

AIRCRAFTER



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Local 112

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



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WE'RE BACK....

Hugh Lynar, Editor

So as you may have noticed there's been something of a gap in publications, and while there are a host of reasons, we have solved those that we can, and are now ready to begin a more frequent publication schedule. How that actually breaks down is YTD, but we are working on it.

That means this issue is full of the activities and goings on around the local that have occurred in the last little while and as they say, a picture is worth a thousand words so I'll let them do the talking for me where possible.

That said all is not copacetic within our Local. It is with heavy heart that I must tell you we have lost a member to an industrial accident. The details are found in Siva's article regarding UTIL, so I won't rehash it here. What I will do is tell that if you're going home to family and friends at the end of the day, it is in no small part thanks to the tireless work of your units health and safety committee, as well as the observations made by the brothers and sisters that work beside you on a daily basis. While some may have a less than politically correct way of telling you to be careful, to watch out, to just pay attention, they do have your best interests at heart, and they may just save your life. So when they do, thank them, and remember you will be going home because they cared. (A)

CALM VICTORIA

This years CALM or Canadian Association Of Labour Media, conference was held in the spectacular city of Victoria, and while these events are a cornucopia of information from a very wide and varied group of labour activists, this year I had the privilege of running a photography course on Staff Communicators Day. This is where they add an additional day to the conference, and where there is an additional fee charged to the participants that will attend, so no pressure right?

In a room full of Unifor activists I managed to demonstrate quite a few simple photographic techniques that applied to every available camera type, from what's found on your typical cell phone to high end DSLR's.

We had a lot of fun and it was inspiring to see people who thought they had zero skills with a camera leave feeling quite confident and looking forward to using their new found skills to better the various publications that they work so hard for.

I'm looking forward to next year, as I'll get to see all the wonderful work they've accomplished actually in print. I'm also now working on an advanced course as well where we'll start to break down the mysteries of high-end DSLR cameras and how to use those to best effect.

We are considering running the introductory course here at the hall in the near future, pending interest that is. (A)

In Solidarity

**Hugh Lynar
Editor, Aircrafter**



MESSAGE FROM THE PRESIDENT

Scott McIlmoyle, Local 112 President

The first six months of 2015 was extremely busy with four sets of negotiations, January was Hewitt, May saw Woodbridge Foam and Toromont Concord while June featured Bombardier Aerospace.

Following the ratification in late June at Bombardier your Bargaining Committee along with the local union leadership, our National President, Jerry Dias, and Director of Aerospace, Dawn Cartwright, are having meetings with the Company in regards to the outsourcing of Q400 wing and cockpit. Upon completion of these talks, the members will be notified of a meeting to vote on these discussions.

The time and commitment given by all the Bargaining Committees, the Strike

Committee and our Financial Secretary, Brad McConnell to ensure all preparations and logistics were in place is greatly appreciated.

As we move into the next few months, we have the following Collective Agreements expiring; Toromont Orenda and Cusco Fabricators on September 30th, and Vitafoam Canada on November 7th, 2015.

What makes a set of negotiations successful is the membership's support of their Bargaining Committee, so I'd like to thank the membership for their continued support.

Once again the great work by our Picnic Committee organizing another fantastic picnic for our members and

their families. Also a thank you to our Labour Day Committee, and the 125 participants, celebrating the second anniversary of Unifor from Local 112.

It is with deepest regret to inform you the passing of Brother Sarvanandasiyam "Sarva" Kanagaratnam on September 2, 2015 at Util. Our hearts and prayers are with the family and members at Util.

As October 19, 2015 is fast approaching for the Federal Election, Unifor stands strong for all members to get informed about the different political parties and decide whom is best in guiding the country on behalf of the working class. Most importantly, make a difference by getting out and voting. Ⓐ

STRIKE WATCH

Negotiations that go down to the wire are always stressful, but those that go just a little beyond, even more so. Once again Unifor Local 112 deHavilland unit found itself in a bit of limbo at the end of our contract. So as you can imagine the stress levels went up significantly when once again we were in 'hold' mode. A curious state of not actually out on strike, but certainly not 'in' with a contract either.

