

CAW TCA
LOCAL 112

AIRCRAFTER

DECEMBER 2011
VOL.11 ISSUE 2



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



Merry Christmas



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CHRISTMAS TECH SPIRIT

Hugh Lynar, Editor

So it's that time of the year again, where does the time go? I know so many people say that, but it's so true. That said I just want to brag and say all my shopping is done, so my intent is to sit back and truly enjoy the warmth of the season. However now that I'm way ahead of the curve I can help some of you.

As luck would have it I've developed a not so unwarranted reputation as something of a tech guy. I believe the technical term here is nerd, although geek will also suffice. That said I field an awful lot of questions about various pieces of new tech, followed closely by the: 'Not working anymore' tech, and of course the ever famous: 'It never did work' tech. Along the way I also field a fair amount of calls about various video game titles, camera questions, and the odd call about musical instruments, amps and the like.

So here's an e-mail address to use if you've got specific tech questions. I'll answer everything I can, but I'm NOT going into the mall for you...


Forward *reasonable* tech questions to loc112guru@rogers.com.

I feel the need to address something of an issue that's always bubbling just beneath the surface, and it's been addressed before but getting through seems to take some determination, so here goes the old college try.

See, I get to interact with a goodly number of you on a daily basis, and for the most part we all seem to get along fairly well, and like most large families we occasionally don't see eye to eye, but that's the nature of the beast. And just so you know, I **have** learned quite a bit from some of those heated debates, so thank you for being willing to share your opinion, even if it was loud enough to drown out the sound of the rivet guns.

However, I'd like to address the professional malcontents, the people who never have anything positive to say, *ever*. I really don't know what motivates you to consistently try and undermine others confidence and/or feelings of self worth by generating vastly ridiculous rumours, attacking their performance, and slugging everything in site. Does attempting to bring doom and despair into their lives somehow elevate yours? Have you no idea how you're really affecting those around you? I notice that you only seem to try this on those that are, for whatever reason, more susceptible than most. Those of us with enough internal fortitude and the ability to shine reason on your ignorance seem to be avoided, big giant su-prize that.

So it is to you, our rumour mongers, our lurkers, our malcontents that I most heartily wish 'Peace On Earth'

P.S.: Put your damn snow tires on..... 

Happy Holidays!

PROUDLY STANDING FIRM

Roland Kiehne, President



Brothers and Sisters, employers today are emboldened by the fact that workers are feeling vulnerable not only as a result of the global economic crisis but also because government is meddling in labour relations like never before. The threat of government imposed Back to Work legislation is becoming a common theme with the Harper government. Look no further than the challenges faced by CAW & CUPE members at Air Canada and by CUPW at Canada Post.

Now, more than ever, workers in Canada must fight back. In the labour movement, we must set aside our petty political differences and work hard to build a common front in defense of workers that want to join unions, our jobs, collective agreements, legislative rights and the communities in which we live.

At the Ontario Federation of Labour (OFL), the recent election of the Unity Team comprised of Sid Ryan – president (CUPE), Nancy Hutchison – secretary treasurer (USW) & Irwin Nanda – executive vice-president (CUPW) is encouraging. They understand that in the face of this concerted attack on our jobs, our communities and the strength of our unions, workers cannot afford to be divided. OFL affiliates along with our community partners will mobilize collectively to rebuild a grass roots movement in this province with boots on the ground to not only defend what belongs to us but also to build a more caring and inclusive society.

Northstar Aerospace

This employer confidence became evident at the bargaining table during our recent negotiations with Northstar Aerospace in Milton. On day one of the collective bargaining process in early September, the company tabled a 15 page document filled with concessionary demands

that, if accepted, would have negatively impacted almost every key area of the agreement. We knew immediately that we were in for one hell of a fight.

On October 13th we commenced what would turn out to be a four-week strike against Northstar Aerospace. The main issues in dispute were sub-contracting and transfer of work language that the company wanted eliminated and concessions to COLA and benefits.

During the strike our members stood firm despite the company's best efforts to demoralize them. Not once but twice, the employer hired lawyers to seek a judge imposed injunction against our union in effort to limit our members ability to picket. I find it fascinating that Northstar was crying poor at the bargaining table but had the financial resources to pay lawyers not only to represent them in the courtroom but also have them sitting at the bargaining table.

I will leave it to others that have written articles about the dispute in this newsletter to elaborate on some of the other details surrounding the negotiations.

I am pleased to report that a settlement was reached with our COLA intact and our members jobs protected from the threat of sub-contracting and transfer of work. The new collective agreement was ratified on November 11th.

This struggle was really about Northstar Aerospace wanting to take on the local union. They figured if they could extract concessions from us and lower our standard of living then bargaining would be easier for them the next time they had to negotiate with the workers in their other manufacturing facilities. They underestimated our members' determination.

I am proud of our membership and their unwavering solidarity and support throughout this difficult process. With-

out it, this deal would not have been possible.

I want to thank Unit chairperson Graham Davies and bargaining committee members Mike Jones and Ram Persaud not only for their hard work but also for their knowledge of the workplace which played a significant role at the table. CAW director for Aerospace Dawn Cartwright for her bargaining skills, particularly as it relates to the crafting of contract language.

The Strike Committee led by Brother's Scott McIlmoyle and Matt McKellar were assisted by so many others that if I tried to name them I would surely miss someone. You all did a terrific job organizing the activities related to the strike.

Finally, to Northstar Aerospace, never again take our members for granted. They deserve respect and you have an obligation to treat them with dignity.

Bombardier

Recently Bombardier Aerospace announced that they have signed a memorandum of understanding with Government of Morocco for the establishment of a manufacturing facility in Morocco. They intend to invest \$200 million US in equipment, buildings and start-up costs over the next eight years. By the end of 2020, employment at the Morocco facility is expected to reach 850 workers. They anticipate that there will be no impact on its current workforce level at other sites as a result of this announcement and that this will reduce its reliance on third parties for structural aircraft components.

Support for Bombardier and other domestic aerospace companies from the Canadian taxpayer are well documented. This financial aid is necessary

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EXECUTIVE BOARD TRAINING AN EYE OPENER

Dan Alushi, Vice President

Being on the Executive Board for the first time has been something of an eye opener. There are lots of interesting discussions and problems that get dealt with in the running of the Local. Some of it straightforward, some of it a little more complicated. All in all, so far a rather rewarding experience.

Just recently I have successfully completed an Executive Board training course up at Port Elgin. While at the course my eyes were opened to the fact that Local 112 has one of the most active Executive Boards, in the entire CAW across the country.

I've also had the chance to fill in for the President on a few occasions and realized rather quickly just how busy it can be, whether it is stepping in to negotiate, attending a picket line, a rally, or a forum or strategizing ses-

sion with one of the Labour movement organizations.

The Recreation Committee Report

Some past and upcoming events:

Note: Dates and Tournament go aheads are subject to change and/or cancellations due to response.

