



# AIRCRAFTER

DECEMBER 2010  
VOL.10 ISSUE 2



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



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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.*



**LET'S GIVE RATHER THAN TAKE**

Nick D'Alicandro, Editor

As we enter the time of year of giving, I would like to take a few minutes to talk to you about giving instead of taking. Over the past few months there have been a number of incidents in the plant involving individuals taking other peoples personal property. These incidents have really shocked me, and a lot of other people as well I am sure. Our workplace is our second home, and our co-workers are part of our family. Poisoning it with such acts is really a shame, when as a union we are supposed to be building a stronger more united family. My experience working at Bombardier has always led me to feel that my personal property is safe, and I am sure the vast majority of you feel the same way. I hope that such incidents will stop, I also hope that those individuals would come forward and return what is not their own. Please let's not let our workplace become somewhere where we don't feel safe. Let's make it a place we enjoy being, a place where we can count on each other and look after one another, somewhere that when in need, its easier to ask than to take. With this in mind, and the festive season fast approaching, I hope that you are in the spirit of giving and that you take some time to think about those less fortunate. Please give in any way possible, so that we are not the only ones who get to enjoy this time of year. I wish you and your families all the best for the festive season, along with good health and prosperity for the coming New Year. ☺

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# 112 MEMBERS HAVE EARNED THE OPPORTUNITY TO BUILD THE GX 7000 AND 8000 JETS

Roland Kiehne, President



**B**ombardier Aerospace recently reported its market forecasts for commercial and business jet aircraft.

The demand for 20- to 149-seat commercial aircraft is expected to reach 12,800 new aircrafts in the 20 year period from 2010 to 2029.

Developing markets will present sizeable opportunities for new aircraft sales and commercial aircraft demands from markets outside of North America and Europe is expected to increase considerably, over the next 20 years. This certainly bodes well for Local 112 members that build the incredible DASH 8 Q400.

On the business jet side, Bombardier predicts the demand for business jets is expected to reach 26,000 for the same 2010 to 2029 year period.

Bombardier's recent announcement to move forward with Global Express 7000 and 8000 aircraft is welcomed news. However, it is concerning that no commitment has been made by Bombardier as to where these jets will be built.

Local 112 members have attained the proven expertise through hard work and have earned the opportunity to manufacture the GX 7000 & 8000 business jets.

Bombardier **must** do the right thing and award this program to our members in Toronto.

## THE FIGHT FOR GOOD JOBS

At our union's Joint Council meeting in August, delegates adopted a discussion paper titled "Fighting for Good Jobs". Below is a key part of that paper.

Workers are the victims of the financial crisis. We've paid for it with our jobs, incomes, homes, savings and pensions.

Now, in the aftermath of the crisis we

continue to pay through the prospect of a prolonged period of high unemployment.

Although we are the victims of the crisis we are paying for the restoration of the financial power of those who crashed the system through a massive transfer of public finance. And we will pay again through the austerity measures governments have introduced, which undermine public services and social programs.

After two decades of race-to-the-bottom job policies we are now caught in a vicious cycle of job losses, government austerity and more job losses.

The financiers who collapsed the world's economy have effectively restored their power and privilege. It is an amazing accomplishment. But what hasn't been restored is their legitimacy or the credibility of their world view. And that provides us with a new opening.

Admittedly, our movement is weaker now than in the past. Decades of attacks on workers and unions have left us bruised. But we are far from defeated. Throughout history the labour movement has been pivotal in the fight for economic rights, political freedoms and social justice.

There would be no social progress if workers didn't demand it, mobilize around it and sacrifice to win it. We are at such a moment in history.

The crisis and its aftermath can change everything. It is the moment in time when things get turned around. We must rise to this occasion. There can be no economic recovery without a recovery in jobs. But what we're offered is a jobless recovery and greater inequality. We are at a time, where we can accept that state of affairs, start seeing high unemployed as normal, regard bad jobs as good ones, or we can organize and build resistance against it.

In the years ahead, despite everything else we do, we need to focus on three ambitious objectives. The first is to build the strength of our union and the vitality of the labour movement.

The second is to convince governments there is a high price to pay for their continued disdain.

The third is the need to construct a new model of economic development.

In the months ahead, local unions in major centres, will take the lead in organizing *Good Jobs* community forums. CAW area offices, in every province, will host strategic roundtables on winning back the *Right To Organize*. The National Union in Politics Committee will schedule a special session of *Political Mobilizing*.

Departments in the national office will develop *Good Jobs* in the *Green Economy* workshops and finally, the National Union will sponsor a *Jobs Summit* on the *Post Crisis Economy*.

To be successful, we must begin by organizing the organized. In Toronto & the GTA, discussions are underway to mobilize Executive Board and Unit in-plant leadership, along with Local Union committees and activists. We are planning a kick-off early in 2011.

Finally, a warm welcome to the recently organized Cash Logistics & ARP members at Brinks & to the newly hired workers at Woodbridge Foam. As the Christmas holiday period approaches, I want to on behalf of the Executive Board wish all our members & your families, a wonderful and relaxing festive season and all the best in 2011. Ⓐ



# Developing the Aerospace Sector...

Mr. Claude Lajeunesse  
President and CEO  
Aerospace Industries Association of Canada  
60 Queen Street, Suite 1200  
Ottawa, Ontario, K1P 5Y7

September, 13, 2010

Canadian Aerospace Partnership

Greetings:

My name is Roland Kiehne and I am the President of CAW Local 112 in Toronto. Local 112 represents 2,500 production and skilled trades' workers at Bombardier Aerospace in Toronto, Northstar Aerospace in Milton, MacDonald Dettwiler & Associates (MDA) in Brampton and L-3 SPAR in Mississauga.

As you know, the Toronto region aerospace cluster is the second largest in Canada, generating more than \$6 billion annually in sales of aerospace goods. Toronto is one of only seven significant aerospace assembly centres in the world. More than 200 Toronto-area aerospace manufacturing firms employ a workforce of over 20,000 highly-skilled technicians.

I have been informed that the AIAC is working hard to re-establish the Canadian Aerospace Partnership. I want to add my name and voice in support of such an endeavor.

The CAW has been calling for the creation of a Canadian Aerospace Development Council involving private firms, all levels of government, the CAW, and other stakeholders to design and implement a new aerospace strategy for Canada. Please see attached document – A Plan for Action: Protecting Canadian Aerospace Jobs.

A Canadian aerospace sector strategy involving all stakeholders is vital especially in this environment where the demand to compete on a more global basis is critical to the industry's future success. The re-establishment of the Canadian Aerospace Partnership will play an integral role in the further development of our sector and its re-engagement must be a priority for government.

