

# AIRCRAFTER



unifor  
Local 112

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AFML • Bombardier • Brinks • CUSCO • Hewitt • MacDonald Dettwiler • Northstar Aerospace • Toromont • UTIL • Vitafoam • Woodbridge Foam



“I have two things, my family and the army.”

*Sapper Brian Collier*

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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 UNIFOR National Office.*



**A GOOD SIGN**

Hugh Lynar, Editor

Hey we're back and while it's been a bit it also means we have a chock a block of stuff for you to enjoy.

Some of the articles will no doubt leave you in a more reflective state of mind than usual and that's a good thing. There are those of us present that deal with the reality of Remembrance Day, every day.

A good number of you gentle readers are now discovering what a 'pig in a poke' really is. Politics and politicians for the most part are not worth the air they consume, which reminds me of the definition: Politics: From the Latin; Poly meaning many, and ticks meaning blood-sucking parasites.

But enough of that, on a very positive front the new Global 7000 FTV performed without a hitch, and I know that without the effort of all the Local 112 members, this would not have been a reality, so a hearty congratulations to all and a sincere hope for a very bright tomorrow. I know it'll do just fine thank you.

Check the mast head for changes, while its natural for people to move on, they should know we do miss them, but that the office they've chosen to vacate is in better shape than it was for their efforts. It also means glad tidings are extended to those stepping into a new position. Sure, it's overwhelming now but before you know it? It'll all be old hat.

Extra special greetings go out to our newest unit AFML, who've elected to move over to us from, well, somewhere else. Oh and stay tuned there's more on the way....hint.

Have a Very Merry Christmas and a safe and prosperous New Year. Ⓐ



**Multiculturalism 101**

I can't think of a better illustration of multiculturalism than these two photos. People from as far away as India, Pakistan and Portugal playing an Italian game at a French Canadian Company on their own time in the encroaching Canadian winter.



# GROWING THE MOVEMENT

Scott McIlmoyle, Local 112 President

Looking back at 2016 around the local there has been a marked increase of 3rd step grievances and discharges. Our National Staff Reps, Local Leadership along with the associated Bargaining Committees have worked hard to resolve many of these outstanding issues and thankfully to the satisfaction of many of those affected.

## UTIL Canada

With membership now reaching 195 workers, we negotiated a new 3-year agreement in May of this year and solved several concerns regarding labour relations during the bargaining process. You might think that this working relationship would continue moving forward, however that's not been the case at all! The current blatant disregard by some management towards our members and our bargaining committee, not only for violations of the collective agreement, but just in the lack of respect in how they treat us. There has been many more grievances filed with more hearings and meetings to obtain the respect we the members deserve. We have two members that have been wrongfully discharged and we are now proceeding into arbitration. Brad McConnell our Financial Secretary has been working diligently with the Joint Health & Safety Committee (JHSC) over the many concerns they have that are still unresolved with the company.

## Angus Facilities (AFML)

Members of Angus Facilities reached out to the Unifor National Organizing Department, requesting to amalgamate into our Local 112. It's a pleasure to welcome the 54 members of Angus facilities. Upon voting unanimously to join our local we began bargaining in mid-June and we were successful in

ratifying a new collective agreement on August 7, 2016. Thanks go out to the members for such a strong showing at the proposal and the ratification meetings. Recognition and congratulations goes out to the newly elected chairperson; Billy Chou, and the stewards; Mike Chase & Chris Simopoulos.

As we set our eyes on next year's challenges within the local with a few upcoming sets of bargaining that will take place in 2017 with these being MDA, Brinks Ontario, and Northstar Aerospace.

## Brinks

Brinks Ontario Master Bargaining Collective Agreement expires August 27th, 2017. This will be our toughest set of negotiations we have faced so far. The main issue will be the company looking to implement the unsafe cost savings idea of an "all off crew". Your Union Leadership have petitions circulating throughout the branches. If you haven't had a chance to sign the petition, reach out to your steward, extend the petition to family, friends and neighbours. Help the Bargaining Committee and ourselves at the table gain public support. We are also requesting our members to speak to your local MP about the private members Bill C-285. We are calling on the House of Commons to establish a comprehensive national standards for the armoured car and secure logistics industry.

## DH/Bombardier

On November 4, 2016 it was great to see the Global 7000 take its first flight. There are many growing pains to a new program and the long term awards are worth it. The company an-



nounced recalls that will take place in mid-December and into the New Year. As we go to print the breakdown had not been finalized as of yet. This will make around 50 families holiday season a lot brighter!

I want to send a special thanks to our Newly Retired Staff Rep/ Director of Aerospace Dawn Cartwright. Dawn was a member of our sister local 673 for 37 years, appointed to The National Staff in 1993. She is an incredible, hard working sister at the bargaining table, negotiating on behalf of all members, a true talent at arguing for workers' rights and collective agreement language. On behalf of local 112 active and retired members we wish you nothing but health, happiness as you start your new beginning.

Let me close out by thanking all those that have passed on their condolences and kind words to my family during the last few months. This has been a difficult time for us with the loss of my brother. I have often wondered how much all those kind words, heartfelt thoughts and emotional calls from friends and colleagues who are reaching out during this very difficult time really do help. I can truly say, they honestly do. Thank you all once again.

On behalf of my family I wish you and yours a Merry Christmas and festive holiday season.



# SOCIAL MEDIA'S PITFALLS

Brad McConnell, Local 112 Financial Secretary

It's hard to believe that another year is coming to an end. Social media, online shopping, commuting, working and flying all contribute to taking time from our lives. Time is passing us by.

Our lives are so fast paced that we miss out on things that really ground us. It's an artificial desire to maintain this pace that actually hinders building trust and relationships. I am as guilty as most for using social media or texting when it comes to family and friends. It's to the point that even phone calls have been replaced by texting. Even worse at times, not even a call or text but simply going on social media like Facebook to see what's going on in someone's life.