- Local 112 held the regional Texas Hold-'Em Tournament at our hall in Oct. 2011 (National held in Windsor, Nov. 2011).
- Indoor Soccer Tournament hosted by the T.C.R.C. on Dec. 3, 2011.
- Regional 10 pin bowling, Jan. 21, 2012, in Bramalea.
- National 10 pin Bowling March 31&Apr.1 2012 in Windsor.
- Regional Hockey Tournament in the Spring of 2012 (date TBA)
- National Hockey Tournament (Weekend of Mar 31, 2012) London.
- Local 112 Fishing Derby held in the

spring of 2012 (contact Ernie Spasov)

- Local 112 Memorial Golf Tournament in the spring. (contact Dave Connolly)
- National Trapshooting Tournament May 26, 2012 (date subject to change) Guelph.
- Regional Golf Tournament Qualifier T.C.R.C., May 26, 2012. Glen Eagle Golf Course - Bolton.
- National Golf Tournament Aug. 25. Deer Creek - Whitby.

Come out and get involved and have some Fun, remember some tournaments are open to Members Families

I would like to take this opportunity to wish every one of the Members of Local 112 and all their families near and far a safe and Happy Holiday Season.

Take this wonderful time of the year to enjoy and appreciate the chance to spend time with your families. ⓐ

President's Message continued...

for Canada's aerospace industry to compete on a level playing field with other global aerospace manufacturing firms that enjoy similar support from their respective governments. Aerospace is a crown jewel in Canada's industrial base and must continue to be supported by government to sustain its long-term viability and status as world leaders of aerospace equipment.

With that said Bombardier's decision to invest \$200 million US for the establishment of a manufacturing footprint in Morocco is wrong-headed. Canada has lost half a million manufacturing jobs in the last five years included in this number are thousands of aerospace workers, many of whom were employed by

Bombardier. The Canadian government has the leverage to tell Bombardier that they must invest domestically. Bombardier has a responsibility to put Canadian aerospace workers back to work before it places investment in other countries.

Brinks

On Saturday, November, 26th, CAW Local 112 and Brinks Canada launched our negotiated "Building a Respectful Workplace Environment" training program in Barrie. This four hour educational will be delivered to every Brinks employee across the province. The initial feedback we received from our members in Barrie was very positive. Thanks to Bruce Roberts and Vinay Sharma from our Nation-

al Office for putting together this very informative training program.

Woodbridge Foam

In-plant elections were recently held at our Woodbridge Foam plant. Congratulations to the newly elected Chairperson Peter Schmid, his bargaining committee & alternate stewards. I want to take this opportunity to thank Brother Sam Duro for his contribution to our union. Sam worked tirelessly on behalf of his members at the Kipling plant during some very challenging and difficult times.

Finally, I want to wish all Local 112 members and your families a very Merry Christmas and wonderful New Year. ENJOY! ⓐ

BITS AND BYTES



Scott McIlmoyle, Financial Secretary

As we come to the end of 2011 I look forward to the month of December. On Thursday December 8 the deHavilland retirees have the opportunity to visit and tour the plant and catch up with some friends from the past. By all accounts we expect another 600 or more Local 112 retirees and guests to an event looked forward to by many. The retirees executive committee has informed me that banks may agree to offer anyone over the age of 60 to have their bank fees waived. You might want to go in and ask about this one.

NorthStar

On October 13/11 NorthStar Aerospace decided not to step-up to the plate and to make their final offer one that was an acceptable to the bargaining committee. With no reasonable offer to take to the membership, the NorthStar bargaining committee, President Roland Kiehne, and our staff rep Dawn Cartwright made their way to the plant at midnight to announce the strike would commence.

This strike lasted 33 days.

The members at NorthStar never wavered or buckled. As each day went on the solidarity grew stronger. They leaned on each other for strength and became more determined to win a fair settlement. I personally want to thank the strike committee for all their hours on the line, the phone and for going that extra mile. Thanks to Matt McKellar, Ken Dempsey and Bill Peddle. Other's that had notably stepped up were Phil Buckley, Chrissy Boland, Andre Drobotenko, and Dave Bossett. Strikes are always a last option for union members. The damage to a union/management relationship can take some time to repair. To the management: you need to fix what you damaged, and sooner,

rather than later, thank you very much!

Brinks - Facebook Warning

In dealing with denied claims under your benefit plan with Great West Life I recently noticed that the company's disability management personnel had submitted a document into a claim. It was a copy of a comment made on Facebook! Now was it taken out of context? Most assuredly, not that this is illegal mind you, but it is morally wrong. It shows what levels the company will go to discredit an employee applying for benefits. Don't always judge a book by its cover, and don't let this happen to you.

WCB Conference

Our annual CAW WCB conference was held at our family education center in Port Elgin October 21 - 23. With 90 delegates from across Ontario, our lo-

cal was well represented with 7 members from our units.

The discussion amongst the WCB reps and activist was on the mind set WSIB has taken in the past few months. The labour movement and its affiliates including injured workers groups are fighting back. Activists make it happen!!

With the many different functions that happen in and around the local I want to thank all of our member-volunteers that work on behalf of our members.

Remember: If you're injured at work report it, and seek medical attention ASAP. Then call your union for guidance.

Wishing everyone a Merry Christmas and may you and your family's have a safe and healthy New year. @

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OUR MEMBERS

ANNOUNCEMENTS

AGENDA

12:00 p.m - 3:00 p.m

Get real! IT'S THE ECONOMY

make it work

WHERE'S HARPER?

THE NEXT RETIREES CHAPTER MEETING

The next Retirees Chapter meeting, Thursday December 10th, 2011 at 7:00 pm at the Hall.

CHECK OUT YOUR WEBSITE FOR CURRENT EVENTS AND MORE!

caw112.on.ca



GLOBAL PROGRAM A CONTINUED SUCCESS

Merv Gray, Bombardier Plant Chair

Another year behind us and again a very interesting 12 months in the record books.

Let's take a snapshot of the last year and a look forward to the next.

We started 2011 with a membership of approximately 2000 and today sit at around 1800 in our unit. Due to the decline in orders in the Dash 8 400, we've lost an additional 150 members to layoffs, in what can only be described as a 'difficult market'.

This is a result of competition in a very tight market. We have been out bid in a few major sales due to the ongoing global crisis and customers are extremely aggressive when it comes to purchasing aircraft.

I am hopeful that this will turn around in the next few months as some of the major carriers look to replacing their existing fleet(s) with newer products. I firmly believe our A/C are by far the best in the business and that time will bear this out in the near future.

Our Global program continues to be a success story as orders continue to

come in and will greatly assist us in keeping busy in the business aircraft market. As I go to different plants within the Bombardier chain I am constantly reminded of the incredible success of this A/C, evidence of which can be seen here at Downsview when you walk through the final assembly lines in bays 4-5. Looking back at what we did some years ago in regards to the Global Express it was one of the best decisions this union ever made.

I strongly believe the same will be said for the future of the 7000/8000 series final that is to be built at this site in the coming years.

Congratulations go out to our recent retirees who took advantage of the restructuring packages saving over 50 jobs this year. That said next year also brings a challenge as negotiations are upon us once again. We will continue, as we have in the past, to go into these sets of talks with the memberships best interests at heart.

On a more somber subject we have, as in years past, collected for both the Salvation Army and our Veterans at

the plant gate. These organizations, and our soldiers, sailors and airmen deserve respect from all of us, not just during difficult times. We should continue to support these organizations in any way we can, as we owe a debt that can only be expressed by giving. They gave more than you can ever know and this should not go unrecognized. On a sad note I find myself repulsed by the fact that a few individuals would stoop to steal from such a worthwhile cause. It's totally inexcusable and hopefully the law will deal with these low-lives appropriately.