Yours truly,

Roland Kiehne  
President, CAW Local 112

cc. Ken Lewenza, Jerry Dias, Dawn Cartwright

...continued on page 20



## JUMPING IN WITH BOTH FEET

Jim Beckett, Vice President

It has now been more than six months since taking over as Vice President of this great Local. The learning curve has been fantastic, giving me the opportunity to work closely with many units, committees, and members. I had the great pleasure to work closely with the Aboriginal Workers of Color Committee, Youth Committee, and helped in the Women's Committee boat party tour commemorating the return of women in the workforce. Along with that, I had the opportunity to chair my

first membership meeting, as well as the Executive Board meeting. As with each and every passing day, I feel more at ease in fulfilling my duties as your Vice President, and I look forward to working diligently, in serving the membership going forward, to build a strong and united Local.

With that I would like to wish you all a safe and Happy holiday to you and your loved ones. May the New Year be safe and prosperous! Ⓐ

# LOOKING AFTER YOUR MONEY

Scott McIlmoyle, Financial Secretary



It's with pleasure to report that our finances continue to be in a solid state. We do continue to send all elected delegates to their respected conferences. As well, we are leading the way across the CAW by sending our members to educational weekend conferences in Port Elgin and to the one-week leadership courses in order to build on our grass roots activism.

It's been a busy yet positive six months working out of the Union hall. We have been working on doing some over all upgrade at the hall not only to improve how we service you the membership, but to bring in some more retirement gifts and more clothing attire for the members to purchase. It's always a pleasure to wear our local's colors, not only when you are representing the local, but also on the shop floor. Keep your eyes posted on your units' bulletin boards.

## FINANCIAL REPORT

	Sept 30/10	Oct. 31/10
Balance	\$ 149,645.34	\$ 158,751.65
Term Deposits	\$ 524,381.78	\$ 524,518.16
Total	\$674,027.12	\$683,269.81

## AROUND THE LOCAL

### DH

What a great milestone! The 1,000th DASH 8 being built at DeHavilland. We must take the time to reflect on this achievement.

When Roland and I made our way around the plant the rumors about lay-offs were running wild, but we have not received official notice through the chairs office of any lay-offs.

At the time of print, we currently have 2 members that will be moving into retirement and I wish them well.

## BRINKS

Welcome to the 40 new members from Brinks Cash Logistics to Local 112. As we have just completed our first meeting, the process for elections and bargaining are well under way.

I have had the pleasure of being to the Toronto branch several times within the last month with regards to the company and their behavior when dealing with our members and return to work issues.

I do thank those members that pass on my name and number for others to get a hold of me in order to ensure that they are properly represented.

## TORMONT

I was called when a member was injured on the job and the company wanted to dictate the conditions of employment following their injury. \*\*\*Remember you can call your Plant Chair or myself to be present during the return to work process, or any interviews with regards to your injury\*\*\*.

## WOODBIDGE FOAM

Welcome to the thirty plus new members recently hired to Local 112. This is great news as we see the new production line being assembled as we speak. This increase in membership brings a positive feeling for those senior members that have been through some of the worst times at Woodbridge Foam.

## VITAFOAM

Congrats to the over 20 members who have signed up to take ESL classes. Our local union leadership was proud to be part of the opening classes that started in October.

## SPECIAL MENTION

I would like to take this time to thank our administrative assistant Shan White for her dedication and hard work ethic and for being there for me day in and day out. (A)





# FACELIFTS IN THE PLANT TRANSLATE INTO GOOD THINGS TO COME

Merv Gray, Bombardier Plant Chair

As the end of another year approaches, let me take a few minutes to reflect on the past 12 months. We started 2010 with a full order book on our 400 program and Global Express program. That changed somewhat in midstream as the 400 orders slowed a little. The Lear picked up and saw a return of a number of employees to Bay 11 as production started up again after being stalled for a few months. The Global continues its success and has been an asset within the plant as far as employment levels go.

As the year comes to a close there where a few high points for the 400 series. A sizable order from India (with options) will keep our members working in bay 9 and 10 with a few more costumers on the horizon. That is always good news.

Unfortunately we had more lay-offs in several different areas as this pendulum swings back and fourth. It is never good to see our members leave, especially with this volatile economy right now. However I remain optimistic looking forward that next year going forward will bring continued growth to the plant. The facelift that we have witnessed this year are a sign of better things to come and along with your bargaining committee and in plant reps we will keep on top to see all our laid off workers return to work as they deserve.

## Looking forward

It's no secret that recent announcements could give up a very positive future. The M170 Global 7000 8000 as it goes by, was launched in the last quarter of 2010. This aircraft

brings new opportunities to all the Bombardier sites and we will lobby hard to make sure that we are a contender and a major player as the program is distributed to different locations. We have produced and continue to show that when asked to meet a challenge we can deliver.

Success at its highest level.

1000th Dash 8 and 400th Global Express. What a story!! What an achievement!! What planes!!

All of the above are incredible.

Our Dash 8's and Globals are flying all over the world and as you've seen in the video (Nov. 12 celebration) are serving millions of passengers daily in a very competitive industry. I certainly am very proud of this achievement, and sure all of you are so too.

Congratulations for a job well done and I look forward to continued success in this gem.

On behalf of our veterans and the local Legion, I would like to thank you for your generous donations on the Poppy Day collection, to remember those who gave so much to us. Also the Salvation Army is another very worthwhile organization that we support at Christmas and again thank you for your financial assistance. It is good to give to those less fortunate.

On behalf of the entire plant officers I wish you all a merry Christmas and a prosperous New Year.

See you all in 2011, God bless. Ⓐ

# BEST WISHES

Bob Hamilton –  
Committeeperson  
Zone 5  
Bombardier DeHavilland

It is that time of year again, as I write this the transformation in Bay 2 is well underway. We are told that by the end of the Christmas shutdown many more components and workers will be in place in the area. Even though some find this disruptive, it is good to see the investment, which helps towards securing our futures.

I wish to take this time on behalf of myself and my alternate, Dan Alushi, to wish everyone in our zone (Bays 1 & 2 and the drivers), as well as all our members throughout the plant and all our local units, a very Merry Christmas and a happy and prosperous New Year, with the hope of new work coming to our plant. Ⓐ

# WF KIPLING UNIT RATIFY FOR NEW BUSINESS

Sam Duro, Woodbridge Foam Plant chair



The members at Woodbridge Foam Kipling facility have ratified a new contract amidst the existing contract to inject new business in to the facility. The new business was voted down at first ratification base on disagreement on some key language issues regarding mandatory overtime. After lengthy discussion between the management and the bargaining committee, we reached common grounds on re-phrasing those languages, making them more flexible and non-binding.

The new contract protect all current employees and we were able to restore wages to where they were before we bargained a concession contract back in May' 2009 during the down turn of the global economy. Pensions were also protected but with some of our members losing their eighty-five factor but will hold on to their defined pensions. There is fifty cents an hour contribution towards our defined pension and our co-pay drug benefits (DTF) also went up double. It has paved way to a recall of all our members who have been laid-off for many months and years.

Our members coming out of lay-off and those actives on the shop floor has the right to move across the shop floor base on their job classification wherever there is a vacancy creation with their wages intact, it has created over thirty new jobs start-up on two shifts. The official launch of the new business is set to begin on Nov. 22/2010. An estimation of one hundred new positions would to be filled in the coming months. This has been made possible because of high-level negotiations from the national representation and co-operation of the local bargaining unit and the general membership as a whole.