It would appear that it was all down to the crossing of 'T's' and dotting of 'I's' so really not that looming of a crisis, but undeniably that limbo state tests the patience of all involved. The executive would like to thank all the members for their patience and understanding.

That said there is no denying the weight that the membership can impose when we need to, and so the company was reminded, yet again, the power of solidarity. Ⓐ





FINANCIAL REPORT

Brad McConnell, Local 112 Financial Secretary

Labour Day this year was an extremely successful event with 123 participants for the parade and then returned back to the hall for a well-executed BBQ.

It's with the thoughts of celebrating Labour Day and the Union philosophy that I will take the opportunity to thank all committees that have contributed to the many events held throughout the local in the last year. Without our members stepping up, these events would not be possible.

I would like to acknowledge our members and the events supported by our Local. Most events are part of the recreation committee and I would like to thank Dan Alushi for putting the events in motion. Leading our committees takes a great deal of planning. I would like to thank the chairpersons of the committees that took the lead on some of the events held by Local 112. Julia Loree for putting on another successful picnic, Dave Connolly for the Local 112 Golf Tournament, Ernie Spasov for organizing the Fishing Derby, Sherri Snow for the Christmas Dance and a Remembrance dinner for the victims of the L'Ecole Polytechnique Massacre by bringing together men and women with the goal of eliminating violence against women, John Curran for Earth Hour and the rain barrel sale. They were supported by Roger Belanger, Grant Williams, Melrose Cornwall, Graham Davies, Judy Malcom, Zofia Cecha, Maxine Decunha,



Mary Vukman, Connie Wright, Hugh Lynar, and Venn Bootan.

I would like to say thanks to Mark Grix, Bob Newby, Kathy McEwan, Angela Bresolin, Josh Pierrynowski, Enzo Forletta, Des Rodrigues and our Administrative Assistant Dayanna Micieli who helped make Labour Day a great success and for their participation on other committees as well.

It would also be fitting to welcome our new Administrative Assistant Dayanna Micieli to our Local. Dayanna was hired to replace Shan White when she retired at the end of January. Dayanna has adapted well and in the last 8 months her experience and skills have proven to be most beneficial in dealing with the day-to-day requirements of the Local.

Our goal going forward is to increase participation of our members in all events we are involved in and increase our volunteers on various committees. 🍷





Dwight Brown,
Hewitt Plant Chair



TREND SETTER

Melrose Cornwall,
Toromont Orenda
Plant Chair

It has been quite eventful around Hewitt so far this year. We started with negotiations for a new 3-year agreement that was ratified in February. We then had a new General Manager start in March and have gone through some of the growing pains that come with a change in management and style. We also had a couple of retirements as the summer started, one of which was John Chuhaniuk, who was with our company for more than 40 years in our parts department and, although he wasn't a member of local 112, his years of service allowed our members to flourish. The other retirement we had in our shop was Mike Connarty, who retired with over 20 years of service in this his second time with the company in a career that also spanned well over 40 years.

As the summer draws to a close and "vacation season" starts to slow down it will be interesting to see how the changes put in place this year affect Hewitt Material Handling and its position in our market place.

The next major event that we as a country will face is the federal election that takes place in October. This is the time to make your voice heard. I encourage all of our members to learn the positions of not only the Federal leaders but of your local candidates as well. It is the way in our democratic process to hold our representatives accountable and I think we should do just that.

I am looking forward to what happens next, time will soon tell. (A)

Over the past 15 years, the trend at Toromont Cat has been, to make more money over the previous year. This has been the case to date, so with this news our members have all the reasons to be optimistic over our upcoming round of negotiations for collective agreement.

This is a company that has consistently boasted of their employees as being their greatest asset. By this, one could conclude that in the good times your assets would be well taken care of...WRONG!!