To the 400 or so laid-off workers. It is never good to see anyone lose their job, so rest assured this union will work tirelessly on your behalf to see your imminent return.

So on behalf of the in plant committee, bargaining committee and myself have a safe and wonderful Christmas. Enjoy the warmth of the season with family and friends.

Merry Christmas and a very happy New Year. Ⓜ

Wishing you a Merry Christmas and all the very best in the New Year

- Brad McConnell, WSIB Representative & Des Rodrigues, Alternate
- Philip Fryer, Skilled Trades Representative and Enzo Gallo, Alternate
- Kimberley Lloyd, Women's Advocate
- Micahel Carvalho, District 2 & Mike Tarkowski, Alternate
- Patrick Robinson, District 3 Alternate
- Willam Bell, District 6 & Brian Murphy, Alternate
- Keith Milce & Des Rodrigues, DH Joint H&S Committee

Health, Happiness and Peace on Earth



TWO YEARS IN

Nick Shearman, Brinks Toronto Plant Chair

In the summer two years ago, we Brinks members took on a monumental task to rid ourselves of a union that had no interest in representing us at either the workplace, or the bargaining table. So the big question is where are we today, two years later, and what has been accomplished? Since we joined the CAW and were accepted into Local 112, we have seen numerous changes, things like education for stewards and chairperson, election of a bargaining committee and the election of a Health and Safety committee, Union Hall meetings are run in a professional manner, executive meetings where the unit chairpersons actually meet once a month to discuss issues.

We as a unit and those of us in a leadership role have faced many challenges over the last two years. Some are age old, like bargaining a collective agreement, the all-off armoured delivery's soft skin issues, and of course, layoffs. Others were new, like organizing our money room and coin processing sisters and brothers, and bringing them into the CAW.

Our current collective agreement is the best we have ever had in my 26 years at Brinks. For an example, the strength of the layoff language has helped tremendously in three layoff attempts that the company has tried, and has been held at bay. As well the battle over soft skin and two man all-off came to a head and the company has agreed to not continue the practice. Our elected Health and Safety committee, Wayne Scouten and Al Brown, were front and center on that one. Almost single handily Craig Hallikainen took on the difficult task

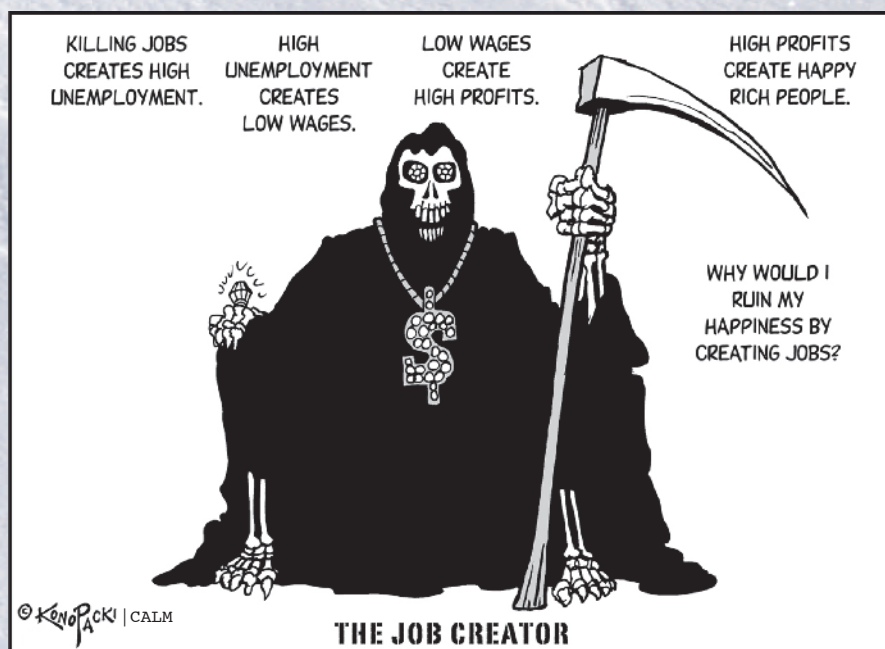
of organizing the money room/coin processing, and once they voted to join the union, the arduous task of getting a collective agreement, and again it was taken on, voted on and accepted.

Our Brinks brothers and sisters in British Columbia were interested in the CAW and I was flown out to BC to talk to them to let them know what differences I had witnessed since joining the CAW. I'm proud to say that since that time Brinks BC has joined the CAW and have successfully negotiated a great collective agreement!

The number of times that our local President or the Financial Secretary has come down to assist in situations where needed and requested

have been incredible. Brothers and Sisters have been assisted and protected because of the actions of these two people and their extensive knowledge in these situations.

After two hectic years and huge changes we have covered a lot of ground, we still have our pensions, our benefits are locked into the collective agreement and now we have the massive support and representation from our Local, Our leadership has gained a lot of knowledge, and we are continuing to learn, the fight is never over, but I believe that we are in a much better place now, than had we stayed where we were. Thank you to the stewards, the Health and Safety committee and to all that supported the drive for a better way. Thanks Bob and Gord and Doug. Ⓜ





UNSTABLE GROUND

Dennis Borden, MDA Plant Chair

After what has been a rollercoaster of a year here at MDA that started with such great events and announcements of new work for the future, things have certainly taken a turn for the worse. The proposed satellite-refueling contract, previously mentioned in the *Aircrafter* has been all but canceled for a variety of reasons. The loss of that work and the lack of other contracts has left this workplace on very unstable ground. At this time only one member has been affected by this downturn in business, but needless to say the months ahead will prove to be challenging for the membership.

I was recently able to attend the CAW skilled trades council and as always it is a great opportunity to hear how other locals within the union are coping with the uncertain economic

conditions we all face. It is great to know that the CAW is continually fighting for the apprenticeship programs from coast to coast in this country. The young men and women will truly benefit from the remarkable efforts of the union as we go forward.

As mentioned in the last *Aircrafter* I said that I would keep the local informed about the plans for the original CANAD-ARM and its planned return to Canada. At this time all I can say is that it is still in Florida and due to the massive layoffs that took place at the Kennedy space center our arm has yet to be prepared for its return to Canada. I will keep you posted.

As always I want to wish everyone all the best for the coming holidays. Ⓜ

HAPPY HOLIDAYS

Dwight Brown, Hewitt Plant Chair

2011 is rapidly drawing to a close and the dawn of a new year is on the horizon. A lot has happened in the last 12 months both within our local and in the world we live. Local 112 has seen executive elections as well as in-plant elections in some of our units. Congratulations to all who were successful and I hope you are all settling into your new roles easily and with the support of your peers. We have seen Federal and Provincial elections that with a wave of Orange changed the political landscape here at home. The rest of the world has seen substantial political upheaval and the associated chaos that followed effect change all around the planet. But none of these changes can compare to Mother Nature and the power she holds. The

Japanese tsunami early in the year hurt the worldwide economic recovery and had a negative impact on us here at Hewitt Material Handling. Not only do a great number of our customers have ties to Japanese suppliers but our own supply chain is dependent on parts from an area devastated in March.

As summer approached we celebrated Brother Dave Jones long and distinguished career at HMH as after 35 years he retired. Dave wore many hats and served in many roles during his time here and is still missed daily.

