



AIRCRAFTER



DECEMBER 2009
VOL.9 ISSUE 3

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



Merry Christmas!



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



IT'S NOT HAVING WHAT YOU WANT, BUT WANTING WHAT YOU HAVE

Nick D'Alicandro

Another year has passed, and a new one nearly upon us. The events that confronted us in 2009 will not be pleasant memories: economic downturn, layoffs, and uncertainty. But all is not bleak. As I've been working on the United Way campaign I have learned a few things. The need to simplify things, the real needs that we have in order to be happy. The ability to reach deep within one's self and appreciate the truly important things. Good health, family, shelter, and access to good nutrition. The importance of appreciating what we have and truly treasuring that, instead of always wanting more than what we already have. And the need to give to others who are less fortunate than us. Happiness is not having what you want, but wanting what you have!

With that said, I would like to wish all a safe and happy holiday, and a wonderful new year, and may it be one filled with good health, love and peace on Earth. 

Check out your award-winning website



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LOCAL 112 ACTIVISTS WORKING HARD TO BUILD OUR UNION AND COMMUNITIES

Roland Kiehne, President



As 2009 comes to a close, I want to recognize the incredible work of Local 112 activists on the many committee's of the local union and the individuals who gave so unselfishly of their own time throughout this past year to help build the kind of local union we have today.

Local 112 members understand the importance of social unionism and the difference it makes in so many people's lives through our activism both within our union and the broader labour movement, as well as in the communities in which we live. This would not be possible without a strong activist base.

Whether we are demonstrating for pension protection for current and future retiree's at Queens Park or fighting to improve Employment Insurance at a politician's office, or standing in solidarity on picket lines with teaching


assistants at York University and CAW members at Zellers or advocating on behalf of injured workers and those in our communities that are struggling - Local 112 members can always be counted on to be on the front lines of those struggles.

The participation and volunteerism demonstrated by members of the Local's many committees' is second to none. From recreation events like our annual picnic, golf and the Labour Day parade to the good work of union and community building by the Community Services, Editorial, Environment, International Solidarity, Skilled Trades and Women's committees, our members ability to organize and build a strong local union is always evident.

We will face many challenges in 2010, but I am confident that Local 112 members will be up to those challenges.

It would be impossible for me to list all the activists in this article without missing someone, but you all know who you are.

On behalf of the membership, Executive Board and leadership of Local 112, I want to thank you for your participation, determination and solidarity. Well done Brothers and Sisters!

Finally, as the Christmas break approaches, I ask all members to dig a little deeper into your pockets this holiday season to help those workers that have lost jobs and whom rely on the many community agencies for assistance. It will make you feel good to know that you made a difference in the lives of those families. Merry Christmas and Seasons Greetings to all! 

SID RYAN ELECTED OFL PRESIDENT

Sid Ryan, former Canadian Union of Public Employees (CUPE) Ontario president was acclaimed president of the Ontario Federation of Labour (OFL) at the bi-annual convention November 23 - 26 in Toronto. The CAW will be discussing rejoining the OFL at our December Council meeting. Pictured in the photo are Sid Ryan and Ken Lewenza following the standing ovation delegates gave the CAW president during his address to the convention.





YEAR IN REVIEW

Sherry Hillman, Financial Secretary

Where *has* this year gone? The busier we get the faster time flies by it seems. Despite the challenges we faced this year with the economic crisis and layoffs, it has been a good year for the Local with more members involved in building the union in their workplace and communities than ever before. Our profile has never been higher within the National Union and the broader labour movement and community because of the terrific work our leadership and activists are doing. I'd like to take this opportunity to thank you for all that you do. It does make a difference! Special mention and congratulations are due to our talented editor Nick D'Alicandro for the latest LUMA Award for Best Layout and Design at the CAW Communications conference November 14th.

Reflecting back on my own goals for 2009, I am happy to see that I accomplished most of what I'd hoped to. Taking full advantage of new technology, we have successfully implemented the transition to QuickBooks, albeit with a longer learning curve than anticipated. We have redesigned our website on a more user friendly platform so I am able to update it myself with great results, winning awards at both CALM and LUMA this year. We have involved and mentored new activists which have revitalized many of our Local's Committees and we have a terrific team of young members staffing our Action Centre assisting laid off members. This is the future leadership of Local 112!

The issue that I have devoted much energy to this past year is the environment. If we don't save our planet from climate devastation nothing else really matters. I was inspired with the poten-

tial for good jobs in the emerging green economy when I attended the Good Green Jobs Conference in Washington in February. Together with other delegates to that conference and members of Local 112's Environment Committee, I helped plan and organize the Good Green Jobs for All conference in Toronto in November. (see article on page 22) Our Environment Committee has been very active this year: hosting the CAW's Earth Hour event, building the Jane Finch Green Anti Poverty Coalition, submitting a resolution to CAW Convention, attending the CAW Environment conference and the Good Green Jobs for All conference and producing a short video on Climate Change (see article on page 22).

Before we end the year we are organizing two very important events in December. Our Retirees Christmas Banquet where we are looking forward to seeing all the recent retirees as well as the familiar faces at this favorite of all our functions. And the Women's Committee is working hard on the Dec 7th dinner to commemorate the 20th anniversary of the Montreal Massacre where we expect a capacity crowd. Thanks to everyone who has bought a ticket or participated in the post-card campaign to end violence against women.

In keeping with the spirit of the season, I also want to thank the membership for your generous support of those less fortunate in our community, whether they are around the corner or half way round the world. I am pleased to see the United Way re-established as a joint campaign at deHavilland when so many have lost jobs and will need their services. The support for the Nankang School project through bake sales and

our International Solidarity Committee's raffle is truly inspiring with over \$4000 raised so far. The leadership will also be doing our annual gate collection for the Salvation Army Christmas Fund and hope everyone will dig deep to brighten the holidays for those in need.

Financial Report

The new dues formula takes effect with the new year so we will have less income and have to adjust our spending accordingly. Our membership base is still shrinking with 61 more lay offs on Dec 11th and talk of more to come in March. If we can judge based on past recessions it will be awhile before we see recalls and hiring again. But these tough times mean we have to fight even harder to protect our members and for jobs, pensions and a sustainable future for our members and our kids. All of which takes money. Fortunately we have built up a nice nest egg for these dark days; but we have to budget it carefully and prioritize spending to ensure it sees us through until better days are here again.