Social media is a great tool and can help us stay connected with family and friends that are distant. Using social media as a replacement to conversations can be dangerous to relationships. In no way does this replace the face to face experiences that are vital to our wellbeing. Slow down, make time to visit family and friends or at the very least take the time to make a phone call.

Our local union uses social media to inform our members of activities going on within the union. Our goal is to increase union participation in actual events. Whether it is a rally, picnic, Labour Day, Christmas dance, PEL, a conference, or yes, even a union meeting. Social media is not a replacement for the face to face interactions required to build our union.

Around the local there has been 106 retirements in 2016 alone. From June to December 2015 there were over 110 retirements. At Bombardier there are approximately 215 members on lay off. In total this is 431 members currently not pay paying dues to the local. We have been effective in con-



trolling our finances to offset the lost revenue and continue to participate in education, conferences, conventions and recreation. Our term deposits remain the same.

Remembrance Day is an important day in the Canadian calendar and is an opportunity to give meaning to past sacrifice and acknowledge the courage of those presently serving. Our Remembrance Day gate collection this year was the largest I can remember for many years. Eight volunteers from the Royal Canadian Legion joined Local 112 and 673 members at the Bombardier gates from 5am taking collections and handing out poppies. This year we will be presenting a cheque for \$3000 on behalf of Local 112 and 673.

Again this year I would like to thank the all the committees within the lo-

cal for organizing the various events. The annual picnic was a huge success with over 600 participants and Labour Day had over 120. I would like to thank everyone in attendance for making both events a huge success.

This year take the opportunity to visit and talk to as many family members and friends as possible. Slow down, take the time to do things you enjoy and don't get caught up in the fast lane. As this is the Christmas edition of the Aircrafter, I would like to take this opportunity to wish everyone a very Merry Christmas and a safe and prosperous New Year. ⓐ



## WELCOME

Billy Chou,  
AFML  
Plant Chair



## THE NEW NORM IN POLITICS?

Melrose Cornwall,  
Toromont Orenda  
Plant Chair

**AFML** or Angus Facilities Management Ltd is the building maintenance provider for Cadillac-Fairview owned commercial buildings which include the following buildings located in the downtown Toronto Financial District such as TD Centre, RBC Centre, Maple Leaf Square and mid town Shop of Don Mills Mall.

A total of 54 UNIFOR Local 112 members are taking charge of 7/24 Building Operation Control as well as overall maintenance tasks by providing Electrical, Plumbing, HVAC and Mechanical trade services.

This unit was with another union so we filed a requisition to the Labour Board and finally joined UNIFOR Local 112 to become the 14th unit of this local family. (A)

As the end of 2016 draws near, one can't help but to wonder what 2017 has in store for us, this year has been the year of the unpredictable! Who would ever think that Donald Trump would become the Republican nominee for president of the United States of America, after all the various groups that he has offended over the years and more recently during this 2016 campaign period, where he has degraded women, disrespected Veterans, mocked the disabled, called Latinos rapist and murderers, belittled Muslims, insulted blacks and many more ethnic groups.

Not many people had predicted that Great Britain would have exited the Euro Union, but they did! Now I am not sure if by the time you are reading this article, whether or not Donald Trump would have become the President of the United States and is this going to be the new norm in politics? We all have a responsibility and an obligation to stand up and reject Bigotry and Bullying.

At Toromont Power System in Brampton, 2016 begins with an aggressive hiring of Technicians and apprentices, but as the year winds down business is not as great as it used to be but, according to management things are looking quite positive for 2017.

I would like to take this opportunity to thank all Local 112 members especially my Toromont brothers and sisters, for your support over the many years, and to wish all of you that are of my Christian faith a Merry Christmas to you and your Family, and to all those who are celebrating your own Holidays my wish for you is to have a blessed and wonderful holiday. (A)



## MEET VPC GROUP

Ahamad Nabi,  
Vitafoam Plant Chair

I've had the opportunity to work at Vitafoam plant for almost 40 years and I've had the pleasure of working with so many wonderful people over the years and have seen many move into retirement. Within the next 6 months we expect to have an additional 6 members who will retire, we will miss you and want to wish you all the best as this new stage of your life begins.

Vitafoam now under the umbrella of VPC Group, the company is in the process of moving some of the products and redistributing them. There are some new machines that are being installed within the plant and they have ensured us these moves are in order to build the business to make us stronger with the goal of gaining a bigger market share within the foam industry.

We are currently grateful to note that we have no grievances or discharges in the system.

In closing I would like to wish everyone a Merry Christmas and a Happy New Year. (A)

Dear Brothers and Sisters,

Another year has come and gone. 2016 was defiantly a trying year at Bombardier. The beginning of the year saw significant layoffs at our unit. We do have some reason for optimism because our new Global 7000/8000 program recently had its first test flight. I believe if we stay united 2017 can be a more positive year for our members. I would like to wish everyone a Happy Holiday season and a very prosperous New Year.

In Solidarity,  
Gerry Prescott Guide (A)



## ELECTIONS AND BARGAINING

Graham Davies,  
Northstar Plant Chair

Once again we have entered into the final year of our Collective agreement. As we enter 2017 we have another very busy year to look forward to. Elections of our inplant committees and stewards will take place in early spring followed by our local Union elections for the executive board positions. As our current collective agreement expires on September 30 we will be into to bargaining again shortly after elections. We have had a number of disputes around some of the language and understanding of the past practices, which will need to be dealt with and hopefully clarified by mutual consensus during the next round of bargaining. With that said there are still a lot of unfinished grievance issues.