On this note, I would like to thank all parties involved who spearheaded, to make this a reality. As we close another chapter in our labour struggle, I wish you and your families a very healthy and joyous Happy Holidays. Ⓐ

## WOODBIDGE GROUP WINS GREEN CHEMISTRY AWARD

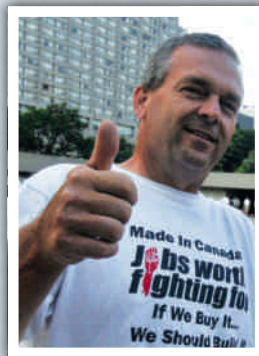
Woodbridge Foam Corporation has won the prestigious 2010 Green Chemistry and Engineering Award from the Chemical Institute of Canada (CIC) and the Ministry of the Environment.

The award nomination was made by Sam Duro, CAW Local 112. Plant Chairperson, and Hamdy Khalil, Global Director of R&D and Product Development.

Sam and Hamdy have collaboratively applied for the award, proving that all Woodbridge employees are working together to create the safest work environment for our CAW members and the safest product to our valuable customers.

The award was presented during the 3rd International IUPAC Conference on Green Chemistry held in Ottawa, August 15-18, 2010. In his acceptance speech, Mr. Robert Magee, Chairman and CEO of the Woodbridge Group noted the contribution of the CAW members, the customers, the joint venture partners, suppliers and the entire Woodbridge Foam family.

## ALL THE BEST



Mark Grix, Guide

Dear Members, with another year coming to a close, I would like to wish you all a very happy and safe holiday season. With economic turbulence still lingering, this holiday is a perfect opportunity to take some time to enjoy with our friends and families, along with some time off (for those who have the ability) to rest our minds and bodies. See you all in the New Year, fresh and ready to take on another chapter, and may it be a bright and prosperous one. Ⓐ



# BUSINESS SLOW AT VITA

Ahmid Nabi, Vita Foam Plant Chair

As I have written in the last article, business was booming at Vita Foam. Surprisingly there has been a big drop in business since September 2010, which should have been the busiest of months. This is how uncertain the foam business is today. Currently there is not an abundant amount of business for the many foam companies around. According to the sale staff, this slow period could run into next march. With Christmas holidays around the corner, workers are very nervous. In the past these months used to be very busy with lots of overtime available, and the extra hours helped during the Christmas season. For vita workers it seems like Santa Claus will have to take a holiday.

Even though the business is slow, health and safety, consumer satisfaction and on time delivery is still the number one priority. The sales staff and the dedicated members are working very hard to turn around the business.

## Safety Milestone

Employees at Vita Foams Toronto site have achieved a fantastic safety milestone by working for two years without a lost time injury. Hubert Le Blanc, safety, health, and environmental manager was delighted to be able to report this to the J.H.S.L on August 5th 2010. A safety celebration was held on August 13 2010, during when lunch was served by the company and as a token of appreciation each employee received a jacket. This is a significant accomplishment, made possible by a solid team effort said Hubert. Everyone has been proud of this and everyone can take pride in the result. This should demonstrate to all that our goal of zero injuries is attainable and sustainable. Brothers Roland Kiehne and Scott McIlmoyle were in attendance at the celebration. Roland congratulated and thanked the members on their achievement, calling it a "Great accomplishment" and one that is at the forefront of manufacturing industries. Training is an essential ingredient of a good safety program. One of the very important topics requiring training is workplace violence. Long before bill 168 was passed in June of this year, we had several training sessions on this important topic. We had several refresher training sessions during this past summer to ensure good understanding on this topic. Vita Foam has a zero tolerance policy in regards to violence and harassment in the workplace. Our goal is to have zero incidents of either ones.

Looking back as far as 2004, Vita Foam safety performance needed significant improvement. The number and severity was not acceptable. Training was not as robust as it needed to be. Late in 2004, Hubert joined the company and brought with him a passion for excellence in safety. Under his leadership, the joint health and safety committee and the hard work of everyone, we are now proud to have an excellent safety record. Hubert has recently joined the ranks of the semi retired. He will continue working for Vita on a part time basis. We wish him well and will keep working with him to ensure the good work he has helped put in place continues.

On behalf of the committee and the members of Vita Foam, we wish you Season Greetings, and may your holidays be happy and safe. Ⓐ



## THE LIGHT AT THE END OF THE TUNNEL IS GETTING BRIGHTER

Dwight Brown,  
Hewitt Plant Chair

Hello Sisters and Brothers. Holiday season is here already and another year is coming to a close. 2010 has seen the beginnings of an economic recovery, yet that does little to console the victims of the financial crisis that we have been through. The light at the end of the tunnel is getting brighter though and with it comes the promise of better days. We at Hewitt have recalled all of the members that were laid off from classifications of work that we still perform and are continuing to add new faces as our market share continues to grow.

This festive time of year is a great time to spend time with loved ones, discuss the promise of a new year and organize priorities as well as expectations for the future. To all the members of Local112 and their families, Merry Christmas, Happy Holidays and Happy New Year.

Please don't drink and drive. Ⓐ



# FOCUS SHIFTS ON INFORMATION SYSTEMS DEPARTMENT



Dennis Borden, MDA Plant Chair

Well it looks like this is it for another year. I heard someone compare life to a roll of toilet paper, (the closer it gets to the end, the faster it disappears.) As I get older it is a lot easier to relate to the saying. Not really sure if this holds true for everyone but you may want to give it some thought. With the Holiday Season approaching and Remembrance Day just passing, everyone of us should take time to reflect on the important issues in our personal lives and be thankful to those who have given so much in the past so that the current generation can enjoy. The battles of the past were not limited to just war, but also include the gains that were made by those workers before us who fought for the future workers in this country and around the world. Remember this the next time you look at your pay check or submit a benefit expense. You may think that there are others that are better off than you but I assure you that there are many who are far worse off.

Work here at MDA still proves challenging and as I write this I am awaiting a response from management as to the still delayed layoffs that were first posted in July and now have a date of late January 2011. It seems that forecasting

manpower requirements has the same degree of accuracy as the Farmers Almanac has to predicting snow in July.

MDA recently sold off a large portion of the business and has stated that it will now focus on Information Systems which is where our membership is. Great news. Historically this division has been and still is very closely connected to government contracts. The business plan is to now put a greater emphasis on creating products that will provide us with a sustainable future with out the reliance on government agencies. The period of transition will not be an easy one and I suspect the CAW may have to once again become involved in the process at a higher level but that I will save for the next issue of the Aircrafter.

I do want to thank all the members here at MDA for their support and efforts during what has been a very troubling time for all of us. I am confident there is a bright future for all of us here, but I wish the time was now.

For all the other members of Local 112 at all the units have a great holiday season. Ⓐ

## LEADERSHIP SUPPORT APPRECIATED

Nick Shearman,  
Brinks Toronto, Plant Chair



As a new group that has just come from a different union, we have had numerous situations where I or another member have had to make a phone call to the union hall for advice, or to have some one come down to the branch and help with an issue that requires expert help. That expertise and advice has always been there for us since we have joined the CAW and is readily available to us should we need it.