As reported to the November Membership meeting, here is a summary of the Financial Report for the month of October:

Opening Balance	180,333.15
Income	133,035.84
Expenses	181,499.90
Closing Balance	134,479.83
Term Deposit	514,790.01
Total (Chq. & Sav.)	649,269.84

In closing, let me wish everyone the happiest of holidays, and health and security in the new year. Enjoy your well deserved time off with family and friends. ☺



GREAT PRODUCTS AND BIG CHANGES PAVE WAY FOR A BRIGHT FUTURE AT DE HAVILLAND

Merv Gray, Bombardier Plant Chair

Merry Christmas to all. It's that time of year again. Let me start by giving an overview of the past 12 months. Although the plant continues to be fairly busy, the early part of this year started with lay-offs across all Bombardier Aerospace sites. Unfortunately we were not exempt from that announcement. To date we have had approximately 200 members leave under these circumstances. We were able to negotiate re-structuring packages for some of the affected classifications, which delayed a portion of the lay-offs. We will continue to lessen the pain and attempt to minimize any future reductions that may occur.

As you know lots of changes have taken place throughout the facility in recent months. Shortly Bay 4 & 5 will be home to the Global Express final assembly as will be Bay's 8 & 9 for the 400 series final. The investments that are being made to continue these products is encouraging going forward and I personally will continue to look

ahead for the new 400X being part of our fleet. In these difficult times aerospace is facing, we have to look ahead to stay in the ever-changing market.

As I eluded earlier in my report, we had 33 retirements in November with another 6 or so going at the end of December, to conclude the packages negotiated in our last round of negotiations. Good luck to all and enjoy your well-deserved retirement. Don't forget to come and see us from time to time.

United Way

For the first time in many years we are participating in the United Way Campaign. I cleared a few volunteers for a couple of weeks to help promote this very worthwhile cause and bring to light that helping others (especially at Christmas time) is so important. We enjoy a lot of things that many of ours don't have the chance to, so it goes without saying that a little charity goes a long way. Please do what you can to help those less fortunate.

The future

So what's in the future for us? The Dash 8 - 400 series continues to be in good shape with a fairly healthy backlog, which is promising in today's market. Also the Global Express enjoys orders that are being filed every week giving us a prosperous looking future. The Lear Jet wing is in the process of ramping up again after few months of downtime and hopefully this trend will continue.

Bay 2 is getting a facelift as it is preparing for a marry up section for the global and the 400 series before they move to final assembly. Most of the shops in the plant are holding their own with the exception of the electrical shop, which continues to be affected by downsizing.

In closing, Christmas is here again and as the snow flies, enjoy time with family and friends and don't forget others who are less fortunate. On behalf of the complete in-plant committee and myself, Merry Christmas and a Happy New Year. ☺

THANKS TO OUR NEWLY RETIRED PLANT CHAIR

Jim Cherry, SPAR Plant Chair



Iwould like to take this opportunity to thank our past Plant Chair Allan Layton for all his hard work on behalf of the Spar members. Allan worked to keep the membership employed using many unknown programs and benefits. Your hard work will not be forgotten. May I, on behalf of the bargaining committee, wish you and yours a very merry Christmas and happy new year. ☺



VICTORY FOR VITA WORKERS: NEW CONTRACT RATIFIED

Ahamad Nabi, Vita Foam Plant Chair



This year many units of Local 112 have renegotiated their respective collective agreements. For Vita Foam workers this was our second collective agreement since joining CAW Local 112. Brothers and sisters, having witnessed what's going on today with the economic downturn and manufacturing crisis, we knew that these negotiations with the company were not going to be a walk

in the park. Companies had been demanding concessions and cutbacks, and the same was to be expected here.

When we first met with the company on September 21st 2009 at the Holiday Inn, President Roland Kiehne, Munir Khalid, Cara MacDonald and the Bargaining Committee made it very clear that our members would not take any concessions or wage freezes.

The negotiations, to no ones surprise, led way to many heated debates from both sides, but with the 95% strike vote mandated earlier by our members, our leadership at the bargaining table were able to stand firm throughout the negotiations.

On November 11th 2009 we reached a tentative agreement. With cash lump sum in the first year, and increases in both second and third year. As well as the monetary gains, we were also able to gain benefit improvements in dental, vision care, bereavement, continuation of benefits up to six months if on long term disability, and 10 paid days lost time for bargaining committee.

I would like to thank the bargaining committee, Brother Roland Kiehne, Munir Khalid and sister Cara MacDonald for their hard work and dedication in being able to achieve the best possible collective agreement for our members. Also I would like to thank the membership for their patience and unbelievable support throughout the whole negotiation process.

Lastly I would like to wish all Local 112 members and their families our sincere season greetings, for a safe holiday. 🎁



OVERLY NEGATIVE ABOUT THE COMPANY?

Melrose Cornwall, Toromont Plant Chair



My good brothers and sisters, I am being challenged by a manager in the Human Resources Department to write something positive about this company. My report, he says, has always been negative towards the company. But don't get me wrong: I entertain constructive criticism. I decided to look back on some of my articles to see if I had been overly negative, but on the contrary my reports have been very candid in exposing every mistreatment or violation of the collective agreement. I apologize if I have come across as if all managers and supervisors are unfair to their employees. I am respectful of a few supervisors and managers.

The problem is, leaders within the company either condone negative behavior, or they are not aware of what is happening on the shop floor. The latter I find very difficult to believe. It is my responsibility to police our collective agreement and I will expose whatever injustice and violation I find. We are constantly reminded that one of the three objectives of the company is to care for its employees.

An argument is used that they pay good wages and provide reasonable benefits to their employees. But the fact is that the CAW and the many sacrifices made by the members over the years have resulted in the wages and benefits we enjoy today.

I want to be very clear, we have some of the best workers in the province and we deserve every cent we are earning today. This is, however, no excuse to sit back and allow anyone, whether manager, supervisor or even union rep. to disrespect you. Remember each and every one of us has rights under our collective agreement, provincial legislation and federal laws.

Our company is experiencing a slowdown plant wide, with the exception of the truck shop. Many departments are on a work share program, and we have a few layoffs in the Reman department. I do hope that things will turn around shortly and that these brothers will be back at work soon.

I am proud to report that Local 112 did exceptionally well in this year's CAW National Texas Holdem Tournament. The first place winner of the tournament was our Brother Corey Bayford and third place finisher was our Brother Paul Felice – Congratulations to you both!

I would like to take this opportunity to wish everyone a Merry Christmas, and All the best for a Happy Holiday. 🎁



CONFIDENT OUR UNCERTAINTY WILL BE OVERCOME

Graham Davies, Northstar Plant Chair

While we've had an encouraging year with increased numbers in our unionized workforce, there is still much uncertainty as to the success of the company going forward. In the recent communication meeting with the company the struggles with cash flow were made very evident. While it's industry wide and not unique to Northstar, the economic crisis has certainly made manufacturing in this day and age very difficult. I'm certain that these obstacles will be overcome and make us prosperous in the years ahead.