It was so great to see so many Northstar members at the Labour Day parade this year. The origins of Labour Day can be traced back to April 15, 1872, when the Toronto Trades Assembly organized Canada's first significant demonstration for worker's rights. The aim of the demonstration was to release the 24 leaders of the Toronto Typographical Union who were imprisoned for striking to campaign for a nine-hour working day. At this time, trade unions were still illegal and striking was seen as a criminal conspiracy to disrupt trade. In spite of this, the Toronto Trades Assembly was already a significant organization and encouraged workers to form trade unions, mediated in disputes between employers and employees and signaled the mistreatment of workers. The Swedish model of reducing working hours to 6 hour day has proven to increase productivity and morale of employees. While we unsuccessfully challenged the rights of the company through the arbitration process about imposing the alternate work shift of ten hour days. We understand that there are mixed feelings on this issue. The bargaining committee will need clear direction, from you, the membership, in the next round of bargaining as to what direction to take in dealing with and changes to, shift schedules.

I had the privilege of attending the 2nd UNIFOR Constitutional Convention in August in Ottawa. We heard from guest speaker Prime Minister Trudeau who pledged to work with the Labour movement in reforming the laws of this country as he emphasized the importance of a strong middle class. We can only hope that the politicians south of the boarder will work with the Canadian government in maintaining an amicable working relationship.

I'd like to say thanks to those members who attended the local union picnic in July and help make it a great success.

As well as to those members who participated in other recreation events held throughout the year in supporting our local Unions' activities. We also continue to have a very enjoyable Christmas dance at the Union hall and would encourage those who haven't attended in the past to do so in the future. A very big thanks to all the volunteers and committees for their efforts in making these events possible. I would also like to take the opportunity to personally thank my bargaining committee, stewards and health and safety reps for all the tireless work they do.

Wishing you a Merry Christmas and a safe and happy holiday season for all our members and their families. Ⓐ



## REVERBERATIONS FROM THE BALLOT BOX

Dwight Brown,  
Hewitt Plant Chair

It doesn't seem possible that another year is already coming to an end, it definitely feels that time moves more quickly with every passing year. It seems like only yesterday that I sat down for Christmas dinner with friends and family and began looking forward to the optimism of the coming new year. Many 2016 events, whether it be the coming together of the world's athletes in Brazil, with their Olympic spirit shining through under both security and world health concerns, or the people of England and of the United States exercising their right to have their voice heard at the ballot box while making very divisive decisions that have had an effect on the every day lives of all of us.

Some of those events have made positive impacts on us while others have hurt the day-to-day life of the average working class family. I'm sure that many of us have known someone who has faced difficulty beyond their control in the past 12 months. Illness, injury and tragedy can be devastating to an individual or family but some of the most difficult times to deal with may be the financial impact caused by the loss of employment and the sudden inability to provide for yourself and your loved ones. The holiday season is especially hard for those people struggling to keep the heat and lights on with ever increasing energy prices, or food on the table with even average grocery bills already out of reach and food only getting more expensive. With the spirit of giving in the air during this Holiday Season please think of those less fortunate than ourselves and help make a difference in their lives.

Finally I would like to wish all the membership of 112 and their families a safe Holiday Season, a Merry Christmas and a very prosperous 2017 and as we celebrate with our loved ones, and please always remember to not drink and drive. Ⓐ



## SPEAKING UP

Dennis Borden,  
MDA Plant Chair

As we approach the end of yet another year, it is time to reflect on what has transpired at MDA over the last few months. It seems that although this division still struggles with the transition from what were large government contracts to the new world of firm fixed priced orders, there is light at the end of the tunnel. Changes have taken place at the senior management level and I suspect there are more to come before we move into 2017.

Change needed to happen in much the same way as when we as a union go into negotiations and the company states that they want concessions from the workers because the business world has changed. Yes it has changed, but now we the workers want to see change at management level. When we as workers see our futures at risk for reasons beyond our control we need to push back. We cannot and should not remain silent while we witness the jobs we fight so hard to maintain put at risk by poor business decisions. We all have a responsibility to bring to the attention of those in a leadership role whether it is union or management, situations that may jeopardize anyone's job. Speak up, because the job that may be lost might be yours.

I have been the plant chairperson here at MDA for many years and I enjoyed the duties that the position requires, but I have made the decision to not run for re-election. In much the same way as I have been an advocate for apprenticeship programs to train younger workers to carry the torch for workers who one day retire, I feel it is time to bring fresh enthusiasm to the leadership role here at our workplace. I want to thank not only the members that I have represented both current and past, but those other members of the union who have helped guide me thru the years.

In closing I want wish everyone all the best for the coming holiday season and the New Year. <sup>(A)</sup>



## WITH THANKS

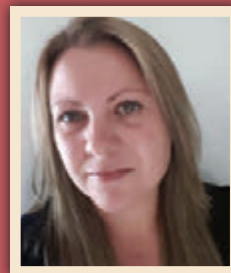
Mark Grix,  
Trustee

With 2016 coming to an end I look back and have to give a big thanks to all participants who made our local picnic a great success. With over 600 Local 112 members and their families in attendance, there were lots of different rides and a new food menu with hordes of great prizes. Needless to say a lot of fun was had by all.

In our annual Labor Day parade we had over 100 members in attendance and it must be said it also was a very hot day to march.

We enjoyed a great BBQ dinner and cold drinks back at the hall. I hope everyone had an enjoyable summer as it was a long hot one but now I'm hearing this winter will be have lots of snow and be very cold so don't forget put your snow tires on.

I'd like to wish you all a very Merry Christmas and Happy New Year. <sup>(A)</sup>



## GREETINGS

Melinda Smith,  
Recording Secretary

I would like to take this opportunity to thank the membership for electing me as your new Recording Secretary. I look forward to representing you on our Executive Board.