The week long training course on grievance handling and leadership that the stewards have received and the weekend

courses that I have been sent on have been a great help in dealing with the numerous variety of situations that we face in the work place. Our outstanding contract issue at this time of writing is on its way, I believe, to being resolved.

Our cash logistics and ARP employees have voted to join the union with us and I ask all of us to welcome our new sisters and brothers.

I wish all a great holiday season and if you find someone in need of a helping hand, reach out to them. Ⓐ





# NEW WORK+NEW HIRING =BRIGHTER FUTURE

Graham Davies, Northstar Plant Chair

As we look forward to the upcoming holiday season, I will take some time to reflect on the year gone by. It clearly has been an up and down year. The hiring of new employees continued through the early part of the year with the prospect of the much anticipated apache block III program increasing our workload here in Milton. With the LRIP (low rate initial production) of this program hitting the shop floor, volumes are slowly starting to increase. Commitments for future production requirements are still on the horizon. The development of this program continues to be challenging, especially in the Quality areas and particularly around first article approvals.

We have filed more grievances this year, (close to fifty) than in years gone by. This is probably a result of the number of changes in management and a lack of direction throughout this year. Hopefully the new president of Canadian operations Peter Jackson will change some of this. The supervisors need to understand our collective agreement and deal with issues that arise in a proactive way. The arrogance and defiance from many supervisors needs to change for us to have a proper working relationship. Also the grievance procedure needs to be handled in a timely manner. It's frustrating to the grievors' when they're waiting for months to hear their grievances. I think the company has that message from the union and are starting to work on some of these issues. Time will tell if management continues to work with us instead of against us!

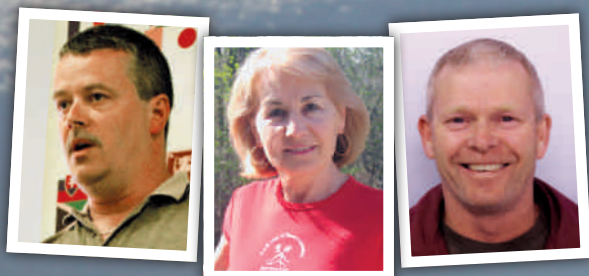
Early in the New Year we will once again have elections for your union leadership. I would encourage anyone with aspirations to get involved, attend our monthly membership meetings at the union hall the last Tuesday of every month. With the current collective agreement set to expire next year these are very important decisions for our membership. Collective bargaining is not a one month process, it starts the day we return to work after ratification of our contract!

This was a particularly sad year as we saw the passing of a few of our union brothers. Both Bassant Rooplal, and Frank Samek have been dearly missed here at work since their sudden passing in recent months. Also Dimitryos (Jimmy) Zimbulidis after a very short retirement lost his battle with cancer earlier this year. As well as our ailing brothers, Ashley Ahluwalia and John Vaccaro who both continue to recover from their major setbacks, we wish them well. It brings to thought the old saying "work to live, don't live to work". Take the time to enjoy life and strive to retire as early as possible!

While we take the time to enjoy the holidays with family and friends, we should do what we can to help out those that are less fortunate. I would encourage everyone to give to charity or volunteer your time to help out with the many worthwhile causes, which come to the forefront at this time of year.

Have a safe and Happy season! ☺

## 3 THUMBS UP!



Terry Howes, Mary Vukman,  
Brad McConnell  
CAW Local 112 Trustees

Brothers and Sisters: another year is coming to an end and our finances and books are all in order.

We had the opportunity to take up and review our audit for the first half of this year with our new financial secretary Scott McIlmoyle, and we must say things went very well.

This is the time of year that we must remember those who are less fortunate. Its not too late to make financial or food contributions to a local charity, which would be beneficial to those in need. We know a toy donation will put a smile on somebody's face on Christmas morning.

At this time, we would like to wish you and your families a very Merry Christmas and a safe and happy holiday. ☺

# WHERE IS THE LOVE FOR OUR BROTHERS AND SISTERS?



Melrose Cornwall, Toromont Plant Chair

2010 will become history in a matter of days, but what a year it has been. For the most part it could be described as a Roller Coaster with peaks and valleys where the valleys appear to be wide and long.

It has been a year where some departments are still struggling to turn things around. Unfortunately this situation has brought out a real 'ugly side' for some. A small group of people felt one should be laid off based on friendship. That totally ignores the collective agreement, where the basic fundamental of the Union has been protecting seniority.

As I reflect on the past year and the struggles we have endured, I am delighted it's coming to an end. What is really alarming is the fact that there is no sign of things improving soon. In order for our Union to survive, brothers and sisters, it is extremely important to put selfishness, greed and racism out of the equation. We need to reclaim what we once held dearly, love for our brothers and sisters in solidarity.

Some of us are being bamboozled by management in believing that the only way to be promoted to lead hand positions in this company is by showing dislikes for your Union or by snitching on fellow co-workers. This behavior is promoted today by supervisors and management in the main tractor shop. What happened to the good old days when we would see a brother or sister making a mistake and we would walk over and point it out and help fix it. The new norm today

is to watch your co-worker make the mistake and then run into the office and file a complain. Where is the love for your brother and sister in solidarity? If our company truly cares about its people, then these behaviors in the tractor shop would not be encouraged. You have the basic right to be in a Union and to be treated fairly. Upper management needs to step in and correct this behavior, for it only creates a poisonous work environment. Employees are afraid to speak up because of the fear of being targeted. Preferential treatment is rampant in the shop. When these concerns are raised, the typical response given by a supervisor and manager is: "show me where it states in our collective agreement that we have to treat everyone fairly". Managers and supervisors need to be educated before they are given their positions. A simple start would be to give them a copy of the company's policy on the subject matter. In this department we have a few grievances with regards to unfair treatment, harassment and discrimination. If these issues cannot be resolved we will be going to arbitration.

We are being told that by next March the Power department will be moving to Brampton. I would like to take this opportunity to thank all of you for your continuous support, and to wish all of you Happy holidays and to those of you who are my Christian faith I wish you a Merry Christmas. Be safe. I hope the New Year would be a blessed one. Ⓐ

## TIMELY INJURY REPORTS

Brad McConnell,  
WSIB Representative

It has been 6 months since I was elected and I would like to take this opportunity to thank everyone for their support. My congratulations go out to Des Rodrigues in his successful campaign for alternate WSIB representative.

The biggest challenge so far has been trying to get claims accepted when the accidents are not reported when they happen. The longer a person waits to claim the harder it is to establish that the injury is related to work. If it happened or is caused by your work duties it is covered under WSIB.

To avoid denied claims, any injury must be reported immediately to your supervisor. Your supervisor is then required to complete an accident report and submit it to the EH&S department. If medical attention is required, go to the health centre and if need be, see a doctor of your choice. Make sure your doctor is aware that it is work related. Report back to the health centre. If you are going to be off work because of the injury, the WSIB requires you to notify the company as soon as possible.