The feedback from the first Apache Block III test flight in late November has been positive. The low rate initial production should increase the volume of work throughout the year 2010. The volume demand from Sikorsky should also add to enhanced workload in 2010. We all should

welcome the challenges of reducing scrap and increasing productivity. We need the management to be committed to any positive feedback we can provide for reaching these goals.

Christmas season is once again upon us. With the challenges facing many in society these days I would ask all of us to support the many charities that serve those less fortunate. Giving back through volunteering, a donation of toys or money goes along way in making someone's Christmas a little bit better. On behalf of the elected union representative's of Northstar I would like to wish all Local 112 members a safe and happy holiday season. Enjoy the time spent with family and friends over the holidays. Ⓐ



RETIREMENT INCENTIVE PACKAGES SAVE JOBS

Dwight Brown, Hewitt Plant Chair

2009 is drawing to a close and I for one can not wait. This year started with economic uncertainty then progressed into massive layoffs and job losses world wide. Then news of a flu pandemic comes along to add a further black cloud. The media fuelled panic over H1N1 and the fear that it caused only increased the stress that everyday people were already confronted with. This holiday season will give everyone a chance to spend time with friends and loved ones escaping the pressures that daily life has caused. We can all look forward to the promise of better things ahead as 2010 arrives and brings a brighter outlook to the world economy.

Hewitt has not been immune to the effects of 2009 as there have been layoffs and terminations in both the unionized workers and the non-union staff. For the first time Hewitt offered retirement incentive packages. Two of our members

accepted offers and have started retirement early (saving jobs for other members in the process) with this added incentive. I would like to congratulate Brothers Bob Aldred and Eric Green as they begin what I hope will be a long and enjoyable retirement. Thanks to you both for your dedicated years of service and your unselfish decision that benefited our junior members.

With the good cheer that the holidays bring and the traveling we all do to see friends and family please Don't Drink and Drive.

In closing I would like to take the opportunity on behalf of the membership here at Hewitt to wish everyone a Happy Holiday season and a Prosperous New Year. Ⓐ



WORKING TOGETHER TO SECURE NEW BUSINESS

Dennis Borden, MDA Plant Chair

As another year comes to a close I have to reflect on what we have accomplished as a unit and what the future holds. The apprenticeship program created two positions within the skilled trades, but unfortunately one of the new hires left to pursue a career in a different trade. Being a true optimist I see this as having a glass half full verses a half empty glass and means we have a position to be filled. There is a new hire in our shipping and receiving area, and that keeps our membership at a total of 16. I would have liked to have seen a larger number by this time but the planned new work was delayed; therefore the justification for new hires was put on hold. Or so management says.

The good news is MDA has received approximately 46 million dollars of new work with the Canadian Space Agency

to develop new technologies for future space missions, with the bulk of this money to be allocated to this division. There are many other proposals on the table for future work, but at this time no formal announcements have been made. Again, the glass is half full.

I would like to thank our president Roland Kiehne and Dawn Cartwright from the national office for taking the time to meet with Steve Oldham the general manager here at MDA for informal talks on the state of the business. It is imperative in today's uncertain times that we all work together to secure new business as a means of not only maintaining employment but creating new employment opportunities.

It is now our turn here to begin preparations for upcoming negotiations slated to start in mid January. The relationship

between the CAW and the company has really run the full spectrum of emotions over the last 18 months starting with the union's opposition to the proposed sale to ATK and following that some very intense lobbying by the CAW for a long term space policy for Canada. I believe that our union's influence in regards to the blocking of the sale pales in comparison to the impact that we have had on the direction the government has taken on the future of Canadian involvement in outer space. Having said that we are all well aware that when it comes negotiations management always seems to have a bad case of memory loss when it comes to the positive news.

As always during the Holiday Season, take the time to relax and enjoy the little things in life. Best wishes to all.

PS. Please don't drink and drive. Ⓜ



OPTIMISM FOR THE NEW YEAR

Sam Duro, Woodbridge Foam Plant Chair

The year has come to a screeching halt and it is time to take inventory of how it has ended for all workers in general. Members at Woodbridge Foam Kipling have taken our fair share of struggle to maintain our current business. We share the optimism that the New Year will bring new quotas of business to our facility to increase our membership. I urge all the Local 112 members and the entire CAW membership from coast to coast to extend their spirit of giving to the less fortunate. We, as workers, have been blessed with jobs and if we look in our neighborhoods, we can see the change in the atmosphere as the holiday approaches. I, therefore, make this plea to all members to extend their hand of giving to the less fortunate at this time when we celebrate the holidays with friends and families. As the saying is true: "when you give you get". Please let's be generous to fulfill the desperate needs of those we can touch. On behalf of my unit, I wish each and everyone A Happy Joyous Holiday and a Prosperous New Year in advance and please keep in mind that Drinking and Driving does not match. Be safe and if you decide to share few drinks, please think of a designate driver, a cab or Keys To Us.

Happy Holidays to y'all! Ⓜ



DAILY ISSUES - DAILY QUESTIONS

Scott McIlmoyle, WSIB Rep, DH Unit

Our health care system in Ontario is stretched to its limit. Long waiting time at the emergency department. You can't see your family doctor for a few days because their schedule is full. Then there's always the local walk-in clinic that has many sick people waiting as well.

So why go seek medical treatment when you're injured at work?

Because it's your right to seek your own medical treatment. The WSIB (Workplace Safety & Insurance Board) relies on the first medical treatment report as to how your claim will proceed.

Currently the company uses the medical services of Keele Medical Walk-in Clinic. If you prefer to see your own doctor or go to another medical facility that is your choice and your right! Remember, it is important to seek medical attention as soon as possible.

Also within the Workers Compensation Act and the relevant policy if you lose time from work on the day of injury the company must pay you for your scheduled shift by law.

You are required to have medical documentation if you aren't returning to work. If you will need medical restric-

tions to return to work they must be submitted to the health centre.

Lately the Health Centre staff has requested many of our members to come and see the company doctor for an appointment. If you require or wish someone from the union call myself (x33737) before you go in so this can be arranged.

The weekend of September 25-27 was the annual Workers Compensation conference held in Port Elgin. After serving the membership for some 42 years, our past chair of the WCB CAW Council Committee, brother Gary Parent from Windsor, has decided to retire. With that our committee held an election, and with great pleasure I accepted the nomination and was subsequently elected Chair of this national committee. The committee is comprised of CAW Workers Compensation reps. from across Canada.