As a matter of fact, over the same 15-year period, it has been quite the opposite. Over the last two agreements, our benefits have stagnated if not degraded. Our wages have been dismal to say the least. While at the same time discipline has sky rocketed. Even to the point where a member with 44 plus years of dedication to this company has been dismissed for working too slowly...What a shame...

More than ever we needed stronger labour laws in this country that protect workers' rights and with the Federal Election in October we need to make sure that we as working class do elect a government that takes care of its people, and not just the big corporations as the Harper Conservatives have done since being elected.

So my good brothers and sisters, stay safe, be wise and vote smart..... (A)

ELECTIONS ARE FOR YOUNG WORKERS TOO!

Josh Pierrynowski, Trustee

I cannot think of a better example than my own experience to illustrate why being involved in the democratic process is so important and how it can produce very meaningful results. Case in point, my election as Trustee. Who would have thought? A young, relatively unknown, and still very much so worker with minimal union experience and certainly very little popularity securing a position

on the Executive Board of our local, a position that arguably carries with it a deeper sense of responsibility for the membership than most. The answer? Not many. While some may attribute my election to such randomization like being at the right place at the right time or say, and if not I'll say it for them, dumb luck, I suggest there is a finer term to be used here, Participation. It was my conscious action to step up,

be involved and choose to participate that yielded me the result that it did. Sad to say that for many of the Canadian Electorate, upwards of 35% and much of that figure representing young people, the choice to participate in any sort of democratic process has become a low priority or worse deemed useless. The shame in this is not wholly that we get a government that per-

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SELECTIVE TARGETING

Joel MacDonald,
Toromont Concord
Plant Chair

Well it's been about 10 months since our last issue, and let me start by saying there have been a lot of changes here at our Concord Facility. We started off 2015 with very few issues, that was until the company introduced an Attendance Policy plant wide along with a Picking Policy in our Warehouse. Since these policies have been implemented disciplines have been on the rise, up to and including a termination of a 43-year veteran on the transition to retirement program, as well as the arbitrary targeting of certain select members. What the company fails to recognize is that a **HAPPY WORKER IS A PRODUCTIVE WORKER!**

On a better note, I'd like to thank the Bargaining Committee for a great job on this tough round of negotiating, also thanks go out to Scotty McIlmoyle, President, Local 112, Gary Beck our staff rep, and Shane Wark, assistant to Jerry Dias, for getting the deal done. We spent many hours, and late nights trying to get the best deal possible for our members, and although some of our members got a wage freeze, we still secured decent wages and benefits for the next 3 years.

So as I conclude my article, I hope everyone enjoyed their summer with family and friends, and I thank each and every member for their support we received in bargaining. ⓐ



GRIEVANCES ON THE RISE

Graham Davies,
Northstar Plant Chair

It's hard to believe that summer is almost behind us! Earlier this year the company offered early retirement packages of which seventeen members accepted. The majority of these members left the workforce at the end of July while four are staying on until the end of the year. Three of these members had over forty years of service each and all totalled had an excess of four hundred years service! I would like to wish them all a long and happy retirement.

Workload has dropped from last year and the early retirements have helped to maintain today's workforce. The company continues to reassure us that we have the right number of employees for the foreseeable future. We're also still waiting to hear from Boeing for a commitment for work beyond 2016.

We have filed more grievances this year than normal mostly pertaining to disciplines. The disturbing thing is that the company has decided to make disciplines progressive for unrelated incidents. This clearly becomes a system of punishment rather than discipline to correct behavior.

The federal election is fast approaching and I would encourage everyone to take the time and understand the parties' positions. But most importantly make sure you get out and vote. ⓐ

A COLOSSAL BIRTH

As a grandfather I look forward to every birth announcement. I've always said, "The more, the merrier." After recent developments in Japan however, I've changed my motto to, "The bigger the better."

Mother Nature has had another baby. In November 2013 an eruption in the ocean about 970 K. South of Tokyo propelled red hot lava into the night sky. Talk about a Birth announcement!