You can contact me anytime to answer questions, fill out paperwork or deal with the WSIB or the company on your behalf. I can be reached at 416-375-3737 or ext. 33737. I would like to wish everyone and their families a safe and happy holiday. Ⓐ



# HOME OF EXCELLENCE

November 11 2010, Bombardier Toronto site was the spotlight for excellence and milestone achievement in aerospace history. It marked the 1,000 delivery of a Dash 8 series aircraft, and the 400th Global Express.

These two engineering marvels have been the backbone of this site for many years, and a major employment opportunity for many families. This milestone could have never been achieved without the dedication, sacrifice and hard work from every single employee who had the opportunity to contribute in making these marvelous aircrafts the pinnacles in their respective class.

Their respective milestones did not arrive at an easy cost, facing a number of obstacles along the way. When people predicted that the Dash 8 was an outdated aircraft, and that people didn't like to fly in propeller planes, we proved that wrong. It's now one of the most advanced in its class; it flies further, more comfortably, efficiently and greener. Truly a testament to perseverance and commitment.

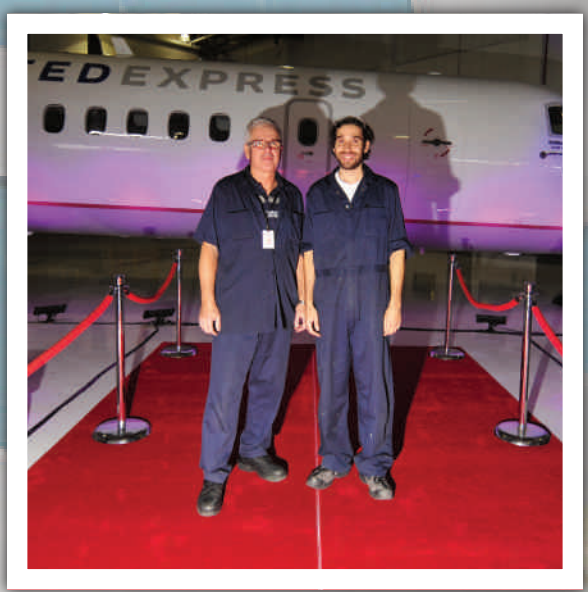
As for the global line, people believed that only a few hundred would ever be built. Here we are today with the most advanced and luxurious aircraft one that all other contenders try to measure up to. And with respect to orders, we have a healthy backlog. Congratulations to all past and present workers who helped make this site the home of the best Bombardier aircraft in the world.

With that said, Bombardier recently announced the addition of two new models to the Global family. The Global 7000, and Global 8000. It would be a no brainer to assume that this would be a project destined for the Toronto site given the history of quality, experience, and on-time delivery capability shown over and over again by the Toronto site employees. But as it stands now, it is still undetermined where this project will land. That is a total slap in the face by the company to Toronto. Yes, it's understood that corporate decisions of this magnitude are not rolled out as easy as they might seem, but for a plant that has suffered for so long, including seeing work leave so other plants could prosper, as so the pockets of the share holders. We not only deserve this project, we demand it. For the present, and for the future of this site.

We have proven to be the best, so treat us like the best.

Global 7000 and 8000 home has to be Toronto site, home of excellence. Ⓐ







# UNIONS MATTER

**The reality is unless you belong to a union –  
you are at the mercy of your employer.**

This is the case for nearly 70% of workers in Canada who do not have union protection.

All workers in Canada and around the globe are facing difficult times,  
but for non-unionized workers the impact is far worse.

Without the collective power of a union, non-unionized workers face job loss,  
infrequent work hours, low wages and little to no benefits, as well as health and  
safety violations alone. It doesn't have to be this way.

Change begins with a phone call from a worker who is ready to organize.  
One by one that is how the CAW has become the strong diverse union it is today.

**Do you know someone who is ready to make the call?**

**Let's talk.  
Change begins with you.**

**1-877-495-6551 or [organize@caw.ca](mailto:organize@caw.ca)**

**CAW  TCA**  
**CANADA**  
[www.caw.ca](http://www.caw.ca)





# LEST WE FORGET

Maurice Coulter, Chair, Retiree's Chapter



As I start writing my article for the Aircrafter, it is Remembrance Day. I, like many Canadians, am remembering a family member who lost his life fighting for our freedom. Over 100,000 Canadians have made the ultimate sacrifice in past and present global conflicts and wars.

## Remembrance Day:

Our president Roland and several other union Officers attended the legion led Remembrance Day services that were held on Sunday November 7th at the plant cenotaph.

Our regular November retiree-meeting fell on November 11th. Our local president started the meeting with a Remembrance Day service and two minutes of silence, in honor of all those

Canadians who have and still presently are putting their lives on the line for our freedom. Following this was a reading of "In Flanders Fields" and closing the service, Silvio played the national anthem on his mandolin. Once again the attendance was superb.

## In Flanders Fields:

Dr John McCrae of Guelph Ontario wrote this poem in 1915. Dr/ Lt Col. McCrae served as a doctor in the First World War. He died of Pneumonia in 1918. McCrae is buried in Belgium not far from Flanders Field. World war one ended with the signing of Armistice treaty at 11 am on November 11, 1918. Remembrance day is held each year since, on the 11th hour of the 11th day of the 11th month,

remembering those who fought in the First, Second world war, Korea, Afghanistan and anywhere our troops were and are serving. Integral parts of Remembrance Day service are the poppies and the Flanders field poem, and the two minutes of silence. We must ensure that our veterans are respected, supported and cared for.

At this time I would like to thank President Roland Kiehne, Financial Secretary Scott McIlmoyle, and Executive Assistant Shan White who are always so kind and helpful to all our retirees. With that, I would like to wish all the members and their families in all the plants a very Merry Christmas and good health, happiness and prosperity in the New Year. Ⓐ

# THIRTY ONE PERCENT

John Aman, Director, CAW Organizing Department

Upon hearing about his own death Mark Twain responded as only he can: "rumours of my demise have been greatly exaggerated."

Time and time again many scholars, academics, media, business and right wing pundits, progressives and even some trade unionists have warned about the demise of trade unions. They point to many factors and at the top of that list is the 31% union density rate. They state unionization rates have not increased (in Canada the rate has been consistently around 31% for years) and therefore it is inevitable that we are doomed. "Plan the funeral" some shout out.

Like Mark Twain we can only state "rumours of the demise of trade unions have been greatly exaggerated". Unions are not dying or irrelevant as some would like to think and if you look at the 31% in proper context, this number paints a very different picture.

The trade union movement has been able to maintain its density in spite of:

- increase in population (workforce increases),
- terrible job losses in certain industries,
- regressive labour laws when workers seek to join (mandatory votes in 6 provinces),
- increase in neo-liberal agenda,
- increase in anti-union media.

For any organization or movement to maintain its presence and influence, despite facing all of this, shows they are alive and well, and more importantly, still viewed as relevant by their members. Yes, as always we have to adjust to our new realities, but claiming unions are irrelevant or dying is far from the truth.