The relationship between the employer and the workforce has been tested during the past year and continues to be a work in progress as we head into con-

tract talks in January. The bargaining committee has drafted a pre-bargaining questionnaire and as this goes to print is studying the responses. With these results all members have been able to make themselves heard and the recommendations will be discussed in an upcoming group forum.

In closing, 2011 has seen the membership at Hewitt grow and allow us as a group to be prepared for an expected increase in business as supply chains get back to full levels. Along with the Christmas Holidays that is something we can all look forward to.

Happy Holidays and a prosperous New Year to all. Ⓜ



STATE OF BUSINESS

Ahamad Nabi, Vitafoam Plant Chair

In the summer issue of the Aircraft-er I did touch on the increase in business at Vitafoam

At the time of this writing there have been further improvements, and indications from sales personnel point to a very positive outlook. The fact that management is poised to hire more employees, something that has been, unfortunately, non-existent in the last seven years, augers well for the future of Vitafoam. However due to the decline in demand for carpet underpad, the Rebound dept. will soon be re-structured to meet a changing market

requirement.

Vita Health and Safety

In recent issues of the Aircraft-er I reported a significant improvement in Vitafoam's safety performance over the last few years.

Unfortunately we were recently reminded of how fast tragedy can occur. On October 2nd a cleaning contractor succumbed to his injuries on our site as the result of a fall.

This was a sad reminder of the importance of always making safety our #1 priority.

We are reviewing all policies and procedures to ensure that absolutely everything is being addressed. Our members are committed to being 'safe persons' and this tragedy will only serve to strengthen our resolve.

There is simply no room for shortcuts in our daily routines, at work or at home. We must all ensure that safety is forefront at all times.

As the festive season is fast approaching allow me on behalf of the committee and fellow members of Vitafoam to extend best wishes for a safe and happy holiday. ⓐ

Nakang School Project

Liz Kristiansen, Q400 Quality Inspector



In 2009 \$10,339.00 was raised for the Nakang School Project in Laos. Auday Jacques, who led the project, was born and raised in Nakang. Going back to his home country he was moved by the conditions in the school that he went to when he was a child. This spurred him to action and with the help of his fellow Bombardier colleagues he was able to raise funds in order to bring about dramatic change to the school and the children's lives. Auday has 2 brothers in Laos who helped to coordinate the work on the Nakang School.

The money was used to put a new roof on the school, heighten the floor to get out of the way of the flood waters, frame and drywall 9 classrooms. This resulted in 90% of the school building being renovated. Auday went back to Laos in December 2010 and handed out new school blouses, skirts, pants and shoes to 610 children. In addition to the \$10,339.00, Auday put in \$1,300.00 of his own money to achieve this remarkable goal.

The children were so happy they made a banner to thank the CAW and offered their prayers for good health and wealth to their generous donors.

This achievement was truly a cooperative effort between Auday, his family, the CAW, his fellow workers and the children and parents of the Nakang School who helped in the project.

Thank you again for your generosity — your kindness has made a big difference to many people's lives.

For more pictures and videos of Auday's journey please go to YouTube and type in Lao Nakang School project Part 1, 2 and 3. ⓐ



NEW DEAL RATIFIED FOR POWER DIVISION

Melrose Cornwall, Toromont Plant Chair

The Power System has finally been relocated to its new home in Brampton. The first three weeks was a real challenge with us trying to work around the contractors, putting air lines and power source in place. Things are slowly coming together.

The company and the union are presently teaming up for the United Way campaign. Last year was a success but I believe we can do better this year. I would like to congratulate our unionized brothers from the Tractor Shop in winning the dragon boat race earlier this year. Brother John Elphage and Brother Barry Cordner led this team. Job well done guys!

Let me take this opportunity to address an ongoing situation with a couple of brothers from the under carriage department one of whom is a union rep. The union rep has been accused by the

other member of going to management to file a complaint against his own union brother. It always amazed me how people could twist things around just to make themselves look like the victim. This is absurd! I just caution people before we start taking sides. Please get the facts straight. As the quote so rightly states, "Evil will always thrive when good people stand by and do nothing."

I am extremely proud of the truck shop technician by standing up together to say to management "enough is enough!" With the blatant favouritism, and the disrespectful treatment of some, we must no longer sit down and allow anyone to be treated this way. Each person deserves to be treated fairly.

You might recall last December I wrote an article about the same kind of behaviours happening in the Tractor Ser-

vice Department. Where brothers are being promoted and given special job assignments based on favouritism. Some ridiculed me, even though they knew it was the truth. I became the enemy, even to folks whom I thought were my friends simply because they are afraid to tell others when they are wrong. Rest assured whenever I witness an injustice I will always speak out. Thus my obligation is not just as your rep. but also as a human being. It was refreshing to see how swiftly the situation was resolved in the truck shop with a positive result if I may add.

Let us all take this holiday season to reflect on how we can all play a role to make this world a better place not just for our families, and ourselves but for the broader community as well. Therefore, let me take this opportunity to wish our entire local a Merry Christmas and a safe holiday season. Ⓐ



SHOW OF SOLIDARITY

Jim Beckett, Zone 3 Representative, Bombardier

I would just like to share what I witnessed on November 11th, Remembrance Day. I was in Bay 10 on the wing platform when the buzzer sounded at 11 o'clock. What an amazing site, there was not a sound anywhere throughout the bay. You literally could have heard a pin drop, every person stood at attention whether they were on the shop floor, on top of the fuselage's, on top of the wings. Anyone that had a hat removed it immediately. In my 33 years at DeHavilland I have never seen that kind of solidarity and respect for anything. You should all be very proud of yourselves for honouring the veterans that have provided us with the freedom that we enjoy for ourselves, and our families. I would like to wish everyone from all of our units a very Merry Christmas and a Happy New Year. On behalf of my alternate Patrick Robinson and myself, have an enjoyable holiday with your family and friends. Ⓐ

Congratulations CAW Local 1 Marine Workers Fighting for what matters pays off!

SHIP BUILDING Our Future

A decades-long campaign by CAW Marine Workers on the economic and strategic importance of the shipbuilding industry in Canada has been a success.

To all those who supported and assisted in this success, thank you.

To the Irving Family and the Darrell Dexter government, a special thank you for staying the course and helping make this happen.

Most of all, thank you to our members who build the best ships in the world, and will continue to do so well into the future.

“CAW Local 1, our true partners in making this happen. You’ve done a great job - first class. We couldn’t have done this without you...” – J.D. Irving

CAW Campaign Highlights

1987-2011:

- Millions of hours of hard work by CAW shipyard members
- Over 250,000 post cards delivered to the federal government
- Demonstrations on Parliament Hill calling for a national shipbuilding strategy
- Hundreds of meetings with municipal, provincial and federal government officials
- Hundreds of newspaper articles and dozens of billboards

Today:

- A \$25 billion procurement contract for the Halifax shipyards
- Thousands of new jobs created, particularly for Nova Scotia’s young workers
- 30 years of work building Canada’s ships at the Halifax shipyards





NORTHSTAR

Y'know, it's strange how you can be a part of an event, big or small, and it's not until later when the mind has had some time to mull things over that you suddenly realize that what you saw isn't necessarily what you'd expected, nor what you'd been told to expect.

Such was the case recently at the Northstar strike out in Milton. After I'd spent the usual flurry of activity posting photos online

I must admit I really hadn't looked, I mean really looked, at what the photos captured. Oh sure, Nick Shearman and I captured the event, but that's not all.

