has been increased to \$62.00 effective July 1, 2009.
- Skilled Trade has been increased to \$67.00 effective July 1, 2009

Credited Service Buy-Back

- The Company has agreed to continue the pension Buy-Back for the life of this collective agreement. As of the printing of this Aircraftfer, the new Buy-Back formula had not been calculated.

In conclusion, I would like to congratulate the 2009 Bargaining Committee on their commitment to our members (active, retirees and surviving spouses) for the benefit improvements. ⓐ

CHANGES TO SAFETY SHOES PROVISION WON IN BARGAINING

Joe Rudnick, Health & Safety Representative Bombardier Unit.



After the last set of negotiations, once again, we were successful in getting an increase in our shoe allowance. Along with the increase, however, came some changes, changes for the better!

You no longer require a shoe card from Work Authority. You just produce your badge, so eliminating having to use two cards, making it much easier.

Frequently Asked Questions:

- Q. How often am I entitled to a pair of safety shoes?**
Once a year.
- Q. When does the year start?**
September 1st and ends August 31st.
- Q. How much am I entitled to?**
You can use your one-year allotment of \$135.00 or you can combine two years worth of allotments (270.00).
- Q. What is the actual amount that the company pays?**
\$110.25 this is 105.00 plus 5.25 GST. Work Authority has topped this up to \$135.00 (includes tax).
- Q. What if my shoes cost more than \$135.00 and I don't want to use my two year allotment? What do I pay?**
Please see the chart below. It outlines the different price points and the difference that you will pay at each point.
- Q. Can I go elsewhere to buy safety shoes?**
No.
- Q. Where can I buy them?**
At any Work Authority Stores or off the Shoe Truck which is on site Thursdays near the satellite cafeteria. We may be bringing the truck on site on Mondays in the future for a trial period.

If you have any questions regarding your safety shoes or you have any problems at the point of purchase, please call me, Joe Rudnick, at extension 33726.

H1N1 PREPARATIONS

Over the past couple of weeks we have heard that we can expect a second phase of the swine flu or H1N1. I would like to make you aware that the Bombardier Toronto Site has a pandemic team in place, which I am part of.

During Phase I, we met on a regular basis and the Bombardier Crisis Management Team had conference calls daily with our Health and Safety Department to keep us up to date on the status at the other Bombardier sites.

With the fear of phase 2 approaching and being stronger than before, the Bombardier Crisis Management Team and the Toronto Pandemic Team will continue to monitor the H1N1 outbreak and we will meet on a weekly basis and if need be, will once again, meet on a daily basis. We will provide regular updates and guidance during the upcoming flu season through BTV, and emailed bulletins to Supervisors. It will be crucial that Supervisors relay these bulletins on to all staff.

Our Joint Health and Safety Committee will audit and make sure that the supervisors are delivering the bulletins to all employees. It is very important that if employees experience flu like symptoms, such as fever, cough, headaches, and muscle aches, they stay home, report their absence and contact the Health Centre at 416-375-4491.

Here are a few simple precautions that we can take to reduce the risk of H1N1 spreading.

- **Cough or sneeze into a tissue or your sleeve**
- **Wash your hands thoroughly with soap and water frequently and use hand sanitizer**
- **Do not touch your eyes, nose or mouth**
- **Keep your distance from anyone who is sick or is showing symptoms.**

Lets work together to avoid the spread of H1N1.

Shelf Price	Less 15%	5% GST	8% PST	Total Purchase	Company Allowance	Amount Paid by You
\$140.00	\$119.00	\$5.95	\$9.52	\$134.47	\$110.25	\$24.22
\$145.00	\$123.25	\$6.16	\$9.86	\$139.27	\$110.25	\$29.02
\$150.00	\$127.50	\$6.38	\$10.20	\$144.08	\$110.25	\$33.83
\$155.00	\$131.75	\$6.59	\$10.54	\$148.88	\$110.25	\$38.63
\$160.00	\$136.00	\$6.80	\$10.88	\$153.68	\$110.25	\$43.43
\$170.00	\$144.50	\$7.23	\$11.56	\$163.29	\$110.25	\$53.04
\$180.00	\$153.00	\$7.65	\$12.24	\$172.89	\$110.25	\$62.64
\$190.00	\$161.50	\$8.08	\$12.92	\$182.50	\$110.25	\$72.25
\$200.00	\$170.00	\$8.50	\$13.60	\$192.10	\$110.25	\$81.85

SUPPORTING THE NAKANG SCHOOL

By Liz Kristiansen



Auday Jacques came to Canada in 1980 and has worked for Bombardier since 1987. He arrived in Canada after spending two years in a refugee camp in Thailand after escaping from Laos when the country was invaded.