Best wishes to you and your family.

Hope you all have a safe and wonderful holiday.

Merry Christmas & Happy New Year. <sup>(A)</sup>

# NEXT GENERAL MEMBERSHIP MEETING JANUARY 31<sup>ST</sup> AT 5PM

# 2ND UNIFOR CONVENTION

As I walked through the doors of Canada Hall at the Ottawa Convention Centre, voting and translation devices in hand, I couldn't help but stop in awe of the sight before me. At the head of the room, a projection screen spanning an impressive 25 metres cast a red glow on a sea of seats soon to be filled with over 1700 delegates whose mandate was to discuss, debate and resolve the foundation of our Union. I had arrived at the 2nd UNIFOR Constitutional Convention and begun the first of five days of what was to become an incredible experience.

Set against the backdrop of the Rideau Canal and Canada's Parliament buildings, the week's schedule was filled with keynote speakers, award recipients and presentations. One of the noteworthy and much anticipated guests was the Right Honourable Justin Trudeau, Prime Minister of Canada. Trudeau opened by marking October 19, 2015, the date his government was elected as "The start of a new era in labour relations with the federal government". He went on crediting Labour as essential to building a strong economy and to the growth and success of working people. Ending his address, he uttered his belief that working together we would achieve "great things for the people of this great country", and flanked by the crowd standing in ovation he proceeded down the aisle out into the foyer where he was of course, available for selfies.

Activism is abounding with strong and passionate people. Once in a while, one stands out of an already energised crowd and at this year's convention Cindy Blackstock was recognized with the Neil Reimer Award for her outstanding contribution to the public good. Cindy is the Executive Director of the First Nations Child and Family



Caring Society of Canada. She is a voice for First Nations children and was instrumental in a landmark decision by the Canadian Human Rights Tribunal where the federal government was found to have discriminated against 163,000 First Nations children on the grounds of race and national and ethnic origin and subsequently ordered to cease its conduct. Cindy was joined on stage by a group of Indigenous youth where she showcased a film by Alanis Obomsawin, We Can't Make the Same Mistake Twice, documenting the court case and the role she played. It was a pleasure to hear the kids speak at the mic expressing their deep understanding of the topic, as it was a pleasure to hear from Cindy herself.

UNIFOR's mandate is to defend the rights of working people but, in addition to this have identified the need to address the broader social justice issues existing both here in Canada and abroad. We accomplish this with the use of the Social Justice Fund.

"The UNIFOR Social Justice Fund promotes and supports the role of trade unions and workers groups in their efforts to strengthen democracy, promote equitable development, and contribute to poverty reduction, social justice and education reform." In a video presentation, we learned of some of those who had benefited from the Social Justice Fund like the Canadian



Journalists for Free Expression and Pathways to Education Canada. Closer to home, we heard testimony from victims of the Fort McMurray wildfires in Alberta of the support they received from UNIFOR. The collective force that is the membership of UNIFOR is affecting real change in our world.

Being a participant at the convention and a part of the decision making process has given me even more insight into our Union and has once again strengthened my resolve. I am grateful for having had the opportunity to share the experience with my Sisters and Brothers from both Local 112 and 673 and thank the Membership for electing me to attend.

In Solidarity,

Josh Pierrynowski  
Trustee

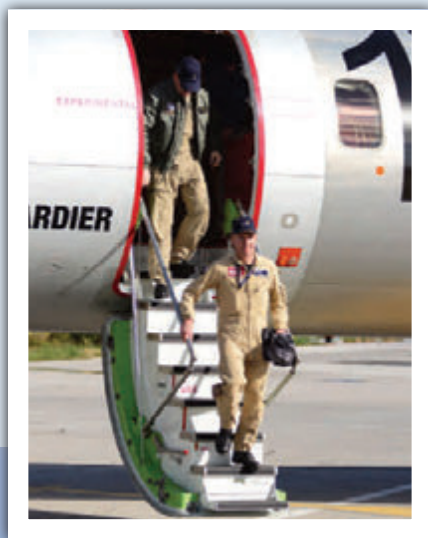


# First Flight FTV1



Sometimes in the daily grind you lose track of the reality of what you do, and then there was today where you get a very wonderful reminder. They flew the newest bird in the fleet, the Global Express 7000 and everyone at the factory was invited out to see. It's seen here coming in from its first flight and that's an older 5000 flying chase overhead as is required in a FTV situation. It took off earlier in the day and climbed out at about 35 degrees AOA to 10,000'. Bit of an aggressive approach to a new bird, but that shows the confidence of the test pilots in the quality of the product.

Hugh Lynar  
Editorial Committee



# We remember.

## Through the tears and the laughter, we remember.

Brothers and Sisters,

My wife Carol and I, along with Shannon, Jennine and Lauren have attended many events that have been held to honour Sapper Brian Collier, who was killed in Afghanistan on July 20 2010. Two of the best events were the Charity hockey games that were organized and played by Locals 112, 673 and our company. Portions of the money raised from these two games went to The Heart Of A Hero scholarship fund at the high schools in Bradford, where Brian was a student. The scholarships are awarded every year at graduation. \$1000.00 is awarded to a student who has demonstrated some of Brian's outstanding qualities, most importantly that being his sense of caring for others and his desire to help.

Brian had been injured by an Improvised Explosive Device, or I.E.D in June 2010, but he was able find the strength and displayed heroic abilities in his efforts to help his Sergeant who was also caught in the blast and had been fatally wounded.

Sadly just six weeks later Brian himself was killed by a remote-controlled I.E.D.

It is with an immense amount of support that we manage to get through these days and years.

I have been awarded two medals since Brian died. The First was the Memorial Cross and the second was the Chief of Defense Staff Commendation both for Brian's heroic efforts during the first IED encounter.