We host regional conferences, a bi-annual national conference, as well as meet with WSIB directors on the many issues that injured workers face, not only when dealing with WSIB but the many issues that arise in the workplace.

In closing I would like to wish the entire membership and their families best wishes for the upcoming season. ⓐ

A CHAMPION FOR WORKERS' SAFETY

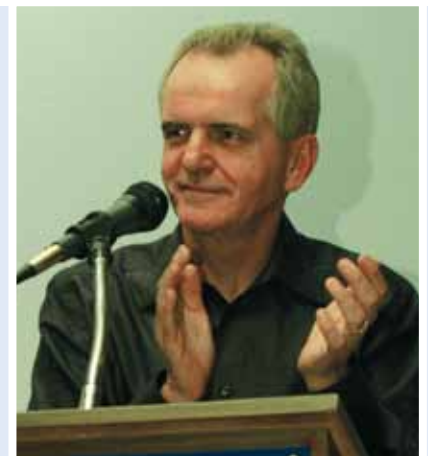
George Botic

Brother George Botic, National Staff Representative for over 20 years retired on September 30th, 2009. George was appointed to the H&S Department by CAW President Bob White in April 1988.

George began his safety career at de Havilland and was part of the historic, summer of '86 mass work refusal to cleanup their workplace. With hundreds of work refusals and a production at a standstill, an agreement was finally reached with the employer, the Ministry of Labour and the National Union, that ensured the cleanup, ventilation, personal protective equipment and training. The deal guaranteed that "no worker at de Havilland would be required to work unless assured that their health and safety is protected.

And George has been looking after workers' health and safety ever since. There is not a workplace that has not benefited from George's passion and dedication to workers. Whether it is the Caw's machine guard/lockout programs that are now essential elements in our workplaces or the Prevent Cancer Campaign, George thought all of us how precious life is. He was instrumental in helping Local Health and Safety Committees become effective workplace champions as well as agents of change with provincial and federal regulators.

George's contribution to our membership were celebrated at a surprise party held at his Local on October 2nd, 2009. It was an evening filled with music, laughter, memories, friendship and good food.



Although George is enjoying retirement with his family, we know that we will see and hear him at Labour events; Day of Mourning ceremonies, June 1st rallies and other protests in front of the Ministry of Labour or Queens Park.

"From the CAW Health, Safety & environment Newsletter, July/October 2009" ⓐ



LET'S NOT FORGET ABOUT THOSE LESS FORTUNATE THIS CHRISTMAS



Terry Howes, Mary Vukman,
Brad McConnell

It's hard to believe another year has passed. As Christmas approaches we must take the time to remember all who are less fortunate than ourselves. It doesn't matter if you support the United Way at work, donate to the local food bank, buy toys for kids in your community or volunteer your time to help local charities, the important thing is you do whatever you can to help brighten up someone's Christmas this year.

We have completed our first audit since the change over to Quickbooks. Our Chartered Accountant has worked very hard with helping set up Quickbooks. This has been very successful in setting up of the system and the chart of accounts which has seemed to work quite well. He was also available to answer the questions we had to complete our first audit. The transition took a little time but seems to be working out fine.

We would like to take this opportunity to wish everyone a Very Merry Christmas and a safe, healthy and happy holiday. Ⓜ



REFLECTIONS ON A GREAT LOCAL

Mark Grix, Guide

Well everybody, 2009 is almost gone. With winter coming upon us, I hope everyone has tuned-up their cars and put their winter tires on. Of course, you'll also need your blue tooth hands free device. Looking back on this year, the flying squad has been very successful in their duties supporting the CUPE strike, the Pension rally at Queen's Park, and the rally to support the Aramark workers. I would like to say great job to all the flying squad members. As well, I'd like to thank all the picnic committee members for their hard work putting together a great event despite Mother Nature's attempt to put a damper on it.

Labour Day parade was a huge success once again, with lots of members present showing their support for "Good Jobs For All".

I would like to wish all the recent retirees, a long healthy retirement and hope you enjoy life to the fullest. Hope to see you all at the retirement party this year. After having served on the Executive Board for one full year now, I would like to send a very special thanks to all the committees of the local for their hard work and dedication.

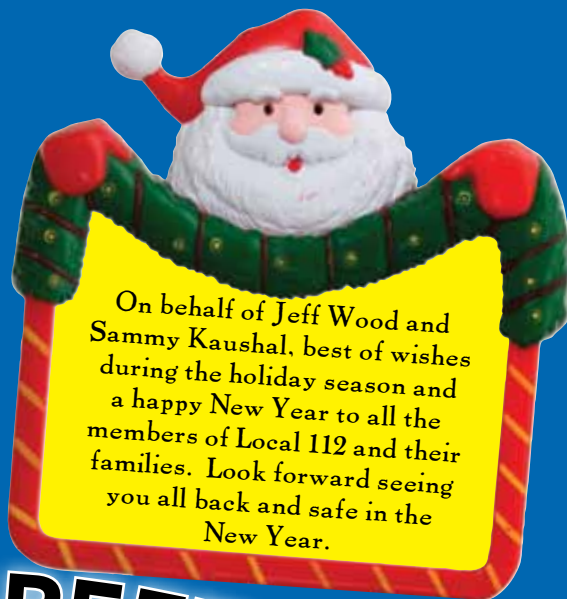
Lastly I would like to send a special Merry Christmas and Happy New Year to all the members of 112 and their families. Ⓜ

2009 Year in Review



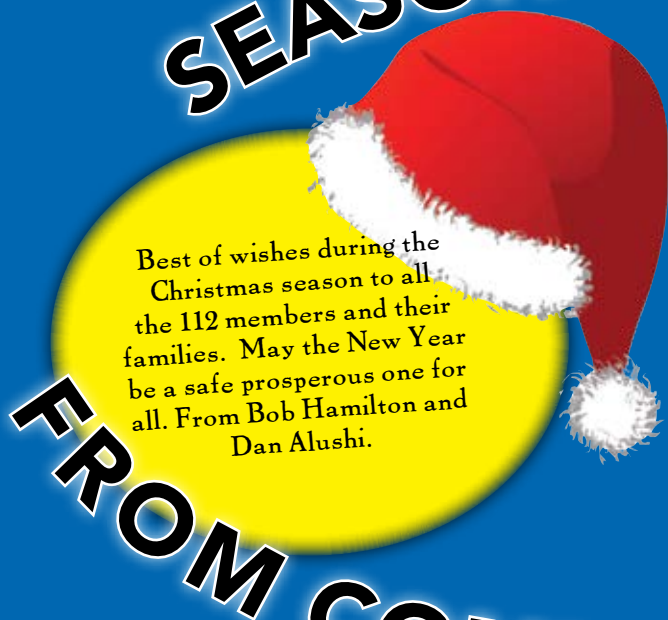


Warm wishes for this coming Christmas season to all 112 members and their families. May the New Year bring good health and prosperity to all. From your committee person and alternate, Mike Carvalho and Ed McBride.