In Laos he was a student at Nakang school. Auday did not go back to his home town for twenty years but missed his family and decided to go back in 2005. When he went back he saw the impoverished conditions of Nakang village and was invited by a nephew to see Nakang school. Upon touring the school he was shocked to see that the waters flooded into the school when it rained because the roof and walls were damaged. Some of the children had no shoes or torn slippers and because most of them have only one shirt, their shirts were very worn. They also had no workbooks or pens to do their school work.

Seeing the poor conditions of the school was a pivotal point for Auday. He decided to give back to the school he attended as a Youth. He donated his own money to hire a local to repair the roof and the floor of the school which then kept the children dry.

When he came back to Canada, he could not stop thinking about how he could help these children. The following year he went back to Nakang village where he invited the village for a feast to honor his parents at the Buddhist temple. He also bought books, pens, pencils, chalkboard and sports equipment which is something that the school never had when he was a boy. He then hired local people to build a shower and three washrooms for school use as previously there was only one toilet for the girls and one for the boys for three hundred students. All this Auday did at his own expense.

After showing the pictures of his trip and the school children, some of his co-workers in Bay 10 raised \$640.00 to add to his own donation for his trip in 2008.

When Auday returned to Nakang village in December 2008 he brought his wife and two children. The Nakang school had grown from 300 children to 550 children because it was combined with the school from a nearby village which had closed due to lack of teachers. Money raised was used to buy a shirt for each child. Auday purchased five hundred and fifty shirts, this was

achieved with the help of his brothers finding local suppliers.

Auday and his family gave out the shirts; the children were so excited they bowed then put on the shirts right away and prayed for Auday and his family. In the shirt-giving ceremony, the children were told if possible at a later time they would get pants.

These children are hard working as they must work on the family rice farm before going to school if they want to eat, they then walk up to forty-five minutes to get to school. The school offers them hope and improvement.

We want to support Auday and his family to bring pants, skirts, slippers, books and pens to these children on his next trip back home. A few dollars is a fortune for them while for us, perhaps a few cups of coffee. We are calling it the "Nakang School Project" and asking people to support this international project and help the children to see there are people that care. Our target is \$4,000.00 raised by Christmas.

Your help would be greatly appreciated.

Auday and his family wish to extend their prayers and good wishes for health and happiness to all Bombardier employees. [Ⓐ]

YOUTH AND EDUCATION JOIN FORCES

By Nick D'Alicandro

This summer the CAW held its 3rd bi-annual Youth Conference at the CAW Family Education Center in Port Elgin. The event ran parallel to the Education Conference which allowed us the opportunity to expand our networks.

The conference began with an opening plenary where 68 youth from across Canada came together. Delegates were given the opportunity to pick their workshop of choice. One was "Organizing Young workers", which gave delegates the chance to broaden their knowledge of organizing, useful information on the process, laws and strategies to organizing a workplace.

The other workshop was "Creative Activism & Creative Communications". The focus of this workshop was to examine the variety of forms that creative activism can take, the evolution of ac-

tivism over time and the inherent link between activism and media, including an in-depth analysis/discussion on the role of new online media.

The grand finale of the conference was a World Café, where both youth and education activists joined and engaged in discussions about what direction they felt the CAW should head in over the next five years, and what role we can play in this process.

The youth conference itself was not only instrumental in educating youth in organizing and communications, but also allowed youth to network with the diverse youth members across the country sharing new ideas and experiences that each young member brings to the CAW from their respective sector.

Hats off to all the delegates, but a spe-



cial recognition goes to Robin Fairchild Clennell of the CAW Organizing Department, and Angelo Di Caro of the Communications Department for their hard work in putting together this amazing event.