When the lava cooled it formed a small island a short distance from an uninhabited island called Nishinoshima.

The newest island is now about 8 times bigger than it was when it first emerged. On November 20, it was about 1,640 feet (500 meters) off Nishinoshima, but the two islands have joined together, their growing connection marked by a narrow pool of reddish seawater.

Since the name Nishinoshima predates the newest part of the island, convention dictates sticking with that name for the combined landmass.

I can't tell you how exciting this is to me. Everyone gets excited about the discovery of a new planet or an explod-

ing star but these events don't have the same impact as discovering a new landmass that's within our reach.

When this island cools the aging process begins. Birds will be the first visitors bringing seeds of life with them. Nourished by Mother Nature this once molten land mass could one day be a lush, green, habitable sanctuary.

Just love to hear about kids growing up and being successful! ⓐ

Terry Stanton
Retiree



A FOND FAREWELL

Dennis Borden,
MDA Plant Chair

As we head into the end of another year at MDA in Brampton it is time to review the highs and lows of the space industry as it relates to this workplace. Although we continue to maintain our current membership and anticipate some growth in manufacturing it is not without challenges. This division struggles at times to complete programs for customers on schedule and within budget for a number of reasons that could be attributed to both the lack of planning and the lack of experience.

We bid farewell to Brother Ian Gibson who retired after 42 years of service as a millwright in our maintenance department. One the largest sendoff gatherings I have attended here which speaks volumes about the type of person he is. We all wish him well in his retirement.

The ongoing practice of corporations pushing back on post-retirement benefits for current and future employees has created an environment that lacks dedication by workers at all levels. When new starts see the lack of concern for the future of workers, those same workers reciprocate with a reduced level of concern for the wellbeing of the corporation. Somewhere there needs to be a balance and as many of us as Unifor members have seen the pendulum swing to the left in regards to lower wages and benefits, we can see the lack of dedication in the workplace. For the corporations the short-term gain will only lead to long-term pain. The provincial government has only contributed to the problem by introducing a new pension tax, which, yes will provide some relief for workers going forward, but also at the workers expense. Another example of governments catering to big business and passing the buck off on the worker rather than forcing the same corporations to fulfill their social responsibility.

We are all aware of the upcoming federal election and I hope that one day in this country it becomes law that everyone exercises his or her democratic right to vote. We witnessed the change in the political landscape in Quebec after the last election, where the voters elected the NDP in overwhelming numbers. That change took place as the result of the voters going to the polls and voting. The rest of the country should take notice of what can happen when everyone does their duty. Get out and vote. ⓐ



PROPOSALS AND BARGAINING

Ahamad Nabi,
Vitafoam Unit

As this Aircrafter goes to print, your Bargaining Committee is preparing proposals for the upcoming negotiations.

Every 3 years, as we head into negotiations, there are many different challenges that need to be faced. As you know, Vitafoam has under gone various changes, not the least of which is the company's ownership, staff supervision, as well as the placement of cameras in and around the plant. Now while that's not all, it is the start of a long list.

Your Union leadership knows that there is strong solidarity and membership support for a fair and improved Collective Agreement. That being said, we should ignore rumors! The membership must stand firmly to achieve the ultimate goal.

This set of bargaining is looking to be our biggest challenge, so remember, solidarity will draw us together for a successful contract. ⓐ

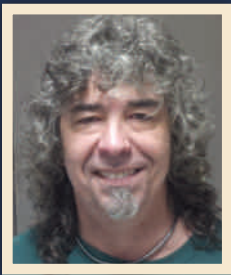
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LOCAL 112 COMPENSATION REP REPORT

Des Rodrigues, Local 112 Compensation Rep.

It is important at this time to reiterate the importance of following the proper procedures when you are injured at work. WSIB is attacking workers' rights on a continual basis. The funding to ODRT, a branch of the Ontario Federation of Labour, which trains worker advocates in understanding the compensation system, has been eliminated. A policy was introduced in the fall of 2014 on Pre Existing conditions. Now WSIB will make a determination that your lung condition, as an example, is not from a workplace exposure but rather that your asthmatic condition is the root cause. They are now challenging the 72 month lock-in of benefits for workers with permanent disabilities. This policy was put in place to ensure economic stability for injured workers.