One thing we do know is that if workers were asked without fear of job loss about joining a union, we would have greater union density in Canada. I hate to break the news to some, but we are alive and well. We are not going anywhere, we will be organizing and we are going to make a difference. Ⓐ



# FOR YOUR BENEFIT

Gord McAlpine, Training / Benefits Rep, Bombardier unit



## Blue Cross is no longer

Bombardier decided to change the Insurance carriers from three (Green Shield, Blue Cross & Industrial Alliance) to one Insurance Carrier. Bombardier had a meeting with C.A.W Local 112 & 673 informing us that they decided to go with Industrial Alliance as their only benefit provider. After the meeting, Merv & Gus were informed that our Benefits Agreement stated that Bombardier could change any Insurance carrier at any time with the exception of Green Shield. Merv & Gus wrote a policy grievance against the company, advising them that it was against the benefit agreement to remove Green Shield. Bombardier did not like this but ultimately decided to go with Green Shield and Industrial Alliance.

Industrial Alliance had plastic cards made up and mailed them out to all employees, retirees and surviving spouses to the last address on the company files. I received many calls from members about not having received their new cards. I have put in requests to have the company issue replacement cards after the address has been checked. You can also put in the request yourself to the company by calling the employee service centre. The number is (416) 633-7310 Ext 33333 follow the prompts (7 to speak to Lilly or Sharon) or to Industrial Alliance at (416) 585-5902 or 1 (888) 295-6555

Once you receive your Industrial Alliance card, on the front of the card it will have: for active employees, policy number (28202) your cert number 99 plus your clock number and it will also have for your Dentist Carrier number 60. As of April 01 2010 any dental claims your dentist submitted for a claim prior to April 01, 2010 should still use the old policy # 22500, but any dental work performed after April 01, 2010 the dentist must use the new policy number 28202.

For retirees and surviving spouses, this new card is used for all your major medical claims and if you turn the card over you will see that it also covers your Travel Insurance. There are two phone numbers to process a Travel Insurance claim. In Canada and USA call 1 800

203-9024 and for anywhere else call 514 499-3747. We still recommend that you get addition medical insurance because \$35,000.00 does not go a long way.

So please get rid of the Blue Cross card in your purse or your wallet, it is no longer valid.

## Come out! Come out! Where is my Benefit Handbook?

Many of you have been asking: Where is the Benefits Book for 2009-2012?

Right after the contract was signed, Darlene, Local 673 Union Representative at the time, and I were after the company for the Benefits Contract. We finally received the document after about two months.

We then went through the document, word for word comparing it to the last contract to make sure all changes were put into the new contract. This document went back and forth several times, until Jeff Wareham, from the National Union, gave it the final approval.

Darlene and I have done the same thing with the members' Benefit Handbook. We kept asking the company when the books would be available but they would not give us any dates. We didn't know what was holding them up, but later found out about the company's plan to change our Insurance companies from three carriers to single carrier. The signing of the benefits contract book should be done December 8, 2010 and then it has to be printed. Hopefully you will have your booklets in January of 2011.

## Training

The Ministry came on site and ordered the company to retrain all employees who have his or her boom & scissor certificate. The Health and Safety Group put out phone calls and E-Mails to supervisors in order to get a base number of how many employees were to get retrained. The 1st numbers that came back were about 400 employees but after closer investigation the number grew to about 900 employees.

The H&S group and the Training Dept brought Steve Parker on board to set up the schedule for the training to be completed by the end of the year. Steve has put in many hours inputting data to get the training going. The training is going well but not without some issues like: employees not being notified about their training or too many employees being sent to training at the same time forcing the trainers to send people back to their work areas. We still have issues arising daily but we hope that all training will be completed by the time the Ministry order comes due.

There are other trainings going on that the Union has not endorsed. A Transport Canada audit is about to begin. Many workers are performing jobs in which they are not certified, or their certification has expired. Quality Inspectors are encouraged to make sure that the work inspected is done by certified workers. The training dept. will get the training up and running so everybody is trained for their respective job. The TC Audit is taking place in December and it will be interesting to see how well we'll do!

There was an accident in the pipe shop that could have been much worse. After the investigation, it was found that the employee was shown how to operate the machine by what they called OJT (on the job training). Such a thing exists, but it has to go through the training dept in order to give the instructors the training modules. This consists of a lesson plan and a document that must be stamped as you complete each task by the instructor, employee and the supervisor.

The electrical shop has started training again because employees are being moved around the shop floor. The electrical training room will be moving from Bay 12 to the basement where the telecommunication office was.

With that said, wishing everyone a Merry Christmas and Happy New Year from my Alternate Sherri Snow and me. ☺



*In Loving Memory Of*



*It's during a time like this that we learn how much our family and friends really mean to us. We appreciate your sympathy and kindness.*

*Many Thanks*

We would like to thank all Union officials, members, friends and co-workers for attending our son Alim's funeral and for the sympathy of our loss. It meant a lot to us. Alim had just turned 19 years of age; he was a healthy kid who loved playing soccer, basketball and helping others. He also was a big brother at our Mosque. He was diagnosed with Leukemia a year and a half ago. He passed away on September 20, 2010 at 12:08 a.m. at the Princess Margaret Hospital.

It has not been easy for us to cope with our loss, as we are reminded every moment of every day how special Alim was to us, and how painful it is that he is no longer in our lives. Carrying on has been challenging, but with the love and support you have shown us during this hard time, it has given us the strength to carry on. We cannot begin to imagine having to go through this without the kindness, care and prayers from all our wonderful friends and family. Never once did we feel like we were alone.

Now that some time has passed, we are slowly learning to accept the loss of our son and we understand that we should celebrate Alim's life rather than mourn his death. We also learned that we should be thankful that we were blessed to have Alim, although for only a short time in our lives. Also thankful to have been blessed with such good friends and families. Again from the bottom of our hearts, thank you for all you have done for us; words cannot describe how much your love meant to Alim and how much it continues to mean to us.

On October 7, 2010 our friends and family put together a team (THE LEUKEMIA ALIM-INATORS) to participate in a walk-athon organized by the Leukemia and Lymphoma society. Our team raised \$26,850.00, which was donated to the organization in hope that some day soon medicine can find a cure for this deadly disease, so no other family has to go through what we and many other families go through.

Thank you,  
Karim & Rumina Hasmany  
Bombardier Unit Member

## *Thank you*

Another year has come and gone by so fast! We have so many things to be grateful for.

One of the things at the top of my list to be grateful for is the continued support of my late eight-year-old daughter Shania's fund for Neuroblastoma research at Sick Kids foundation.

I believe that one of the things that would have been at the top of Shania's Christmas wish list this year (if she was still surviving from this horrible cancer) would have been the cure that she said was her dream to help find.

We are pleased to announce that Shania's Sunflower of Hope Fund raised just over \$46,000.00 from the annual golf tournament and fun fair!

I know first hand how grateful the families and children suffering with this disease are for the funds going into research for this childhood cancer.

Sick Kids is expanding its research into neuroblastoma this coming year because of funds raised by people just like you.