See, in the midst of what could only be described as grave news, after all they were on strike, the company, in spite of all they'd been told in the past about how good they were, seemed to have partaken in something, ah, interesting (possibly illegal) just mo-



AR STRIKE

ments before negotiations began. Things looked dire indeed. However if you look at the shots, you'll notice there's a lot of smiling faces there, more than you'd expect all things considered, but it took a while to figure out why.

Humour, it seems, really is the best medicine. Even though there were members from other 112 divisions and other supporting locals, Ken Lewenza, Sid Ryan, and all those who let us know

they were behind us from on the road, it was the people of Northstar itself who banded together and held each other up.

Which is what this magazine is all about. It's a vehicle for all of us to help, advise, entertain, and enlighten each other. It's a way of banding together. When you know what it's like to walk in the other persons shoes it helps to make us all stronger. ⓐ





Bessborough Drive Elementary & Middle School
 211 Bessborough Drive, Toronto, Ontario M4G 3K2 • Tel: (416) 396-2315 • Fax: (416) 396-2998
 Michael Walkington, Principal Gingi (Gyongyi) Venczel, Vice-Principal

September 23, 2011

To Tony Leah and the Canadian Auto Workers Union,

I am writing this letter to thank you for your donation to the Fall Word Fest School Scrabble Tournament. We were able to award medals, some fun games and toys as well as some cash prizes. The students at my school were delighted. Their excitement upon returning to Bessborough has generated a lot of enthusiasm for scrabble. Parents, teachers, other students are all looking forward to our scrabble season here at the school. The prizes added a competitive, but also fun aspect to the tournament. Having something concrete to hold onto makes the event very memorable for children. One girl, who won the \$25 second place overall prize, treated her family to dinner that night! Thank you for helping to make this such an exciting event. We really appreciate your support.

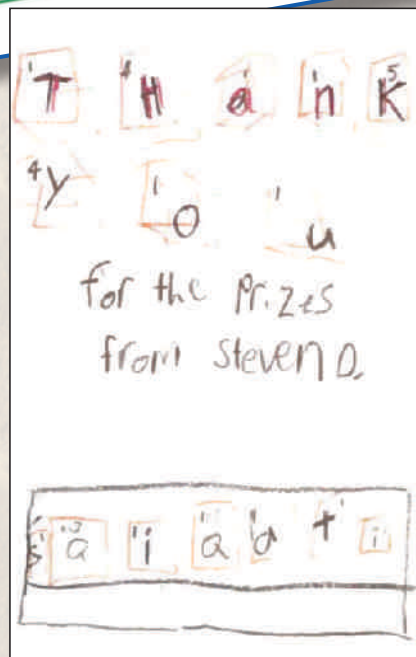
Sincerely,

V. Bigall

Vera Bigall
 Teacher and School Scrabble Organizer
 Bessborough Drive P.S.



Students participated at the Fall Word Fest School Scrabble Tournament at Bessborough Drive Public School





WE SHALL REMEMBER THEM

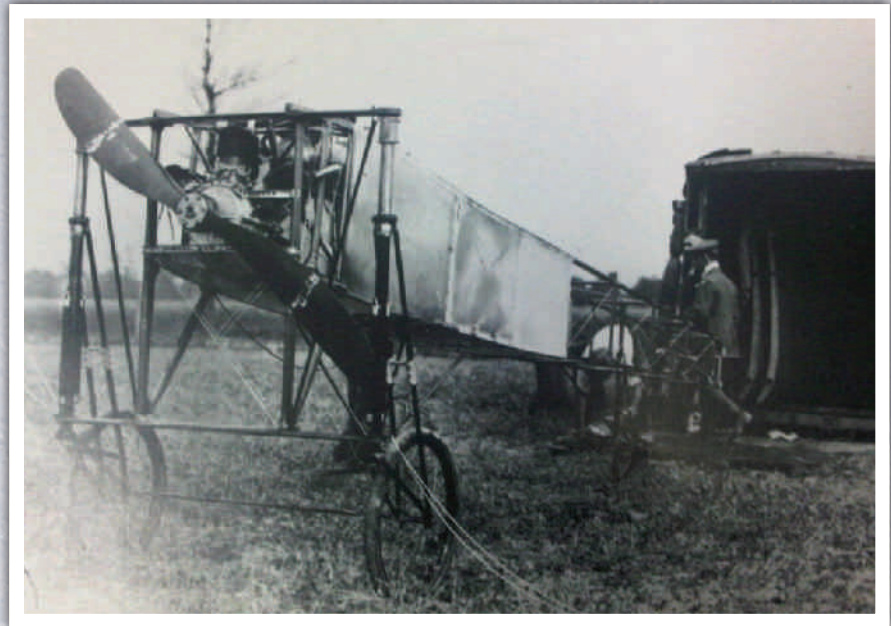
Maurice Coulter, Chair, Retiree's Chapter

This November many Canadians were remembering husbands and brothers, sons and friends who have lost their lives fighting for our freedom, and the freedom of others around the world. I remember a very dear brother who lost his life a mere six days before the 1945 armistice was signed.

Our President, Financial Secretary and many of the union officers attended our Legion led Remembrance Day service at the plant cenotaph. During our 2 minutes of silence we remembered those who have died for us and those that continue to serve.

At both our Sunday service and at our regular November Retiree meeting the traditional poem 'In Flanders Fields' was read. John McRae, a Guelph Ont. doctor wrote this poem in 1915. He died of all things oddly enough of pneumonia in 1918 and is buried in Belgium, not far from Flanders Fields where the poppies grow. The First World War ended with the armistice and a cessation of hostilities on the 11th hour of the 11th day of the 11th month, hence the significance of the day and it is at this solemn anniversary that we remember all those who have lost their lives from that moment forward in conflicts around the globe, including another brave Canadian soldier lost just this month in Afghanistan.

At our November Retiree meeting Ian McDougall, Chairman of Toronto's Air and Space Museum reported that on Sept. 20th they had received an



eviction notice. They were to vacate immediately to make room for a four-pad ice rink. Then the Crown Corporation gave them a six-month reprieve. The historical building which houses the museum is a heritage building in which early DeHavilland planes were built. It now houses 3000 artifacts 2200 books, various aircraft and a replica of the Avro Arrow. Canadian designed and built aircraft were integral for the building and settlement of our vast country, more than anywhere else the north has a clear understanding of the significance and importance of many of our aircraft and the vital role they play.

We must fight the destruction of our Heritage Building, our Aerospace Museum!!

Just to show how far we've come that

B+W photo is of the first aircraft to fly over Toronto in 1911, and it was a Bleriot XI monoplane.

This year the annual Retirees Christmas social will be held at the Montecassino Hotel at 3710 Chesswood Dr. This will coincide with the plant tour, which will occur from 9:30 to 11:30 AM, and the social will be from 12:30 to 3:00 PM.

To our President Roland Kiehne, Financial Secretary Scott McIlmoyle and our Executive assistant Shan White I wish to thank you all on behalf of all of our retirees, you are helpful, kind, and always there for us. Thank You!