His comrades often visit and they share stories with me and through the laughter and the tears it is what helps get me through some of the toughest days. Their teamwork and sense of shared camaraderie and brotherhood is a great bond that keeps them, and myself, going.

Some days it's not easy to come to work. But when I think about what my son went through, it makes work seem far too easy by comparison. But it's work and it gives me the sense of pride to be here to contribute, and to know the sense of support I have here with UNIFOR Locals 112, 673 and Bombardier.

My son, Brian Collier, was the big brother to his sisters Shannon, Jennine and Lauren and who miss him so very much.

In Solidarity,  
Jim Collier  
Local 112 Member #29580







## TPP AND WHAT IT MEANS

John Turner,  
Woodbridge Plant Chair

I would like to take this opportunity to wish all the members and Retirees of Local 112 a very Merry Christmas and all the best in 2017.

It's hard to believe but another year is about to come to an end. 2016 has been a good year for Woodbridge Foam as we have been busy in the South end of our plant running 6 days a week supplying seat cushions for the Ford Edge, Flex, Lincoln MKX, MKC, Chrysler 300, Dodge Challenger and Charger as well as the Toyota Rav4.

Just recently with an announcement of new work in the North End of our facility we now have 255 members. We have come a long way from where we were with only 45 members not long ago. We need to keep fighting and moving forward together. It is great to be working and to be busy not only for us here at Woodbridge Foam but for all of us in our Local and in our country. We need to fight for Canadian jobs and support the products that are made here in Canada. Trade deals that sacrifice Canadian jobs like The Trans Pacific Partnership (TPP) need to be strongly opposed and defeated. This deal was negotiated in secrecy, with no Opportunity for Canadians to engage with the process or to have their voices heard. We know for certain the TPP will kill 58,000 jobs with more than 20,000 from the auto industry alone. We have already lost more than 275,000 manufacturing jobs in Canada due to the signing of the North American free Trade agreement. We can't afford to lose anymore. We need to stand together and fight. I encourage all our members and retirees to go to the website [letstalktpp.ca](http://letstalktpp.ca) and or [ndp.ca/tpp](http://ndp.ca/tpp) and sign the online petition to let our government know that Canadian jobs need to be protected. It will only take a minute of your time and will go a long way to stopping this terrible trade deal from being signed. I would like to thank everyone in advance and to all who participated in the many rallies and demonstrations against the TPP that were held across Canada.

We are lucky to live in this great country where our opinions count and voiced freely but if we don't make our opinion known our voices won't be heard. Make your voice heard and together we can stop the TPP and protect our jobs. Ⓜ



## A NEW CONTRACT

Siva Lakshmanan,  
UTIL Plant Chair

We have a new negotiated 3-year contract that was concluded this time around June 2016 with the able guidance of Scott McIlmoyle and Dawn Cartwright, who are highly professional and intensively helpful to get a package to improve benefits and wages for our members. But it was a very tough negotiation. Even though we lost some members immediately after the ratification by way of layoff, the company had to bring back most of them as the customer demand had increased.

Our unit, UTIL Canada, which is a state of the art production facility for OEM brake pads, shoes, hardware and shims as well as the aftermarket suppliers in North America, are proud to announce that we've also had some investments by bringing in an additional Fineblanking press which would indicate that the market is stable for the foreseeable future.

You should also know that we are now well supported by our new National Rep, Theresa Farao, in resolving some outstanding issues at the arbitration. Ⓜ



The Women's Committee was once again proud to represent Local 112 at the table at the North York Women's shelter. The Charity Gala was both a dinner and a silent auction to raise funds for a very good cause. It also featured an impressive night of speakers on the subject of violence against women.

In Solidarity  
Mary Vukman Retiree



# LABOUR DAY PARADE

From the ever increasing presence of all our Local 112 units, to the stalwart retirees contingent. This years Labour Day parade was a resounding success. A special congratulations go out to this years organizers who managed to get everything running smoothly and on time.

# SPACE FOR RANT

## 1. Really?

So I miss a day of work to have a procedure at the hospital, one for which I can apply for S+A, and about a week later I get a letter from our insurance provider. They have approved my claim, issued a cheque and the file is now closed.

I'm thinking, "Why didn't they just enclose the cheque in the same envelope and save time, money and effort?"

By chance that very same week I had reason to visit the home I used to live in 5 years ago, and wouldn't you like to guess what was there?

Yeah...the cheque from S+A.

In my due diligence I had changed my permanent address with that company in the aforementioned 5 years ago period, and yet SOMEHOW our benefits supplier has two different addresses for me on file. What did they do, flip a coin to see which one they would use? And unfortunately I'm NOT the only member that has had this happen. These are our benefits, so as a heads up make sure you get what our union has bargained so hard for. It's also very sad to realize that most workplaces are indeed this incompetent.

In Solidarity,  
Judy Malcom

## 2. Driving should be hard

I love to drive, always have. One of the biggest days of my life was when I received my license to drive a car. That was 1973 and back then driving was hard. It required skill, concentration, situational awareness, hand eye coordination, judgment, and common sense. Both feet and both hands required by the standard transmission, drum brakes meant you had to plan ahead to stop. No power steering, so you learned not to try to turn unless you were moving. No cruise control so you had to regulate your own speed. I learned to drive from mechanics, truck drivers, race car drivers and getaway drivers. I drove on dirt tracks as my Uncles had built a track behind Granma's barn. Icy roads with no snow tires and even on the lake in the winter time for fun. That was when driving was a full time job.

Times have changed and not all for the better. Don't get me wrong cars are safer than ever seatbelts, air bags, antilock disc brakes, etc.