We wish you a wonderful Christmas, good health in the New Year and the opportunity to spend quality time with your loved ones.

"Life is too short not to"

All the best,

Shayne, Karen and Shannon Johnston, Bombardier Unit Member and Family



**The Bombardier Action Centre has been set up with FREE services just for you!**

**Activities include:**

**Providing workers with the resources to help them gain re-employment,  
go into retraining or even open their own business**

**On site Employment and Training Counselling**

**Needs Assessments • Workshops**

**Assistance with building a great resume and cover letter**

**Computer and Internet access • Photocopying and Faxing**

**Daily Job Postings and Networking Opportunities • Information and referrals**

**COME IN FOR A VISIT TO SEE WHAT WE CAN DO FOR YOU!**



The Bombardier Action Center is a project funded by the Ministry of Training, Colleges, and Universities and Bombardier Inc. The project is supported by CAW Local 112 and CAW Local 673.

The Action Centre is run by former Bombardier workers who volunteer as Peer Helpers. The centre was established to assist former employees and their families dealing with the layoffs.

**Hours of Operation:**

Monday & Tuesday 9 am- 3 pm

Wednesday 9 am - 7 pm

Free parking available!

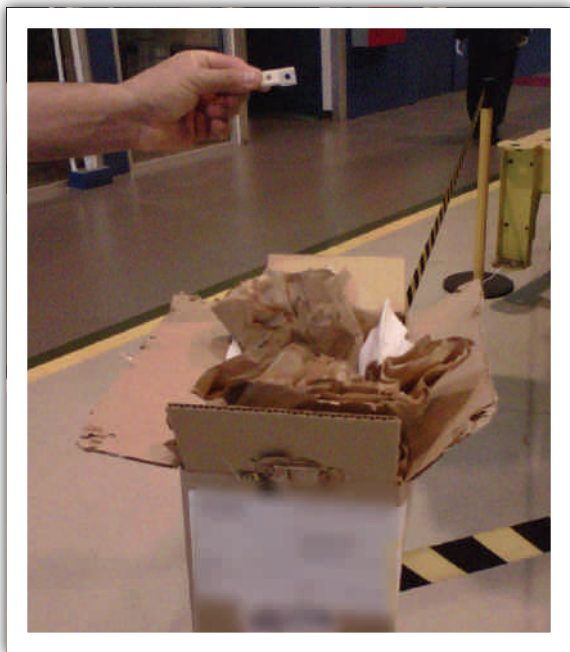
30 Tangiers Road, Toronto ON M3J 2B2

Tel: (416) 632-9579 • Fax: (416) 632-9581

E-Mail: [cawbombardieractioncentre@gmail.com](mailto:cawbombardieractioncentre@gmail.com)

[www.wix.com/cawbombardier/cawbombardier](http://www.wix.com/cawbombardier/cawbombardier)

FACEBOOK: Cawbombardier Actioncentre



# SPACE FOR RANT

So, this is how Bombardier is trying to save money? This little part, which is about the size of a loonie, came in a box, which was larger than the size of a shoebox. It was packed with a large amount of wrapping paper. The part is made of metal, so needed very little protection. This part could have been shipped in a small candy box and would have had the same protection! Bombardier is trying to save costs, and become a greener company. Greener? I think the packaging was more expensive than the part, not to mention how environmentally unfriendly this was, with all the needless plastic and paper.

It was with mixed emotions that we brought to an end the Celebration of the 25th Anniversary for Local 112 women returning to work on shop-floor at Bombardier.

It was unjust that women had to leave jobs that they deserved, when the men returned from the war. However, it was a victorious day when the women returned to work. One victory, no matter how big or small, gives us hope that a better world is possible.

The event was a success, if I might say so myself. I even had a suggestion about going bigger next year (and longer). The turnout was overwhelming and the weather was more than co-operative. I had a lot of feedback from the members with rave reviews about the whole experience. The atmosphere was fantastic, and the food was delicious. Spending an evening together, outside of our work environment, gives us all a chance to get to know one another more personally, and hopefully bringing us closer together as union members.

We recognized some sisters, who are now retired, for their contribution to the local. These include: Maurice Coulter, first female Recording Secretary and pioneer in the struggle for women's equality; Sherry Hillman, the first female Financial Secretary in Local 112; Marti Taylor, former Women's Advocate and Annabel Dalmao, former Chairperson of the Women's Committee, all of whom helped lay the foundation for Women's equality. We also thank John Bettes, former President of Local 112. He was instrumental in implementing languages and dialogue in our collective agreement which helped bring equality into the work place for both genders in the 1980's.

Many thanks to the leadership of our local for supporting us in organizing this celebration and other projects that are important to us and benefit the membership as a whole. Without their support the struggle would be even harder.

We left the event committed to equality and social justice, not only to the sisters and brothers on the shop floor, but also to our communities and across the world where inequality is alive and well.

In a family, the 25th Anniversary is known as the Silver Anniversary. Let's hope that we will be celebrating our Golden Anniversary when there will be plenty of good Aerospace jobs accessible equally to all.

Remember, an injury to one is injury to all. Ⓐ

# CELEBRATING WOMEN RETURNING TO THE SHOP FLOOR AT DH AFTER 25 YEARS

Wallema Corriveau, Chair, Women's Committee



# Developing the Aerospace Sector

...continued from Page 4

Letter to the editor:

## THE HAMILTON SPECTATOR

July 26, 2010

### F-35 deal must include jobs, spending in Canada

ROLAND KIEHNE  
PRESIDENT  
CAW LOCAL 112 (BOMBARDIER)

Re: Fighter jet deal

Workers employed in Canada's aerospace industry are naturally supportive of any government aircraft procurement that stimulates job growth in the sector.

However, as the Aerospace Industries Association of Canada points out, the government must ensure conditions are created for Canadian industry to access an increasing amount of meaningful, high-value roles in the production and sustainment of the aircraft.

This must occur in a way that will ensure the creation of value-added jobs in Canada, retain and develop Canadian capabilities and maximize return for taxpayers.

Lockheed Martin must be made to spend dollar for dollar of its \$16 billion, 65 F-35 fighter jet sale to the DND in a meaningful way, in those regions of Canada where the aerospace sector has a presence.

The federal government not only has the responsibility of ensuring this happens but must also be transparent with the aerospace industry and more generally with Canadians, when it does happen.

This is the only way we can ensure real value for our money.



**Joe Rudnick,  
Health & Safety  
Representative,  
Bombardier Unit**

## STAND UP FOR SAFETY

Dear Brothers and Sisters:

I'd like to take this time to express a few very important points.

- Don't be afraid to report health and safety violations.
- You have the right to a safe work place.
- Don't be intimidated.
- You have the right to refuse unsafe work.
- Don't let Management persuade you into not reporting unsafe work.
- Bullying and harassment is against the law!

With that said, I want to remind you that our Joint Health and Safety Committee, my Alternate, Steve Szekely, and I are here to help you obtain and preserve a safe working environment.

We would like to wish you and your family a Happy and Safe Holiday Season and all the best in the New Year!