On behalf of Jeff Wood and Sammy Kaushal, best of wishes during the holiday season and a happy New Year to all the members of Local 112 and their families. Look forward seeing you all back and safe in the New Year.

SEASON'S GREETINGS



Best of wishes during the Christmas season to all the 112 members and their families. May the New Year be a safe prosperous one for all. From Bob Hamilton and Dan Alushi.

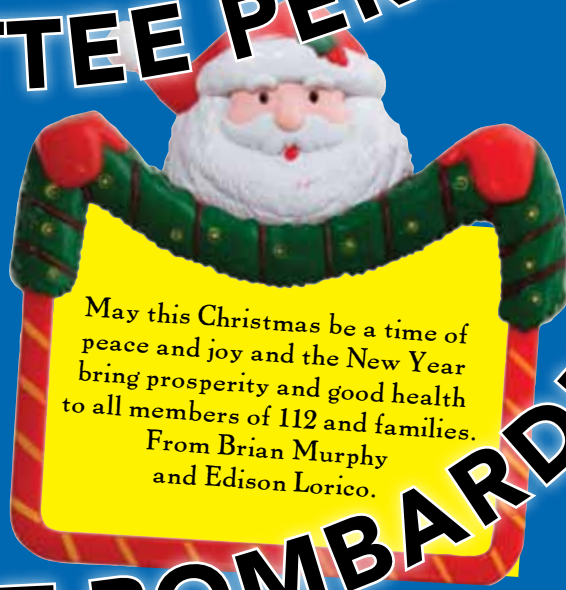


On behalf of Phil Fryer skilled trades rep and alternate Enzo Gallo, We would like to send all the membership and their families the best of wishes during this Christmas season, and may the new year be filled with peace and good health.

FROM COMMITTEE PERSONS



Warm wishes for a Merry Christmas and a happy New Year to all members of 112 and their families. From Bill Bell and Jim Becket.



May this Christmas be a time of peace and joy and the New Year bring prosperity and good health to all members of 112 and families. From Brian Murphy and Edison Lorico.

& ALTERNATES AT BOMBARDIER



UNITED WAY IS THE RIGHT WAY

Nick D'Alicandro, Editor

On November 18, 2009 Bombardier de Havilland in collaboration with CAW local 112 and 673, launched this year's United Way campaign. A committee was put together to run the campaign: Waleema Corriveau, Cathy McEwan, Angie Bressolin, Robert Harris, Nicole Broadhead, and myself.

Due to the economic downturn this past year, charity organizations have been experiencing a drastic decrease in donations compared to previous years. Due to this, we decided to launch a more concentrated effort with a fixed committee dedicated to educating everyone in the plant about the importance of helping those in need. We were able to achieve this by giving small presentations to the workers on the im-

portance of giving.


Throughout the presentations many questions arose about the logistics as to how United Way divides the money that is donated and how much of that money goes to United Way's payroll and other administration costs. To the surprise of many, United Way takes only 14% of each dollar to cover their administration fees, which is lower than many other charity organizations in Canada.

Although I believe that these questions were appropriate and fair in the sense that everyone should know how their money is being spent, I think that most of these questions were a result of misinformation spread by the media, undermining a good cause.

United Way should be praised for their hard work in helping those less fortunate. Many people working on staff at United Way are volunteers who donate their time for this good cause.

This year our goal was to raise \$100,000.00 of which Bombardier is donating \$65,000.00. We are planning to keep our United Way Committee together for the whole year and will try to organize a number of different events

I encourage all to get involved and donate. Even the smallest contribution helps.

Thanks to United Way representatives who helped in this campaign, as well as the Committee. 



REMEMBER THOSE LESS FORTUNATE



Cartoons by Blair Borden
(son of Dennis Borden, MDA Plant Chair)

NAKANG SCHOOL PROJECT EXCEEDS GOAL

By Liz Kristiansen, Bay 10



In the last issue of the *Aircrafter* it was announced that we had a target of \$4,000.00 to support the Nakang School Project. WE DID IT!

We had a bake sale in Bay 10 every Friday in November to fund raise. Wow, the response was incredible. People baked, donated and bought the baked goods. Every week more people from Bay 10 came forward to say they would bake. The homemade cakes such as pineapple, apple, chocolate, casava and cherry cheesecake were very popular and sold out every time. Other goodies included brownies, samosas, peanut butter cookies, blueberry muffins, coconut tarts, and much more.

Thank you so very much to all the people who put their time and effort into bringing baked goods. There were so many people such as Isidro and his wife Doralis who's pineapple cake is famous, Louis and his wife Palmira who made cherry cheesecake, Loan who made casava cake, John and his wife Debbie who baked chocolate cake, Rob and his wife Lourdes who made banana bread, Mario and his daughter Cassandra who made brownies and squares, Dave and his daughter Christine who baked peanut butter cookies.

Other bakers included Tanya, Tom,

Tony, Rob and Catherine, Vicky, Fred Harpiet, Inderjeet, Maxine, Jim, Michial, Singh, Rai, Balbir, Hardev, Joe, Angie, Kone Keo, Kalsi, Ann, Richard, Chin, Johnny, Bibi, Gordana and many more. If your name was missed, you know who you are, thank you. Also many thanks to the people who donated money, the volunteers who helped with the bake sale every week and the supporters of the bake sale who purchased the baked goods.

The outpouring of kindness and desire to help from our community of Bombardier volunteers was very heart warming. Since the announcement of the Nakang School Project we have raised \$4,291.00.

More good news was delivered from Rolly Kiehne on the last day of the bake sale, the Nakang School Project is eligible to receive \$500.00 from the National's Social Justice Fund, under a special fund honouring Dan Benedict which is awarded to people who volunteer their time supporting international projects. Our local CAW 112 also donated \$500.00 for the Nakang School project. Thank you.