But now driving I think is too easy. It all began with the automatic transmission, then power steering, cruise control, now cars park themselves. I remember when it used to be a big deal when you mastered parallel parking. Now cars have blind spot warning, lane departure correction, automatic braking on cruise etc. Plus GPS navigation, blue tooth phone connections, Wi-Fi, touch screen display etc.

When I was only 16 I thought I could read a comic book and drive. I remember looking up at the grill of a

cement truck, I tossed the comic into the back seat swerved back into my own lane just in time to live to tell about it. Lesson learned you cannot read and drive. Now I see people texting, eating, applying makeup etc. while trying to drive, plus they are trying to read the GPS when they are lost. But they don't pull over and sort themselves out. Oh no they are happily swerving into my lane driving way too slow and generally being a supreme and dangerous pain in the backside to the rest of us just trying to drive and survive.

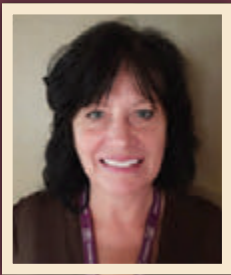
I find that in is inversely proportional as cars get smarter drivers get dumber. Cars are too easy to operate so therefore less people are learning how to actually drive.

I currently drive a 1995 Camaro Z/28 1LE with the LT1 Corvette V8 block with a 6 speed standard transmission. It's a beast and its like riding a wild Arabian, it wants to run fast so you must tame it and keep control at all times or it will bite your butt. Just like the old days driving it is a full time job, no time for phone calls, texting, reading maps, watching movies, etc.

Distracted driving is the new drunk driving. Statistically it has passed impaired driving as the number one killer on our highways.

I said it before and I will say it again driving should be hard. It is a skill to be mastered. It will save your life and that of others.

In Solidarity,  
Ernie Spasov



# PROMOTING WOMEN IN LEADERSHIP.

Kimberley Lloyd, Women's Advocate, Bombardier

Women clearly benefit from union membership, whether they are leaders or not. They get economic benefits and access to a workplace justice procedure, simply being union members. (1)(P.459) There is evidence that unions improve women's economic circumstances. The Canadian Labour Congress documented that 32% of Women employees are unionized, earning \$6.89 per hour more than non-union women in 2013. In addition unionized workers are more likely to have health care benefits and pensions. (6)(Canadian Labour.ca)

Promoting women's leadership within unions can benefit women to a further degree, by ensuring that their issues as workers are prioritized in all aspects of union work, from contract negotiations and allowing women to participate in decision-making. Women's union leadership can lead to leadership in other areas of public life, including politics. By building skills, talented women are able to expand their personal goals and expectations.

Women themselves must change their position within unions, by increasing participation in union education and running for elected positions. This can be difficult as women have jobs at home and work and it is often difficult to have time for union activities.

"In 1976, the Canadian Labour Congress sponsored its first women's conference, making demands concerning initiatives such as daycare and the establishment of a women's division within the CLC". (7)(P.14)

Women's conferences as well as women's departments and committees within our union allow time for women to network, they educate us on how to work within the union structures, and they give support for various issues. This year our UNIFOR Women's Con-

ference welcomed women from across Canada to discuss "Strong Women, Strong Unions". Unifor represents over 100,000 women across Canada in all types of sectors. We were able to attend workshops that included "Bar-gaining Equality and Lobbying".

## HOW TO GET INTO IT

"Unfortunately, the nature of social justice work, including trade unionism, doesn't always lend itself to on the job training. Good advice and nonjudgmental evaluation by other activists and leaders is essential to the development of future activist leaders". (4)(p.161) I believe that mentoring *is of the utmost importance* in assisting members to get involved in our Leadership.

Given all of the different types of issues being addressed and the different positions to be held, there is no single approach to mentoring that covers all aspects of the union. A mentor is a person with experience who gives you support and advice on how to succeed in your job. "They transfer their knowledge and experience to younger workers and activists. Ultimately, building future leaders helps to keep unions strong." (4)(P.32)

Mentoring does not guarantee that the mentee will be elected. We must take responsibility for their own progress and not rely on anyone. To develop yourself as a future leader you should set boundaries and expectations for yourself and work towards the goal that you want to pursue.

The following suggestions have been drawn from a variety of sources, including Eagly and Carli (8) and the Institute for Women's Policy Research (2007) and are grouped in four stages to participating in Union Leadership roles.

The first stage is finding one's voice, "This is the first step in understanding oneself as a person with power in

an organizational setting. It requires a basic sense of self-esteem that many people can develop.

The second stage is developing basic skills. In the union setting, this might mean working on a committee, taking workshops to improve communication skills, or learning from an educational offered course. There are many courses at port Elgin that we can apply to for training and development. Activists in this stage benefit greatly from having a mentor. "A good mentor can provide encouragement about member's skill and capability and offer guidance and advice when requested." (1)(P.463)

The third stage of leadership development process is figuring out the politics. (1)(P.463)

"The fourth stage is setting your own agenda. The new leader sets their own directions. Once a leader has reached this stage, they typically become a mentor to others". (1)(P.464)

Let's develop our skills and demonstrate a commitment to becoming involved in our Union Leadership for the sake of all of our sisters. Do not underestimate your potential. We all have ideas and solutions to solve problems.

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## POSITIVE FEEDBACK

Joe Rudnick, Health and Safety Representative

Another year has almost come to an end. This year has been challenging, and yet, very productive. Our training and development is progressing well.

By now a large number of you have taken the Stress and Harassment in the Workplace, as well as the Violence and Harassment in the Workplace.

Also you should know that new WHMIS training is under way. Hopefully by summer shut down both of these trainings will be complete. The company has changed the format of the classes from smaller groups to a larger, newer format. 112 Instructors, our training rep, and I were a little reluctant with the new format at the beginning, but the feedback that we've received from participants and the instructors has been positive.