The challenges we face are many and continual. We need to fight to ensure that any worker injured on the job will not face the inequities and injustice of the compensation system.

WSIB has exclusive jurisdiction, in other words, they institute their own policies and you should know that they have 301 policies....

In gaining acceptance of a claim, it is important that we follow the steps below.

1. Report the accident immediately to your Line Manager. If you are on an off shift, contact Emergency Services.
2. Go to the Health Centre to report your accident and then seek outside medical immediately. Outside Medical, as an example includes a Family Doctor, a walk in clinic, or Emergency dept. of a Hospital.

Have the attending health care professional fill out a WSIB Form #8 and upon your return to work and submit page 2 of the form. You should also know the company, by law, is not entitled to any other medical information.

3. The Employer pays the day of the accident. Upon your return to work, accommodating work will be offered based on your restrictions from page 2 of the #8 form.
4. Come to the Union office to fill out the WSIB #6 form, which is the Workers report of all the details surrounding your claim, it will then be faxed to WSIB.

If you have had a chemical or biological exposure at work, it is important to submit an Exposure form to WSIB. If you have incurred hearing loss as a result of workplace noise, a Noise Induced Hearing Loss, or NIHL form should be submitted.

On behalf of my alternate, Steve Parker, and myself we will continue to fight to ensure your rights in, and outside, the workplace are respected and represented. ⓐ

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ceives its mandate is to do as it pleases, but that Canadians are irresponsibly ignoring their obligation as citizens of our democracy. Although it seems reasonable that we put in our day's work and pending family commitments are able to proceed to the couch and relax for the remainder of the night, there is more that is required of us. YES! That's right, more. Our job does not end when we clock out for the day. As citizens we are always on call to oversee the actions of our government

and their decisions as our lawmakers. Unfortunately given the level of disinterest of many people to actually perform this oversight, it is no mystery why the power of corporations has become pervasive, governments corrupt and unions weakened. As we Canadians head into the 42nd general election I encourage all workers, especially young workers to become aware of the issues and consider the power of participation. Ignore the rhetoric that says nothing will ever change, acknow-

ledge that the democratic landscape is changing all the time and answer the question; will you participate and be a part of that change? I did. Look where it got me.

The Federal Election is to be held on October 19, 2015. For more information on your riding and it's candidates visit, votetogether.ca and for ways to vote and to ensure you're registered visit, elections.ca. ⓐ



LABOUR MOVEMENT AND SOCIAL JUSTICE

Kimberly Lloyd, Womens' Committee Chair

We generally have the understanding that if we have a good work ethic, and maintain a healthy lifestyle, that good health will follow, but there is so much more to it. The circumstances into which people are born, grow up, live and work, affect their health. These various circumstances are called “social determinants of health”. The government of the time has a huge effect on the resources that are in place for people in various economic and social circumstances.¹ When governments have less involvement with social justice and labour rights, there become unequal distribution of assets within the population leading to wealth inequalities and our social infrastructure is weakened.² Within countries, the strength of labour and the amount of union represented workers affects the quality of the social determinants of health. Canadians who are members of unions have higher income, as well as other benefits, that are factors of “social determinants of health.”³

The term “social determinants of health” was developed from researchers searching for ways to understand how different socio-economic groups come to experience varying degrees of health and illnesses.⁴ Economic resources are the assets which we need to meet our needs, which include income, equality, housing, food security and health services.

Union power is somewhat greater in Canada than in the United States. The proportion of the workforce that belong to a union in Canada is 31.6 % according to Stat Canada as of 2014 and in the U.S. it's 11 % according to the United States, Bureau of Labor Statistics, Jan. 23rd 2015.