Also many thanks to Sharkey, Abdul, Patrick, Vansy, Noel and Paul who have donated prizes for our upcoming raffle backed by the International Com-

mittee. The prizes for the raffle which will be drawn at the company Christmas party on December 23rd include a GPS, a Blue Ray DVD, a Sony Digital camera, a 15" digital photo frame, a designer jacket and some surprise prizes. The tickets will be sold in both cafeterias and throughout the plant. Five hundred and fifty school children in Laos will receive shoes, school uniforms, books and sports equipment as a result of our combined efforts. Our goal from selling the raffle tickets is \$5,000.00 to put a new roof on the Nakang school which keeps flooding from the heavy rains. I believe we can do it. ^(A)



Local 112 donates \$500.00.



LOCAL 112 RECOGNIZED FOR EXCELLENCE IN COMMUNICATIONS

Nick D'Alicandro, Editor



On October 13 to 15, the CAW held its bi-annual Local Union Media Association (LUMA) Conference at the CAW Family Education Center in Port Elgin.

This event brings together CAW communicators from all over the country. This is where communicators are given the opportunity to learn new skills, share old ones, and create new networks. Local 112 participated in the conference sending three delegates from the Editorial Committee: Hugh Lynar, Sherry Hillman, and Nick D'Alicandro.

The participants of the conference had the chance to engage in a number of different workshops. Web design,

news writing, photography to motivate social change, and podcasting. The event also featured an impressive group of speakers from the media world who shared some valuable information. Delegates learned about the interactive social media of Web 2.0, net neutrality and who owns the internet, and got expert advice on how to write attention grabbing news releases.

There is an award banquet night as part of the conference, where Local union communicators are recognized for their skills, work, and dedication to communications in the CAW. Again Local 112 stood out taking home two awards: Best Layout and Design for the "Aircrafter" (Christmas edition 2008), as well as Best Overall Website.

Congratulations to the Editorial Committee and Webmaster for the hard work and dedication, as well a special thanks to Thistle Printing's Suzanne Murphy for her great talent.

Hats off to all the communicators in the CAW. It takes lots of hard work, commitment, and dedication to keep the members informed by newsletter, websites, or any other means of passing the message on.

Congratulations to Shannon Devine, Angelo Di Caro, John McClellan from the CAW National Communications Department, and Kim Kent (Local 44) for a job well done organizing the event. Till the next time, keep on getting the message out. Ⓜ

SHANIA'S SUNFLOWER RAISED \$45,000.00 IN 2009

Shayne Johnston, de Havilland Unit

This year's Fun Fair and golf tournament raised \$45,000.00 for neuroblastoma research at Sick Kids. 100% of the proceeds raised from these events, go directly to this research because it is such an underfunded childhood cancer.

On behalf of our family and the ones with children suffering from this horrible cancer called neuroblastoma, I would like to take this opportunity to thank you for your continued support of Shania's Sunflower of Hope Fund.

This Christmas season won't be a merry one for a friend of our late daughter, Shania. Her name is Krystianna and she is in the last stage of neuroblastoma. Karen, Shannon and I visited with her at the Hospital for Sick Children. This is where we had the honour of meeting her 3 years ago, while Shania was getting chemotherapy treatments. It is so sad to see these children having to endure this torture, all the while being so brave and happy. If you asked me the true definition of a hero, I would have to say these children are heroes in a heart beat. They are truly inspirational.

Once again thank you for your generosity in helping find treatments and eventually a cure for kids like my daughter, Shania and her friend Krystianna. Ⓜ




OUR WORLD NEEDS PEACE

Nick D'Alicandro, Editor

A few days ago, I was listening to AM 640 Talk Radio solely because I was trying to catch some news on the Toronto Maple Leafs, when I heard CAW President Ken Lewenza being interviewed on the subject of bringing our troops home from Afghanistan. The debate was over the fact that a CAW local had put out a message in a newspaper demanding that the government bring the Canadian soldiers home. Some felt that this message was disrespectful, particularly around Remembrance Day. The radio host was criticizing Ken's position claiming it wasn't the CAW's place to have a public opinion on the matter; instead the CAW should be instead worrying about autoworkers. Personally, I was disgusted by the host's remarks.

Our union is a collective of 225,000 people from all sectors of our diverse country. As a collective, we have a say on the ongoing issues in our country. Our wish to bring the troops home means no disrespect to the thousands who lost their lives in past wars or to those who might lose their lives in the future fighting. I believe that those who died at war did so in the hope that we learn something from their ultimate sacrifice. I think that Remembrance Day is the perfect time to remind each other of this, as the veteran's motto is "Never Again".

If our government is to be reflective of the opinion of its people, then the opinions of CAW members needs to be heard loud and clear. We do not stand for unjust acts of destruction towards another country, at the cost of our soldier's lives, and those of innocent people. Unions stand for social justice, human rights and the betterment of society – so naturally we have a position on the issue of war. Bring our troops home and let's begin the necessary process of creating peace rather than fuelling war. 



CAW WOMEN'S CONFERENCE ORGANIZES TO END VIOLENCE

Walema Corriveau and Sherri Snow

On August 30th to September 2nd Sister Sherri Snow and myself attended the annual Women's Conference in Port Elgin that has become the largest conference within the C.A.W. Although many locals have restricted the number of participants to the conferences due to the shrinking of their membership, the centre was full and some of the delegates had to find accommodation in town.

This conference's theme was "End Violence against Women", taking into account that this year marks the 20th anniversary of the Montreal Massacre. Julie White, the Direc-

tor of the Women's department opened the conference giving the delegates a summary of the progress (or lack of it) in defending women against violence. The statistics are disheartening and show that despite the lip service dedicated to gender based violence, there is no strong political will to make violence against women a thing of the past. Gender based violence is deeply rooted in our society and it feeds on inequality. As long as women remain unequal, their chances of pulling out of abusive relationships are very much in jeopardy.

Due to the lack of commitment by the Can-

adian Government, the C.L.C. Women's department has initiated a card campaign to pressure the Prime Minister to pay attention to this tragedy and act to put an end to violence. The campaign is titled "20 Days, 20 Ways". It starts 20 days before December 6th and points out 20 ways to achieve the goal of eradicating gender based violence in our society.

The delegates committed not only to send the cards but also to distribute them at their workplaces, local unions and communities. The goal is a two fold, to increase the number of cards sent to the Government of

CAW ABORIGINAL WORKERS & WORKERS OF COLOUR CONFERENCE

Fizul Karim, Toromont

Ten delegates from Local 112 attended the CAW Aboriginal Workers Of Colour (AW & WOC) conference held in Port Elgin on Nov 13, 14, 15, 2009. Our Local was well represented, with the largest delegation of all locals in attendance. Congratulations to the membership, the executive board and our president for making this happen.