This is a shout out to all local 112 youth who are interested in making a difference and want their voice heard in our Union, Come and join our Youth Committee (local 112 members 30 years of age and under) If interested you can contact Nick D'Alicandro at: Editor@caw.on.ca or Ashley Sedore at: Ashleysedore@hotmail.com or by calling the local hall at 416 635-5988. ⓐ



YOUTH RESOLUTION PASSES UNANIMOUSLY AT CONVENTION

This past August CAW youth members from across Canada made history at the Constitutional Convention in Quebec City. In the past year, CAW youth from across Canada worked tirelessly, with the support of many local unions including Local 112, to put together a resolution that would amend the National Constitution to include "youth committees" as recognized standing committees in all local unions (where practical). Many elected youth delegates packed the microphones to speak in favor of this resolution. Various senior delegates spoke in favor of this resolution, as well as our National President Ken Lewenza who is very supportive of youth involvement. One speaker hit the nail right on the head by explaining how important it is to understand that youth are not just the future, they are the present. If we want change today, we have to engage youth now in order to make a difference in the future. This was a historical day for our union. Congratulations to all youth network members, as well as youth committee chairpersons for their dedication and hard work in putting together this resolution. ⓐ



SPACE FOR RANT

LAND-FILL FREE BY 2015?

Ernie Fitzpatrick

Hello everyone!

I hope you all had a great summer.

I was off work for a while this summer, and when I returned to work I went to the Caff to eat lunch and noticed a few changes... i.e. Mr. Sub was gone as well as Pizza Pizza.

Over my 30+ years of eating here I have seen many changes.


Most of them for the worse ... food used to be cheap and good, served on plates, and with utensils not made from plastic. Condiments were decanted from glass containers; salt and pepper were on the tables in shakers; there were even solar panels on the roof to heat the water for doing dishes.

It seems the whole world is going “green.” Even Bombardier has set a goal of landfill free by 2015.

Yet, I am served my “food” in a styrofoam container. Even if it is not “to go”. I then pay through the nose for my mystery meat and limp fries. Perhaps a \$1.50 bottle of water. I’m off to get the condiments and they’re all individually wrapped in plastic. Then I grab a small plastic fork and dull, flimsy, plastic knife.

After my dining experience I have a Styrofoam container, my disposable cutlery, a small pile of plastic packets, mini paper envelopes and crumpled napkins. Then I get to buss my own table, pouring the contents of my tray into a container labeled “Landfill”.

It seems to me that we are going backwards, creating more waste, and paying more for food that is getting worse. Of course, that is just my opinion. I could be wrong....

Thanks for reading. Until next time....b4n 


LOCAL 112 WINS TOP HONOURS AT THIS YEAR'S CALM AWARDS

Nick D'Alicandro, Editor

The Canadian Association of Labour Media (CALM) is a network of union publications and editors. CALM provides labor-friendly stories and graphics and training for labour communicators, holding at least one conference every year, usually in the spring. This year's event took place May 22-24 in Saskatoon. For two tiring days, editors attended hands-on workshops to acquire new skills or improve on what they already know. Writing, editing, photography, design, communications, desktop publishing and creating web pages are some of the topics taught by seasoned labour communicators. The event also features a Communications award ceremony. This is where various unions who stand out in excellence throughout the year for their distinct styles, and ability to best deliver information are selected for awards in a variety of categories. Local 112 again joined the top elite winning a number of awards in various categories: Best layout and design for the 2008 Christmas edition of the *Aircrafter*, Best Photograph

for the “Give Flaherty the boot” photograph showcased in the 2008 Christmas edition. Local 112 also made a big splash in the web design category, taking home awards for Best Website and Best Website Design. This is exciting news, since it was the first time that we have received an award for our website. Communications plays a very vital and important role in our Union for it gives us the opportunity to communicate and mobilize our members and communities. I would like to congratulate the whole editorial committee for their hard work, as well as our new web master for her amazing work in putting together our newly designed site. Congratulations to all the participants at CALM, especially all the CAW communicators and winners.

I would also like to send a special thanks to Thisle Printing for their great work, and Suzanne Murphy especially, for her amazing skills and work in the design process.

Great Job! 



Zellers

WHERE THE LOWEST WAGE IS THE LAW!