Happy Holidays! Ⓐ

# HAPPY DIWALI

Nick D'Alicandro, Editor



Every year in early November, millions of people celebrate Diwali. Fortunately, it's also celebrated at De Havilland. We have a wonderful Indian community in our workplace, which makes us feel part of their community and festivities. It was no different this year; actually, they went above and beyond. To commemorate the festival this year, a group of members and non-members organized a small party for workers in Bays 4 and 5 along with the supporting office staff. The organizers provided us with a variety of snacks and desserts, which are typical of their cultures' cuisine and were truly delicious. This was a testament of generosity and sharing spirit. It's amazing when we share our culture with each other. A nice reminder of how diverse our workplace is and that there is so much we can learn from one another. Personally, the generosity and kindness that we all received during this celebration made me feel connected to this community. Always prompt to share, and always first to aid. They are proud of their culture, and so they should be.

In closing, I would like to thank all of the organizers of the Diwali party for what they offered to us, as well all the great culture you bless us with everyday. ☺



### What is Diwali?

Diwali is a festival which is celebrated in India and Nepal. While it is particularly sacred to Hindus, practitioners of other Indian religions also celebrate Diwali. Jainist, Hindu, and Sikh communities all over the world commemorate Diwali with smaller festivals of their own. The timing of this holiday varies, since it is based on the Hindu lunar calendar, but it is generally celebrated in the fall. Diwali festivities in India involve everyone, not just the religious faithful, and the holiday is a major event in the Indian year.



## The AW & WOC Caucus elects its first executives

At its inaugural meeting held on Saturday Feb. 13th 2010, the Aboriginal Workers and Workers of Colour Caucus of CAW Local 112, made history by electing its first executives.

The Attendees elected Patrick Robinson as Chair Person with Koorosh Amini as Assistant. Nawazie Khan was elected as Recording Secretary with Semper Dick as assistant. Lance D'Souza was elected Financial Secretary with Mark Chin as assistant. Thanny Naraine was elected Program Director of Entertainment & Recreation. The positions of Aboriginal Workers Advocate, Trustee and Sergeant at Arms remain vacant for the time being.

The new caucus extends a hearty welcome to interested local union members, who are Aboriginal or Workers of Colour, wishing to contribute to our Local's "Strength in Diversity". We intend to hold an Anniversary Celebration at the Union Hall next year. Watch for further announcements in The Aircrafter and also the bulletin boards in all units!

For more information, please contact the Recording Secretary Nawazie Khan by email at: [nawazie@hotmail.com](mailto:nawazie@hotmail.com). ☺



# Clean drinking water for the people in the mountains of Matagalpa, Nicaragua

Dear CAW Local 112 membership:

Lauren and I would like to take this opportunity to thank you for your financial support and prayers for our mission trip to Nicaragua. The major initiative was installing Biosand water filters into the mountain village homes above Matagalpa, Nicaragua. Biosand filters are simple filter made of locally sourced materials. The people in this region live an existence of dire poverty. A nearby river serves as a source of water for washing and drinking, unfortunately waterborne illnesses are a way of life here.

Our team mission started with many sponsors such as CAW local 112 and CAW National Dan Benedict Scholarship Fund, which each made a financial donation of \$500. Other sponsors donated items including supplies such as first aid, dental hygiene, prenatal vitamins, school supplies, Baffin rubber boots, aspirin, and other supplies. All of these items were literally stuffed into our checked baggage suitcases. Some suitcases had to be “compressed” by two men to close them. Limited space left our clothes and toiletries for the week fitted entirely into our carry on bags.

Upon arrival, our first visit was to the re-nutrition centre for infants. This centre is staffed by only two people responsible for 15 children at a time. The children are brought here to recover from various diseases mainly caused by food and waterborne viruses. It was a joy to care for these lovely children and give them the individual attention they needed.

The biosand water filters were ready to go. Pedro, a local living in Matagalpa was commissioned to pre-cast the filters. Last year the team constructed 12 filters on arrival. This time around, Pedro constructed them ahead of time. We asked for 20, he built 22.

With pick up loaded, and an hour and a half drive to the top of the mountain road, we arrived in a small village community where we unloaded all our supplies. Each filter weighing 200lbs made it a tough go, but over the next few days we installed 22 biosand water filters into this community. We couldn't have imagined the poverty endured by the people living here. Their homes were no more than makeshift shelters, no running water, electricity, and no indoor toilet. For the first time, they had access to clean drinking water in their homes. It's hard to describe the joy they had for something as simple as a source of clean drinking water, something we take for granted. The donated items were distributed among the people as well.

We also had an opportunity to visit the families who had these water filters installed last year. They were happy to report that cases of diarrhea and stomach cramps have ceased, and the children are healthier, thriving and gaining weight.

Though we were met with many challenges during the week, they really were minor compared to what the people are up against in the mountains of Matagalpa every day.

Again, thank you for your support in helping make a difference in the lives of our new friends in Matagalpa, it's sponsorships like yours that make that difference possible.

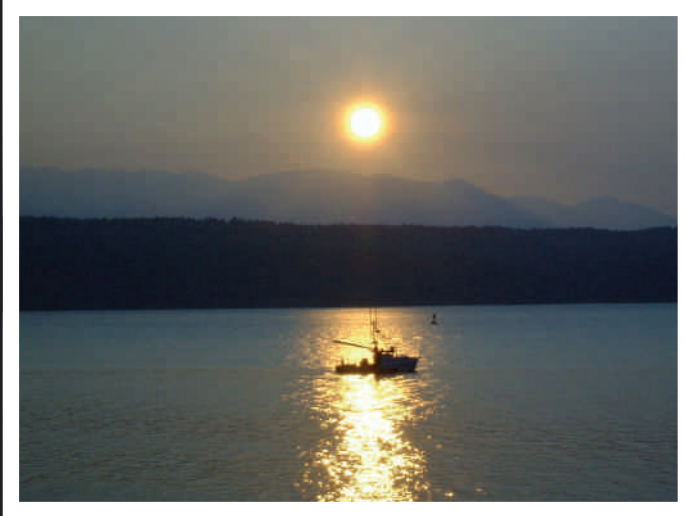
Marj and Lauren Kangas

*Marj and Laruen are the wife and daughter of Bombardier Unit Member Kari Kangas*



It is with great pleasure that I announce the winners for this year's photo contest. The submissions were great, showcasing some amazing images of: people, places and animals. As a photographer myself, it always joys me to see other photographers' materials, and the use of different techniques and perspective seen through the eye of a camera. This year's winners did just that! They told a story by capturing the "magic moment" in one picture.

Congratulations to all participants.



2nd Place

Category:  
Places

Photographer:  
**Marlon Dela**



2nd Place

Category:  
People

Photographer:  
**Gus Docherty**



2nd Place

Category:  
Animals

Photographer:  
**Santo Chianello**

and the winners are...





Category: Places  
Photographer:  
**Janis Russell**



Category: People  
Photographer:  
**John Latino**



Category: Animals  
Photographer:  
**Ken Duffney**