The theme of the conference was “Challenges & Renewal”. This was timely and appropriate particularly in light of the current economic and political climate workers are facing.

Delegates heard Brother Randall Kahgee, Chief of Saugeen First Nation and Sister Gayle Mason Stark, Education Director, Saugeen First Nation. She spoke about the many challenges they face in their communities. The relationship between the aboriginal people and the Canadian state is simply based on gross injustice.

It is troubling to know that the treatment of First Nations peoples by our government is systematically destroying the very people’s lives whose land has given all new-comers a chance for freedom, well being and opportunities to start anew. The quest for justice always springs from the presence of injustice. So it is with our aboriginal people.

Our president Ken Lewenza spoke to the delegates, encouraging them to get more involved in their union and communities. He also stressed the role the CAW, the locals and AW & WOC can foster in building awareness of Aboriginal issues and struggles, working in partnership to make their lives better ones.

The workshop also sharpened workers skills, confidence and provided the tools required for them to participate and become more active. AW & WOC must feel the union truly belongs to them as well. That is why it’s necessary to have inclusive and supportive spaces so that learning, growing and developing united will continue. This must be a priority.

In conclusion, the conference by all accounts was a success, and I know that the delegates left with hope, renewed vigor and an understanding that there is still more work that needs to be done in building awareness and solidarity.

Thank you and have a wonderful upcoming Holiday Season! Ⓐ



Canada and educate on the issue of gender based violence. The plenary sessions and the workshops were charged with energy and determination to reach equality for women, without which violence will not be eradicated. One of the exercises in plenary focused on the three steps to bring violence against women to an end, namely: hollering, halting and changing attitudes in society. Although by now, most of our efforts should be dedicated to changing societal attitudes, it became evident that we still spend most of our energy hollering and halting. By the end of the conference there was a common

understanding that we still have to work hard on all three fronts if we are committed to end violence against women. The “20 Days, 20 Ways” card Campaign will end on December 6th at C.A.W. Council but the commitment made by the delegates to the 2009 Women’s Conference will not end until the day that violence against women has been eradicated. Ⓐ

LOCAL 112 ESTABLISHES AW & WOC CAUCUS

Members attending Local 112’s November membership meeting heard an inspired report back from Fizal Karim and other delegates about the AW & WOC Conference. Following the discussion a motion was moved and passed establishing an AW & WOC Caucus in Local 112. Stay tuned and watch the bulletin boards and website for an announcement of the first meeting of the Caucus.



NEW FEATURES WILL MAKE BAY 5 SAFER

Joe Rudnick, Health and Safety Representative, Bombardier Unit

By the time this article is released Bay 5 should be in the midst of opening. I'd like to express my appreciation to everyone for respecting the construction site while the work was under way. When the bay is revealed, we will have new features such as lighting in the floor to illuminate the belly of the aircraft, central vacuuming system at outlets in the floor, air conditioning will be built in, the hydraulic rig lines will run underground and the huff and puff line will be underground. There will be a lunchroom and a change room. All of these new features will help make

this bay a better and safer workplace.

I'd like to take this opportunity to wish the Joint Health and Safety Committee a happy holiday season and thank them for a year of hard work and commitment. It is due to their efforts that we have been able to eliminate more potential accidents.

We have persistently brought it to the attention of the company that there is a lot of stress in our workplace. We will continue to push and present to the company the stress that people face daily in the plant. We've managed to 'open the

door' with the December poster campaign, Stress in the Workplace being the topic for the month. For us to get this far has been a great accomplishment. With that, I would like to ask everyone to make an effort to take time and enjoy the upcoming holiday season. Enjoy your family and friends and stay safe and healthy.

From myself, Joe Rudnick, my Alternate, Steve Szekely, and our families, we would like to wish you and your families all the best for the New Year.

Happy Holidays! Ⓜ



SPACE FOR RANT

BAY 4 WALKS OUT OVER H & S CONCERNS

I am confused.....

On regular occasions we are reminded that the new higher-ups at DeHavilland care about our safety before quality and production!

But on a more regular basis I see this is not so.

Take for instance all the construction going on in Bay 5 in preparation for the world class facility to house the Global Express from Bay 9. If we are not inhaling and being covered by concrete dust we are being overcome by all the exhaust and paint fumes coming from this construction project.

The company promised our very hard and over worked Health and Safety Rep Joe Rudnick that they would notify him before they did anything that might cause distress for the people he represents. So far they have not done this. And we the "value added" employees of this company suffer for this. Finally, a couple of weeks ago, after several phone calls from the people he represents complaining of the paint fumes, Joe had finally had enough. When Joe complained on behalf of the people he represents, the company just dismissed his complaints and told him they would just open our bay doors to get rid of the fumes. They chose to do this

on a very cold and bitter morning. Yep, they really care!

Joe told them that this was not an appropriate solution to the issue and a shouting match ensued between Joe and some company rep.

Joe then gathered us all together and explained what was going on and what the company's solution was. I was surprised and relieved to see that all the 112 members in Bay 4 decided to back Joe and walk off the job. The Bay 4 management pleaded with Joe to work out a solution instead of the 112 members walking off the job. An agreement was reached preventing a total shutdown of Bay 4 production.

I would just like to commend Joe and his alternate Steve for all the hard work they do on our behalf. Just because you don't see Joe doesn't mean he isn't looking out for our best interests. He is very passionate about the job he does on our behalf. In my eyes he is one of the most important union reps.

Next time you see Joe or Steve on the floor instead of just going to them when you want to complain, go to them and thank them for a job well done. Thanks Joe and Steve.....

From a thankful 112 member in Bay 4 Ⓜ

CLIMATE CHANGE IS A UNION ISSUE

We're just weeks away from what is truly the most important moment yet in the world's response to climate change. Next month world leaders gather in Copenhagen to thrash out a **new global climate agreement**. We can't accept anything less than what is needed to save our planet. This is a time to step up and be heard. The actions taken by the people of the world – ordinary people like us – will make the difference. Everything from signing on-line petitions, phoning our politicians who will be the decision makers at Copenhagen, or attending rallies, vigils and other actions organized to coincide with the Climate Change talks, could make the difference.

The action likely to have the biggest impact is the global candlelight vigil being organized by Avaaz.org, an independent, not-for-profit global campaigning organization that works to ensure that the views and values of the world's people inform global decision-making. Avaaz means "voice" in many languages.