It has been pointed out to me that in some areas people are not getting protective equipment when requesting it. The law is extremely clear on providing protective equipment and clothing. If you are having trouble getting any protective equipment of any kind, please call me at extension 33726. This is totally unacceptable from a company that claims to pride themselves on safety.

The Ministry of Labour has completed a four week blitz in our plant where one of their main objectives was Chemical Safety. For the most part, they were impressed with our training. From the way we store our chemicals to the handling of same. They did, however, find some violations with a few of the sub-contractors on site where they had to issue orders.

We have had a few near misses around lockout/ tagout of the crane with subcontractors not following the rules. By the time you read this, hopefully this will be resolved. Some people believe that cutting corners in the process is acceptable to get the job done faster. The near misses that we have had have been far too close for comfort. We do not want a fatality, or any injury for that matter, on our site.

I am looking forward to the New Year to aggressively move forward with both training and keeping our plant up to date with safety.

On behalf of my alternate, Steve Szekely and I, we'd like to wish you and your families Merry Christmas and a Happy and Safe New Year. Ⓜ



## CHANGING THE WORLD

Judy Malcom, Women's Committee Chair

It's been a busy few months for our women's committee. The women's conference at Port Elgin in August was an awesome empowering and learning experience. They said it's the biggest conference held there each year. The kids there have a great time, and they actually made a video of the event for us to watch, which was presented on the last day. They are our future and to see them motivated to change the world is exactly what we need.

Our committee had an in plant collection for hotel sized health and beauty products in September. We donated these products to Anduhyaun for their emergency intakes. Some people are forced to leave their homes with nothing more than the clothes on their backs, so a big thank you for your efforts. The shelter sent us a very nice thank you letter, which was presented at the monthly membership meeting.

We are busy planning the December 6th memorial dinner to remember the 14 lives taken in the Montreal Massacre at l'Ecole Polytechnique in 1989. Our theme this year is Positive Changes. We have some amazing guest speakers lined up, we have student volunteers to assist and I'm hoping this event will reinforce the need to keep educating our youth to be aware of gender violence.

Also on December 6th we will be joining our sister union 673 to do a gate collection to help our local women's shelters. With Christmas and the cold weather on the way these folks will benefit greatly from your generosity.

Personally I have joined the board of directors at the Anduhyaun Women's Shelter. Currently we are trying to find a new location as the current one is not easily accessible, has some structural issues and is a very old building. I look forward to helping this shelter along with the help from all my union brothers and sisters.

I attended a one day course at the OFL in October to learn about the changes to the health and safety act regarding violence and harassment in the workplace. There are considerable improvements to the language within the act to help protect ourselves at work, as well as at home when violence there follows us into the workplace.

I also took part in the Stress In The Workplace seminar in November. Again new language in our laws can help workers suffering from stress to be accommodated in the workplace. We need to get this language into our collective agreement, hopefully in the next contract. I'd also like to see a women's advocate for all of our 14 units. These advocates can and do support both men and women in crises with timely information and assistance as required. And you should know that this information is STRICTLY confidential.

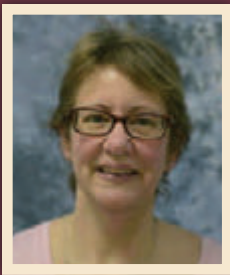
I'll take this opportunity to wish you all a very Merry Christmas and I hope 2017 is a great year for us all. Ⓜ





# REMEMBRANCE DAY

A small and somber Remembrance Day ceremony was held at Bombardier deHavilland on Friday November 11th. With local legion members from 527 Wilson branch lending colour guard and support. Wreaths were laid at the small cenotaph in commemoration by Locals 112 and 673, along with company reps.



## FUNDRAISING AND YOU

**Connie Wright,**  
Community Service  
Committee Chair

I would like to thank the membership and everyone who helped throughout the year with fundraising or collections. Your continued support and giving goes a long way in helping those that need it most. With rising costs such as Hydro rates there is a growing need more than ever for us to give back.

It has always inspired and motivated myself to give back when I see the bigger picture, and in the short time I have been chair of the Community Services Committee I have had some great information and opportunities come across my desk.

In September I toured the North York Harvest Foodbank and got a firsthand look at the way they run their programs. Not only do they provide food to those in need but they also support 45 Community Kitchens, 11 Prenatal and Child Care Programs, 38 different Food Banks, and 21 Meal Programs. This works out to 13,255 People/Month using this service. Because they are able to buy in bulk every \$1 donated provides 3 meals.

### Some of the foods they are in constant need of:

Canned Fish & Meat, Pasta Products, Beans, Legumes, Canned Tomatoes, Flour, Low Sugar Cereals, Low Sodium Instant Meals, Soups, Baby Products ;diapers, formula, baby food, etc, Rice, Quinoa, Nutritional Supplements, Peanut Butter and Cooking Oil.

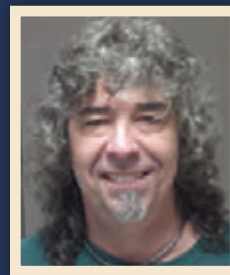
They provide young workers the opportunity to learn forklift driving to better themselves all the while having volunteer help to organize and store the continuing supply of food donations. They are developing a program to train workers on the whole inventory system to develop even greater warehouse and inventory skills.

For many Christmas is a lonely time of year. We are looking at running a “Secret Santa for Seniors” program as well and by the time this reaches you hopefully it us up and running successfully. Many seniors in nursing homes don’t have family so we buy them a few things from their list and fill gift bags so they too can have something to open Christmas morning. Imagine the joy!

We are organizing a clothing drive for Haiti that was devastated by hurricanes earlier this fall. Semper Dick is the go to person for this if you would like to help or donate in any other capacity.