Nick D'Alicandro, Editor

Just like all labour disputes, it is imperative that we, as union members, stand united in full support of all workers wherever help is needed. As for this particular case, there is a bit more of a sense of urgency for the Zellers warehouse workers. As we've seen over the past year, corporations are taking full advantage of the current economic crisis in attempting to force concessions fuelled only by their greed.

Zellers is a perfect example. They have employed many workers in Canada for over 70 years and thanks to the union the workers have had fair wages/benefits and safe working conditions. Zellers has served Canadian communities in a genuine way contributing to the growth of this great country over the years. Recently, Zellers was bought by an American corporation and, just like Wal-Mart, it is determined to do away with good local retail jobs by eroding wages and replacing permanent full time jobs with low paid precarious positions. During Zellers long history, there was never a work disruption or strike.

However, with corporate America trying to impose their anti-worker values on our workplaces and our communities, CAW members have no choice but to fight back. 300 plus workers at the Zellers Distribution facility in Scarborough are facing employer demands for benefit cuts, the right to hire more temporary agency workers and an 8 dollar an hour wage cut, in some cases that would be an almost 30% wage cut! Cuts motivated by greed and profit.

This fight back should be supported by every working Canadian, not only CAW workers, in order to send a strong message to these companies that we will fight to uphold higher standards and that we value good jobs. We can't stand idle while workers livelihoods are destroyed. It is so important to help these workers remain united and not give in to such demands. That would only allow Zellers to ask for further concessions and set a precedent to other retailers who are thinking of demanding similar sacrifices from workers.

Stop the press! Zellers workers have voted 83% in favour of a new collective agreement, ending their eleven week long strike! Thanks to all who gave their support!

Ⓐ

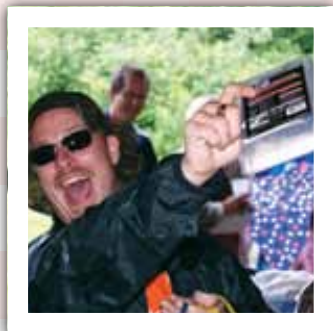
“Over 300 Zellers Distribution Centre workers in Scarborough were pushed to take strike action on July 16 after the company tried to force major wage and benefit cuts. These cuts would have had a huge impact on the quality of life for warehouse workers and all Zellers employees”.



A RAINY PICNIC

This year's event marked our 26th annual family picnic. It was held at Petticoat Creek in Oshawa. Unfortunately this year Mother Nature wasn't on our side and it rained all day, causing the much-anticipated attendance to drop drastically. None-the less, the event still carried on for those brave enough to attend, making it the best possible given the circumstances. Again the kids were the true victors as they took home a great variety prizes. Also there were many attractions for kids and adults to enjoy: Castle moonwalk, pony rides, petting zoo, and face

painting, and lets not forget the very talented "Rivets", who put on a great show! One of the many prizes was the much-anticipated \$2,000 trip voucher and it went out to Peter Kotarba. This was his first time winning anything so it made it that much more special! Congratulations to all the winners. A special thanks goes out to the Picnic Committee for all the hard work in preparing the event and making it a great event as usual (even with being dealt a rainy day). See you all next year. ⓐ



RODS, CLASSICS, BIKES, SHOW & SHINE

On September 20, 2009, Local 112 held its 3rd annual rods, classics, bikes show & shine event at our union hall. The day was a great success. The weather could have not been better, giving more emphasis to the beautiful machines on display. The parking lot became host to dozens of different cars and motorcycle models from both the past and modern era. When admiring these machines, it is not only the make and model that stands out, but much more importantly their condition which in some cases are better than when rolled out of their respective production facilities. A lot of hard work and dedication is needed to maintain them in such a state. This is what this celebration is all about!

People were not only treated to vehicles, but also to a wonderful BBQ, and some great prizes. This year's event awards went out as follow:

Cars category: First place, Terry Howes; Second place, Peter Gabriel; Third Place, Rick Wyles.

Bikes Category: First Place, Alex Mendes; Second Place, Lito Javier; Third Place, Steve Dyer.