So here's the plan: in the middle of the negotiations, **candlelight vigils in every corner of the planet** will put real human faces on the need for a real climate deal. It will be the world's largest ever global day of climate action - and one world leaders can't ignore. Participating couldn't be easier. Find the vigil closest to you at www.avaaz.org or post a vigil site yourself. Bring a candle and a short message will be provided for people to take turns reading. It will take less than an hour to do your part and you will meet other Avaaz members in your area that want to save the planet as much as you do.

Here's how every event will make a difference:

National pressure - in global negotiations every country makes a difference, for better or for worse. The problem is most of the time international negotiations aren't closely followed at home - but having local events will show leaders in Canada that this time we're watching keenly, with the power of a coordinated international movement to name and shame those countries that hold up progress.

World media - creating a world media story takes a world in action. We need to show journalists that this is more than just another protest: it's a global coordinated day of action on a massive scale. We have demonstrated that this works - the Global Wake Up Call and the 350 day of action both generated huge global press coverage earlier this fall. Now, in the middle of the Copenhagen talks, the media moment is even bigger. Thousands of vigils around the planet will give this day of action the scale we need to make an even bigger global media impact.

Photographic evidence - Photos of every vigil from around the world will be uploaded, printed and delivered to negotiators and world leaders in Copenhagen as evidence that people around the world have the very same ambitious goal for our planet: a real climate deal. All action photos will be also be posted on the internet for millions to see and distributed to the global media.

This is a time to step up - let's all of us seize the opportunity. 





HUGE TURN OUT FOR GOOD GREEN JOBS CONFERENCE

Sherry Hillman, Environment Committee

Local 112 delegates joined 600 union members, environmentalists, elected politicians and community activists at the Good Green Jobs for All conference November 7th. The overwhelming response, with over a hundred delegates more than organizers anticipated, indicates the growing interest in the emerging green economy and its potential to create good green jobs. The Jane Finch Green Anti-Poverty Coalition, which our Local helped launch, brought a bus load of primarily youth delegates who were warmly welcomed at the conference.

The tone of the conference was set by environmentalist super star Van Jones' video message of Climate Justice and equity, a theme elaborated on in the keynote speech by Clayton Thomas-Muller, of the Indigenous Environmental Network & Canadian Youth Climate Change Coalition. The transcript of Muller's inspiring speech can be found on-line at www.goodjobsforall.ca. Highlights

of the conference and action updates flowing from it can also be found on this website.

This conference builds on last year's successful Good Jobs Summit, and was organized by a sub committee of the Good Jobs Coalition which three members of Local 112's Environment Committee - Sherri Snow, Angela Bresolin and Sherry Hillman - participated on.

The conference workshops called for action and campaigns based on strategies for green infrastructure renewal (including transit and alternative energy), for green local manufacturing, and to include youth in a green vision for Canada's largest urban centre.

What are the obstacles to a green prosperous future? Labour Council President John Cartwright explores the question of green jobs and corporate power in an interesting commentary in the November issue of Our Times magazine entitled "Climate Change a Union Issue". The link to this article [Green Jobs + Power](http://www.labourcouncil.ca) can be found on www.labourcouncil.ca.

'Walking the talk' this ground breaking conference took place at the newly renovated to LEEDS standards All-stream Building in the CNE grounds. ⓐ

CAW VOICES TO BE HEARD IN COPENHAGEN

Sherry Hillman, Environment Committee

When world leaders gather in Copenhagen in December for the final talks to reach a new United Nations treaty to end the climate crisis CAW Local 112 voices will be heard. The International Trade Union Federation was determined that labour's demands would be at the table for this crucial round of global climate change negotiations so they mobilized union members around the world to video their views and concerns. Local 112 activists will be representing Canada in the film which will be shown in Copenhagen. The request to participate in the film project came from Nick De Carlo in the CAW's Health & Safety & Environment Dept and Local 112 members, excited by the idea, responded quickly. A script was provided, and revised a little to make it our own, but the staging and props were

all our original ideas. With nothing more than a handy camcorder, our Blue CAW t-shirts, a banner & Q-cards we went to work. After several takes and false starts it was a wrap. We had it in the can. Half the battle was figuring out the technology to upload such a large video file to our colleagues at the ITUF but when they viewed it they assured us it will make the final cut. While we won't be expecting any awards at Cannes or Hollywood this year, we are proud to have played a part in speaking out to save our planet from catastrophic climate chaos. Please do you're your part too - visit www.avaaz.org for lots of creative ideas for ways to make your voice heard between now and December 12 for a Fair Ambitious Binding Treaty. ⓐ



YOUTH UNITE TO SAVE OUR PLANET

Nick D'Alicandro, Environment Committee

On the weekend of October 20-23, thousands of youth activists from all over Canada gathered in Ottawa to send a strong message to our leaders headed to Copenhagen for the Climate Change Summit. This is where national leaders from all around the globe will meet to discuss ways to help reduce green house gas emissions and tries to implement standards to save our planet from pollution, which is threatening the survival of our planet and ourselves. Our message was loud and clear: Canada needs to stand up and be a strong voice in the fight against global warming and to reduce green house gas emissions.

Throughout the weekend many events were organized for the participants. Friday and Saturday, youth were engaged in workshops discussions educating themselves on green gas emissions and ways to reduce it, as well as new sources of energy, while creating new good green jobs.

On Sunday a mass demonstration took place on Parliament Hill. This was the largest youth demonstration in Canadian history. This demonstration was not only very educational, but at the same time touching to see thousands of youths gathered in solidarity shouting the same message “**this is our world too**”. It is not fair that youth and the generations to come will bear the brunt of an irresponsible and indifferent society that shows no respect to our planet.

The event was a great success, thanks to the hard work of all who organized and participated. This is what solidarity looks like.

The main objectives of this campaign are:

1. Cut Carbon Dramatically and Immediately

- Reduce global warming pollution by the targets science tells us are necessary: 25%-40% below 1990 levels by 2020; and 80%-95% below 1990 levels by 2050.
- Set an aggressive cap on carbon immediately. If a cap-and-auction mechanism is chosen, 100% of pollution allowances must be auctioned. Any revenue generated from this cap must be used to address the climate crisis in a just and equitable way; none of this money should go to polluting industries.
- Conserve and restore the world's forests, ecosystems, and carbon sinks, which are the best natural defense in a warming world.

2. Invest in a Green Economy

- Create 5 million new jobs through investments in clean energy
- Develop a “Clean Energy Corps” to create service, training, and job opportunities in the clean energy economy
- Train a generation of workers and volunteers to build our clean energy future and help communities adapt to the already changing climate [Ⓐ]



POWERSHIFT 2009