To all the members and their families I wish you a very Merry Christmas with happiness, good health and prosperity in the New Year. (A)

Canadian Air and Space Museum

Maxine DeCunha, Recording Secretary

We are on the cusp of losing a very important piece of Canadian history, namely, The Canadian Air and Space Museum located in Downsview, which is considered the “birthplace” of the Canadian space program. It is also the original home of deHavilland Aircraft of Canada Ltd., which opened in 1929, and the original home of Canada’s leading space technology company, SPAR Aerospace. The old brick-and-glass building located at 65 Carl Hall Rd. produced 17% of Canada’s planes during the war years and more than 2,500 Mosquito fighter bombers and Tiger Moth trainers between 1939 and 1945.

Many of the aircraft that trained Canadian Airmen, such as the Moth and the Chipmunk, have their origins in the building. The Beaver, which is featured on the November 1999 Millennium coin, and the Otter, famed bush planes which helped to open the Canadian north, were also created and produced at this plant and was also the site where Alouette I, the first Canadian satellite was assembled.

The museum is now home for artifacts and full-size aircraft and flight simulators, showcasing the development of aviation and space innovations in Canada and features a full-size replica of the Avro CF-105 Arrow supersonic interceptor.

For many years, the Canadian Air & Space Museum was considered a jewel in the crown of the Downsview community. It isn’t just full of history, it’s part of history - from the days of wood and fabric open cockpit biplanes of the 1920’s, to the dawn of the space age in the 1960s. But on Tuesday September 20th, just one month after the federal government celebrated Canada’s aviation history by reintroducing the name, “Royal Canadian Air Force,” the museum was unceremoniously evicted from the factory.

Founded more than a decade ago, the museum is also a registered charity, but had failed to pay its rent all year. The institution, which is largely run by volunteers, hit a rough patch in recent months leaving the organization deeply in debt, but was in the process of repaying the rent owed and had been assured they would not be evicted.

The building has been recognized as a Federal Heritage Building since May 14th 1992 and up until Oct 26th the Canada’s Historic Places website listed the facility as “a recognized Federal

Heritage Building because of its historical associations and its architectural and environmental value”, then the listing mysteriously disappeared.

It has been reported that, although both Parks Canada and the Federal Heritage Buildings Review Office had previously listed the museum building as a Federal Heritage Building, Parks Canada claimed that they had been erroneous. The building was once listed on the official register of the Federal Heritage Buildings Review Office, but that entry is gone, too.

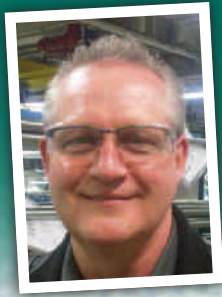
Sisters and brothers, it is not too late to help save the museum. They have won a reprieve, but at this time still face eviction in March 2012. I would request that our members contact your local MP, as well as York Centre MP Mark Adler (mark.adler@parl.gc.ca) regarding the future of this very important piece of Canadian history. To send a donation or to sign the petition visit

<http://www.petitiononlinecanada.com/petition/longterm-reprieve-and-protection-of-historical-site-at-65-carl-hall-road/355>

Take your family to the museum and see for yourself our rich and proud history in aviation.

At this time I would like to extend my best wishes to you and your families for a safe and happy holiday season. Ⓜ





BARGAINING PAST, PRESENT AND FUTURE

Bob Hamilton, Zone 5, Bombardier

Wow to say that this has been a busy year would be an understatement. I would like to take the time to thank the entire membership for their participation in the elections held back in May. A special thanks to all those members who put their names on a ballot and offered themselves as candidates. To see many of our younger members participate in the process, was encouraging and shows that our Local union has a strong future. On a personal note, I do appreciate being acclaimed in my zone and then elected to the Bargaining Committee for another term. You know that I will continue to represent you to the best of my ability and always with the best interests of the membership in mind.

Bay two continues to see wholesale changes. It would be hard to argue that the cosmetic changes won't make for a better atmosphere. As the jigs are now in place to welcome those stations from bay ten, it is expected that every-


one will be in place by the end of the Christmas break.

The discussions that took place between the Bargaining Committee and the company in late June, proved to be extremely challenging. But with the support of the membership we came through this with a greater degree of job security than we have ever had. I believe that while some of what we accepted was tough to swallow, time will show that we did the right thing.

We now start preparing for next years round of bargaining with even more confidence and a membership, which is solidly behind the leadership. For the healthy debates which took place during the elections and the subsequent vote for the new Global Express 7000/8000. This is all part of union building and makes us stronger. We will enter bargaining from a position of strength and unity ready to advance our collective agreement, benefits and pensions.

The recent lay offs and the constant swirl of rumors create a degree of uncertainty. There are few who have not been there and understand how this impacts our members and their families. I believe as we work our way through this slump in the economy, the future looks bright. While everything points to a slow start to 2012, all the indicators show a strong recovery towards year-end. We look forward to seeing our brothers and sisters return.

As we look toward to the future, take a moment to remember those who are no longer with us, who passed away this past year. Our union is better for their contribution and we thank them for it.

On behalf of my alternate Dan Alushi, and myself I wish each of you and your families a safe and happy holiday season, a very Merry Christmas and a prosperous and healthy New Year. 

TERRY THE TOURIST

Retired, Sun-tanned...
Exactly where I want to be.

I was diving into six foot waves in the pristine Atlantic Ocean off the coast of St Martin when my wife yelled and said I had a text message. It was from our favourite editor, H.M.L, aka Hugh Miserable Lynar. He was trying to coerce me into writing this article about retirement. As you can see he succeeded.

Many times in our lives we second-guess some of the decisions we make. Deciding to retire isn't one of them. Take my advice; escape the bonds of employment as soon as you can.

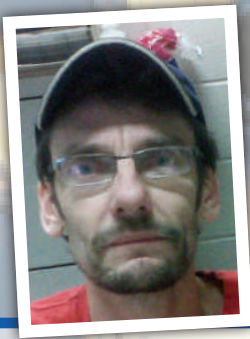
Admittedly I still wake up at 5:30 every morning, but after 37 years of the same routine it will take a while to break the habit.

My day starts with a light breakfast followed by a one hour power walk. Some might think that retired people have lots of idle time on their hands, but I can assure you my life is quite the opposite. All those household chores that were placed on the back burner quickly come to the forefront. My house is now absolutely perfect and I've only been retired 40 days.

My wife and I cycle, walk, hike and play badminton for exercise. Then we scour the internet for vacation deals. I've joined a writing club that meets on Saturdays, which leaves Sunday for the kids to come over and eat all my food while imbibing my refreshments.

From an economic view I'm saving a ton of money on gasoline and wear and tear on my car. Conversely I'm using a lot more propane for my barbecue, but that's a good thing.

See you soon! Terry Stanton, Retiree Local 112 deHavilland.



ON THE LEARNING CURVE

Al Gayle, Alternate, Benefits, Bombardier

First off I would like to thank everyone who supported me in the past election.

The training facility, which is where the satellite cafeteria was, is slated to be ready in January. Gord and I would like to congratulate the 8 full-time instructors that were selected.

In my short time filling in for Gord I have noticed a few common issues: If you have:

- Lost your Green Shield card call 1-888-711-1119 for replacement.
- Lost your Industrial Alliance card call 1-888-295-6555 for replacement.

- The holiday season is upon us and for any folks who are travelling out of the country there is an emergency assistance number on the back of your Industrial Alliance card. From Canada or the U.S number is 1-800-203-9024 all other locations the number is 1-514-499-3747.