Look for other exciting events to get involved with in the coming months and as always thank you for opening your hearts and giving.

To you and yours, All the best for the coming holidays & Stay Safe! Ⓜ



## BEHAVIOUR BASED PROGRAMS AND THE COMPENSATION SYSTEM

**Des Rodrigues,**  
Bombardier 112  
Compensation Rep.

Unifor does not support our member’s participation in Behaviour Based Safety Programs. These programs are developed to blame the worker by focusing on worker behaviour rather than focusing on the inefficiencies within the workplace accident prevention system. It is designed to shift the burden of responsibility away from management despite their legal responsibility under the Occupational Health and Safety Act to provide a healthy and safe working environment.

In essence, it assumes that any accident is a result of human error and therefore blames the worker, which may result in disciplinary action being taken. Workers become apprehensive in reporting hazards and are rewarded with pizza parties, t- shirts etc. for safe behaviour.

These unreported accidents, exposures, Muscular Skeletal Disorders or MSD’s may lead to a workplace injury, ailment, or disease. The Workplace Safety and Insurance Board (WSIB) states that a workplace accident, exposure, or ailment must be reported immediately to the Employer, via the health centre, and you must seek outside medical. The employer must pay for the day of injury. The health centre is not considered medical by the board. It is remedial first aid pending the visit to your family Doctor, walk in clinic, or the emergency dept. of a hospital. When returning to work, do not submit any medical information to the health centre, as they are not entitled to it by law which is the Workplace Safety & Insurance Act.

On behalf of Steve Parker and myself, we wish you and your Family a joyous holiday and a prosperous New Year. We will continue to fight on your behalf to ensure that, if you get injured at work, that you are represented to the extent of the law. Ⓜ



# THROWBACK THURSDAY

MARCH 2002  
3 • Issue 1

CAW-TCA  
CANADA  
LOCAL 112

## AIRCRAFT

• Bombardier • Derlan Aerospace • MacDonald Dettwiler • Hewitt • SPAS

### PRIDE IN OUR PAST

Within this report, I will convey to our members that the future of our local, and the CAW as a whole, rests in our hands. It will ultimately be our responsibility to see that this union is kept vibrant and active for the next generation. When we look at the examples that our brothers and sisters who have gone before us have set, we must remain ever vigilant in our resolve to keep the tradition alive. As they have done for us, so must we do for our children and their working futures.

When a new year comes around, we generally take some time to reflect upon what we have accomplished, or failed to accomplish, in the previous 12 months. This year, at the risk of breaking with tradition, I would like to reflect on an entire generation of working life instead.

By John Kennedy,  
President,  
CAW Local 112

One of the things we have always been most proud of in Local 112 is the reverence and respect we hold for our retired workers... and rightfully so! We respect not only their years of experience and the depth of their knowledge, but also recognize the road they have forged in an effort to bring all of us into the working conditions that we enjoy today.

Since that very cold month of March in 1942, when the UAW  
Continued on back page



On Saturday, March 2, CAW Local 112 sponsored a the Toronto Disaster Relief Committee in an effort to Local 112 member Christopher Bognat displayed his walls encompassing the event. The night was a huge in attendance. Above, brother Bognat is interviewed. For more on the event, see "A Celebration In Black"

### WHAT'S

### PRIDE IN OUR PAST

President's Report – continued from front page began its organizing campaign at de Havilland Aircraft, those workers who have gone before us fought many battles with the company in an effort to bring dignity and an acceptable standard of living to working people. Most of the younger workers within our workplaces today cannot possibly understand some of the working conditions and mistreatment of workers that these brave people had to endure in those early days. Some of them believe that a good wage and generous benefits package came as a result of the company's goodwill. They may have been through a short strike or two in the past couple of decades, but things have been relatively calm in our workplaces in recent times; and most remain unable to identify with the struggles our retired workers faced prior to this calm.

As the economy has risen and fallen over the years, our retirees endured the hardships and humiliation of layoffs, company provoked strikes, and major recessions. Seems fitting to talk about these things now in the light of modern day realities. Although we hope history will not repeat itself now, it is interesting to note how some things never change even when industrial modernization advances at such a rate as it has been. In spite of these hardships, when the union called upon them, our retirees were always there to stand firm in their resolve to better each contract and refuse all concessions. (A lesson younger workers today could well learn!)

In 1963, when the move was on by the International Association of Machinists to raid the UAW at de Havilland, our retirees repelled the onslaught and kept the UAW strong in our plants. In 1986, when we made the move to break away from our American based union and form our own all-Canadian CAW, our retired workers played no small role in making this transition possible.

By John Kennedy,  
President,  
CAW Local 112



And when Boeing tried to impose its American style of business practices in our Canadian workplace, they resisted once again. They told the corporation that we had a proud heritage at our workplace, one that could not be bargained or bought. When they attempted to buy their way into our Collective Agreement language, they hit a stone wall and were answered with an eleven-week strike. In the end, the resolve of the workers proved victorious.

These are just a few of the accomplishments we owe our working futures to. And throughout all of this, smaller battles were also fought and won. Our history in negotiations of never signing an agreement without provision for our current retirees in unmatched in this country. This is our sign of respect and appreciation... nothing less will do.

By the time you read this article, the bargaining committee from Woodbridge Foam and I will be in negotiations. Our goal, as always, will be to continue the tradition of our Local as I have stated above...to move forward and thwart all attempts at concessions by the company. Hopefully, we will be successful in this endeavour, and the proud history of CAW Local 112 will not only be in the memories of our retirees, but in the foresight of our current and future members as well.

## Next Membership Meeting

KEEP UP WITH WHAT'S GOING DOWN



# FROM AROUND THE LOCAL