Special thanks go out to all the staff who helped make this event a total success: Jeff Kaman- Organizer, Sherry-BBQ server, Pat-BBQ Cook, Rita-Gate entry, Matte-50/50 draw. As a result of this successful event, many who attended have volunteered to help for next year's event, so we can expect an even better and bigger event next year. Till then stay safe and "KEEP ON RIDIN'!" ⓐ



CAW'S 9TH CONSTITUTIONAL CONVENTION

Challenge – Resistance – Opportunity – Renewal

Sherry Hillman, Editorial Committee

The CAW's 9th Constitutional Convention met August 18 to 21st at a turbulent time for the union and its members. Local 112's delegates joined over 600 delegates from across the country, and 500 staff and invited guests, in Quebec City to take stock, chart a course for the next three years and elect the national leadership to take the helm to guide us through these tough economic times. The banner draped around the front podium summed it up: **Challenge – Resistance – Opportunity – Renewal.**

Delegates listened to presentations analyzing the economic crisis and its impact on our union, then debated and adopted policy papers entitled "We Will Fight This Crisis: The Economics & Politics of the Global Financial Meltdown" and "Building the Union in Hard Times."

First deficit reported

National president Ken Lewenza, in a two and half hour opening address, and Secretary Treasurer Jim O'Neil, in his Financial Report, both talked about the impact the crisis has had on the union. We have lost 25,000 members since the last convention and 50,000 since our peak five years ago of 265,000. For the first time in CAW history, a deficit was reported: our expenses have exceeded our income over the last three years! Today with only 215,000 members, dues revenue has shrunk drastically, especially since most of the laid off members are from the higher paid auto sector which has historically sustained the union.

Doing more with less

At the same time the economic crisis demands that we do more: more to resist and fightback to keep hard won past gains, more to protect laid off members and retirees through our Action Centres and campaigns for severance pay, EI and pension improvements, infrastructure spending on good green job creation, and more organizing of new workplaces.

Doing more with less means a cultural change in the CAW, Lewenza told the delegates, "A change from entitlement to people power." Staff will be reduced by attrition. "Since revenue is down, human capital has to go up," he said. "We can no longer afford 9 to 5 representation. People power is the key to get us through this crisis."

Delegates were urged to volunteer more of their own time on union activities, the way unions were built in the early years, rather than relying on paid time off.

Dues structure & strike pay changed

Lewenza ruled out raising dues as an option. "Our members are already squeezed," he said. Instead delegates passed a resolution changing the dues structure which will see an extra 3 percent of every dues dollar go to the National Union over what we have been temporarily paying since the last convention. This new formula with a 46/54% split is a permanent change and is effective January 2010.

Delegates also voted to increase strike pay from \$185 to \$200 for each of the first three weeks of a strike. Commencing the fourth week strike pay has been increased to \$250 a week. These changes to our constitution took effect August 24, 2009.

Delegates agreed to combine the Constitutional Convention with the Bargaining & Political Action Convention in future as a significant cost cutting measure.

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continued from page 23...

ROLLY KIEHNE ELECTED TO NEB

The 9th Constitutional Convention was a memorable one for Local 112 with the election of our president Roland Kiehne to the National Executive Board (NEB) as a Trustee. As Aerospace Director Dawn Cartwright told the Aerospace Council, which unanimously endorsed Roland's candidacy the weekend before, "Although we have had other Aerospace leaders on the NEB this is historic because it is the first time a spot has been designated for Aerospace. Local 112 and Aerospace Council have been advocating for this for many years. It was Aerospace Council President Merv Gray who nominated Rolly at the convention. Brother Lewenza welcomed Rolly to the NEB citing the valuable experience he brings from leading important political campaigns and from the Local's work our community.

The Local's work in the Jane-Finch community was highlighted in the policy paper "We Will Fight This Crisis" and in the discussion on the resolution our Local submitted on Green Anti-Poverty Job Creation Strategy. Many delegates praised our ground breaking work and urged other Local's to follow our example in building similar coalitions across the country. The resolution, which commits the National Union to develop educational tools based on Local 112's Environment Committee's innovative work to train local leadership in building green jobs strategies and coalitions, passed unanimously.



National Officers acclaimed

National President Ken Lewenza was acclaimed to his first full three year term. Peter Kennedy was elected as our new National Secretary Treasurer replacing Jim O'Neil who will remain on staff for a couple months to ensure a smooth transition. Our third national officer Jean-Pierre Fortin was re-elected Quebec Director. 🇩🇪