September has flown by and now all our children are back in school. If they have turned 21 and are **full time students** and are still your dependent, then you must get the proper paperwork filled out to keep them on your benefits. You can contact Gord, myself, or the Employee Service Center for the proper forms.

In closing I, along with Gord, would like to wish you and your family a very Merry Christmas and a safe and Happy New Year. ⓐ



HEALTH & SAFETY

Joe Rudnick, Health & Safety Representative, Bombardier

I would like to take this opportunity to thank the members of our Joint Health and Safety Committee for helping to make this another safe year. We've worked well together with the membership in bringing a number of issues to a successful conclusion.

I'd like to welcome, our newly elected member, Keith Milce to the Committee and congratulate Des Rodrigues on being re-elected.

Our Local 112, Bombardier Joint Health and Safety Committee consist of myself, Joe Rudnick Chair, my Alternate, Steve Szekely, Des Rodrigues and Keith Milce.

You can bring your safety concerns to any one of these

members and they will be sure to bring it to my attention so that it is dealt with or you can contact me directly at extension 33726.

Our Health and Safety Instructors were invited to attend a Health and Safety Instructor Upgrade where usually two scholarships are given, this year we were awarded ten. Our instructors represented our Local proudly and professionally. We received many compliments for the quality of our instructors.

On behalf of Steve and I, we would like to wish you and your family a safe Holiday Season and the best in the New Year. ⓐ

BEING THANKFUL

Michael Beaudoin, Bombardier Unit

“But I am sure I have always thought of Christmas time, when it has come round—apart from the veneration due to its sacred name and origin, if anything belonging to it can be apart from that—as a good time: a kind, forgiving, charitable, pleasant time: the only time I know of, in the long calendar of the year, when men and women seem by one consent to open their shut-up hearts freely, and to think of people below them as if they really were fellow-passengers to the grave, and not another race of creatures bound on other journeys.”

Charles Dickens - A Christmas Carol

I am thankful that I have a place to live. With a roof over my head and four strong walls to keep me warm and dry.

But; there are many who are not so fortunate. They have no roof over their head and no strong walls with which to stay warm and dry. For them, finding space at an underpass or in a shelter is a blessing.

I am thankful that I have warm clothes to keep me from freezing to death in the cold of winter.

But; there are many who are not so fortunate. They have no warm clothes. For them, receiving a blanket or warm sleeping bag is a blessing.

I am thankful that I have a good paying job. I know that there is going to be a tomorrow.

But; there are many who are not so fortunate. They have a job that doesn't "make ends meet" or worse, no job at all. For them, getting a better job or just any job is a blessing.

I am thankful that I can eat three healthy meals a day.

But, there are many who are not so fortunate. They are lucky if they can eat one meagre meal a day. For them, a meal at a shelter is a blessing.

I am thankful that my life has worked out the way it has. It has given me many benefits, along with many challenges.

But; there are many who are not so fortunate. Their lives have been less beneficial and more challenging. For them, a chance to make a fresh start is a blessing.

I am thankful that I am able to know the difference between right and wrong and that I care about the suffering of others.

But, there are many who are not so fortunate. They know the difference between right and wrong but, don't know what they must have done wrong to deserve such a terrible fate. For them, knowing that it's not their fault is a blessing.

Without the kindness and compassion aid groups as well as individuals display more keenly at this time of year; it would not be possible for everyone to celebrate the true spirit of Christmas.

Merry Christmas and a Happy New Year. Ⓐ



GILLER PRIZE TIME PERHAPS?

The wealth of talent in Local 112 is not limited to the work we all do in the workplace each day. Many members throughout the Local possess some amazing talents that others do not get to see or hear most of times. Jonathan Loree is an example of this. Jonathan is a Local 112 member out of the Bombardier Unit. He has been working there for... years as a Aircraft Mechanic. Jonathan possesses a few extraordinary talents - including painting and writing. We have had the opportunity to preview his cartoons in some Aircrafter publications. Jonathan just recently published his first book entitled *The New Humans*. The book is Jonathan's first and took three years to write because the book required deep researching of facts.

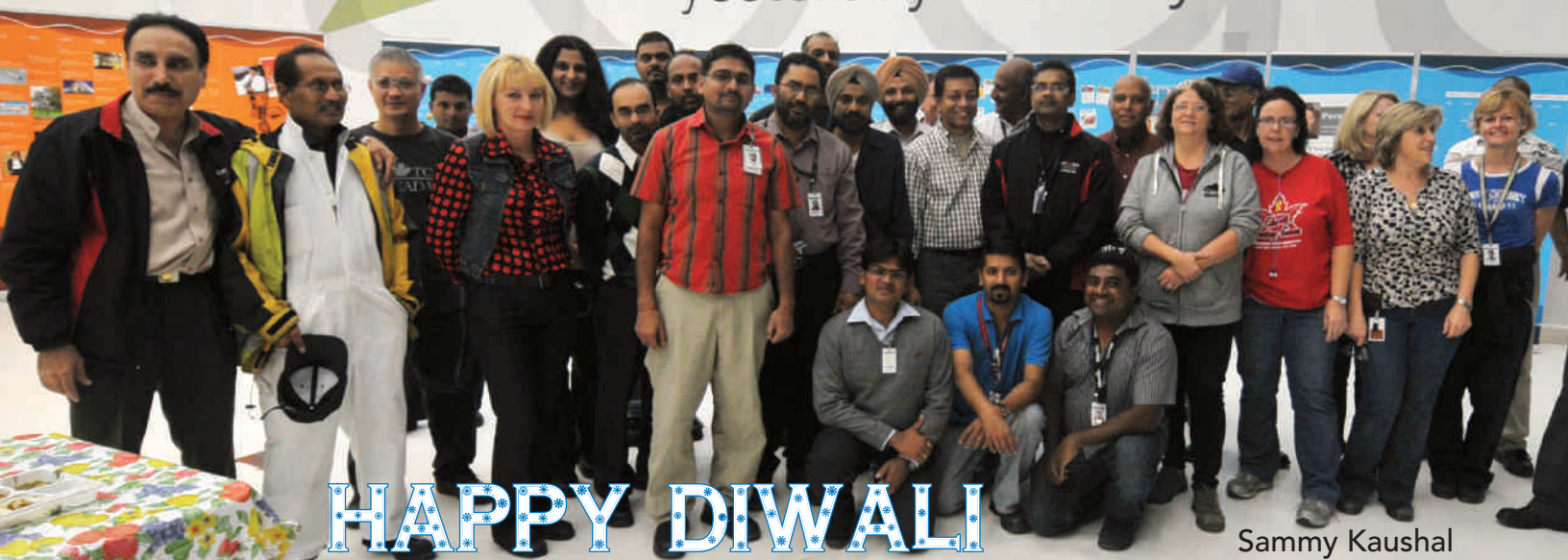
The book's publisher is in the States, and the book is widely sold there through Amazon, Barnes and Noble. Recently Jonathan was in Los Angeles for a book signing, and the book's instant success saw him sell all of his 75 books on hand in a flash.

The New Humans looks at the possibility that we as a race are already evolving into a higher species with real advanced abilities. The most powerful man in existence is portrayed from when he as a young boy discovering his ability, to when he grows up in a secret government run institution with eight other advanced humans with unique abilities. As we come to understand why nature created such advanced humans, we realize we may not be the true heirs to the planet Earth after all.

Jonathan, who has been a member for 25 years, is now currently working on his second book, which will be a suspense thriller.

Congratulations Jonathan for your hard work and your recent accomplishment from Local 112!

Jonathan can be found at his own website at www.jonathanloree.com if you are interested in his book or have any questions. ⓐ



HAPPY DIWALI

Sammy Kaushal

Diwali, the Hindu festival of lights, is the most popular of all the festivals from South Asia. It is also an occasion for celebration by Jains and Sikhs.

Diwali extends over 5 days. Because of the lights, fireworks and sweets involved, it is a great favorite for children. The festival celebrates the victory of good over evil, light over darkness and knowledge over ignorance. Although the actual legends that go with the festival vary in different parts of India.

Regardless of what religious explanation one prefers, the festival of lights really stands for a reaffirmation of hope, a renewed commitment to friendship and goodwill, and religiously sanctioned celebration of the simple – and not so simple – Joys of life.

This is the second year Diwali has been celebrated in deHavilland, the festival was commemorated this year by local members who provided a free luncheon for all employees of Bays 4 and 5

as well as support staff. The lunch was made up of a variety of dishes from South Asia and was served graciously by volunteers of many cultures.

The festival brought a feeling of togetherness and friendship amongst the employees, through the generosity and kindness of the festival organizers.

A special thanks to everyone who participated in the event.

Happy Diwali. 🕒



SPACE FOR RANT

Perhaps you've seen this silly little line on the bottom of your cable/satellite bill, the one that says LPIF. And if you've done the math you've discovered it's about 1.5% of your overall bill.

Most of you have probably just payed this and thought no more about it, but if you called and inquired they said it was the Local Program Improvement Fund and the CRTC had mandated it, sorry there's nothing we can do.

So let's open this little can of worms shall we? What this means is that whether you watch it or not, whether you like it or not, you're paying for it. With approx. 20 million subscribers that equals 35 million A MONTH going into the coffers of CTV and the like.

Any wonder there's such a big push on to have all TV signals digitised ASAP. Translation? That means every Canadian with a TV will now be unwillingly lining the pockets of big media if they wish to get any form of signal.

So I ask, seen any improvement in Canadian media over the last year with 420 million being syhoned off? No? Well me neither. I can tell you that BMW and Mercedes are probably having a banner year if they've a dealership anywhere near a broadcaster however.

I'd like to ask what happened to creative endeavours, a good idea? To wit: If my product is good and or entertaining then I have viewers, and if my product fails to fan the flames of

the 'great unwashed' then so be it, or so it's supposed to go. But here in Canada it doesn't matter anymore. See there was a gov't body that was created to help promote Canadian talent, which WAS a good thing, at least right at the onset But what the hell are they doing creating new TAXES, because that's what it is, when they do not have the proper authority to do so?

Further to this the CRTC, our aforementioned gov't body downloaded this to the cable/satellite companies, as they were the ones that were supposed to pay this fee, profit sharing they called it, really? Theft more like, but I digress However they in turn declared a policy that stated they simply would not, and so it's on to you and me, which they were NOT supposed to do.

So I declared a policy of not paying it either, and every so many months Jolly Rogers and I have a right royal go round about morals and ethics, creative license, intellectual property etc. I was raised on the tenants of freedom, which was supposed to include the freedom of choice. I see that's been taken away too. They've a word for this somewhat draconian measure. And I will leave that for you to decide

So I strongly suggest that you call your provider too, ask the hard questions, don't just roll over and hand out your wallet, AGAIN. The more people who fight back drags this illegal tax into the light.

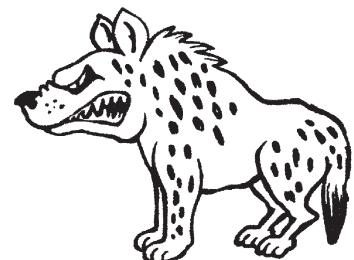
Draw a line connecting the institution to a corresponding scavenger.

1. Bay St.

2. Banks

3. Credit Card Industry

4. Cable Companies



©CALM

THE CAPTAIN VISITS DEHAVILLAND

All of us in our various locals know we build the best products, provide the best service, we are the best at what we do. I'm not bragging it's really that simple. So it's nice to receive kudos from unlikely sources that recognize you are not just world class, but actually world-beaters.

Such was the case for Bombardier DeHavilland on Nov 2nd when we had a visit from none other than William Shatner. Yes Captain Kirk himself dropped by for a visit and was positively enamoured by our state of the art Global Express aircraft. Seems we'd loaned him one so that he could complete a documentary he'd been working on called "The Captains" and the reason for this need was a tight schedule and massive logistics. Our aircraft handled this expertly and it allowed him to finish, which might not have been possible had we not stepped up.



Needless to say there was quite the buzz about the factory when it was announced he was going to drop by for a visit and join us in a little celebration on both the successful completion of his project and a great appreciation of a fantastic Canadian product. Ⓐ



COLLECTIVE AGREEMENT REACHED

Graham Davies, Northstar Plant Chair

After 30 days on the picket line a collective agreement was finally reached! This was one of the toughest and longest bargaining sessions I have ever been involved in during my ten years as a member of the bargaining committee at Northstar.

Strike action was taken on October 13th as a result of a concession riddle offer from the company. The offer presented to the bargaining committee on October 13th would have meant our members would have picked up thousands of dollars in costs in co-pay for benefits. It also would have seen the elimination of our COLA provision and worst of all the elimination of any job security for our members with the removal of the sub-contracting clauses in our collective agreement. The company left the bargaining committee no choice but to withdraw our memberships labour until they were serious about getting a fair collective agreement.

It was with the overwhelming support of the membership and solidarity on the picket line that sent the message to this management that we were prepared to picket as long as necessary to get a reasonable agreement. It was encouraging to see so much support from members of our other local 112 units visiting the picket line. There were also many visitors from other local unions from Milton, Oakville, Kitchener, Oshawa and as far away as Windsor which didn't go unnoticed during these tough times for our members. I would personally like to take this opportunity to thank all those who took the time to drop by the line to offer their support. And of course

all those who put in extra duties and rushed to the line in a moment's notice when the need arose.

The efforts of brother Scott McIlmoyle were second to none in organizing our strike duties and assisting members with any strike related concerns. Thanks Scott!

The company seemed to be more interested in challenging the picket line behaviour by seeking court injunctions on two occasions in the Milton courts rather than focusing on the bargaining issues and getting back to the table to hammer out a collective agreement. The Issues that kept us apart would have been resolved much sooner if we had had face to face time with the company.

Having said that the past is behind us and a new collective agreement was reached, that ensured our members job security and maintained the COLA in its existing form. THE STRIKE ACTION WAS A SUCCESS! While there were very few areas where we made

gains this was more about resisting takeaways. I want to thank the bargaining committee Mike Jones and Ram Persaud for their tenacity and perseverance during this process. Also the support of our President Rolly Kiehne, and National Rep Dawn Cartwright for their efforts in ultimately getting us to the end result.

With that said we look forward to the next three years of living with the collective agreement and continuing to ensure this management does the same! Your committee will continue to work hard on behalf of our members to ensure this is the case. We can only hope that the programs are in place in three years' time so we can realize gains that weren't there during this round of bargaining.

I would like to take the time to wish everyone in local 112 a very happy and safe holiday season. May we all enjoy good times with family and friends and return to work in good spirits in the New Year! All the Best 🇺🇸