In recent decades, many of the hard fought union gains, i.e. pensions and job security have been threatened. Unions are the only organized line of defense against the assault on a wide variety of social programs. The Broadbent Institute is a non-biased think tank developed to support, develop and promote social democratic principles. It states that; ‘Unions are a major force for greater equality and vital for economic growth.’(The Star, editorial, 2013, /02)

These findings make me wonder,

“Whose interests are served by discouraging unionization which better the lives of the working class?”

Government has the influence as to what we get for services in our country and communities.

We are fortunate that we live in a country where we have universal health care and are so much better off than so many in other countries including the United States, a rich neighboring country.

In Canada, the formation of a social democratic party was developed and gained power in Saskatchewan at the end of The Second World War. This party first introduced Hospital Insurance; our government sponsored health insurance for hospital and doctor care, where everyone is insured. Pressure from working class movements, eventually led to the enactment on the federal level. Working class history is made by the trade unions, which have changed conditions of the working class by their actions.

Governments need to commit to fairness and justice. For Ontario workers and their families, fairness means daycare, affordable housing, quality healthcare and pensions that allow older Ontarians to live with dignity. Fairness means hard work is rewarded with respectable wages, and that children live without the hopelessness of poverty. (A)

¹Staying Alive p.102, ²pg 73, ³pg. 254, ⁴pg.146
Reference: Staying Alive, edited by Bryant ,Raphael, Rioux: Published by Canadian Scholars Press Inc.

LABOUR DAY 2015

On an unusually warm early fall day the annual Labour Day parade set up and made it's way from city hall and environs out to the closing day of the CNE. This year the crowds were a sea of colour and sound, from live bands to massive political caricatures it was quite the sight to see. There was an underlying energy there this year, far more prevalent than most, and while the heat may have gotten truly oppressive, it couldn't dampen the spirits as the labour movement gathered to show its solidarity.

I would like to thank everyone who participated in the parade and joined us for the BBQ back at the hall. A very special thanks goes to the Labour Day committee for all their hard work and dedication that went into making it such a great success.

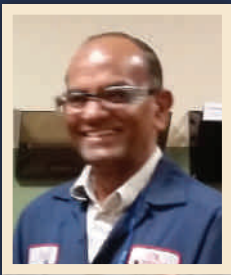
This years themes included Time For A Change, Raising Minimum Wage, I Will Vote, Reliable Public Health Care, and Affordable Child Care.

All the best and we hope to see you all again next year. ☺

Mark Grix
Trustee







WITH SADNESS

Siva Lakshmanan, UTIL
Unit Plant Chair

On 2nd September 2015, around 9:30 am we had an accident at our workplace at UTIL Canada located in Concord and one of our members, Sarvanadasivam, known around the plant as Sarva, was found unconscious at the loading dock area by another one of our members. Immediately both the police and paramedics were contacted and on the scene quickly. We also notified our local Union President Scott McIlmoyle and he rushed to our unit as well.

Unfortunately Sarva had passed away and even though there was a truck close by the loading dock it was erroneously assumed that he had passed away of natural causes.

Due to unforeseen circumstances, including the use of a seldomly utilized loading area, it was later discovered that he was crushed by something, presumably the aforementioned vehicle, and that his internal organs had all been badly damaged, this however was only revealed after the fact. The Ministry of Labour as well as York Regional Police are fully involved and currently investigating this horrific tragedy.

We would like to thank our local president Scott McIlmoyle and Brad McConnell for their invaluable support during these difficult times. The accident details have been forwarded to the Unifor National office and they sent Mr. Vinay Sharma from Health and Safety to have further enquiry at our workplace.

In this time of sorrow we will keep Sarva's family in our thoughts and prayers as they endure this hardship and we extend our deepest sympathies to them. Ⓜ



ARE YOU SAFE?

Joe Rudnick, Health and
Safety Representative

I'd like to take this opportunity to offer our condolences on behalf of the Bombardier Unit and our Local, to the Brothers and Sisters of UTIL and to the family of Sarva Konagaratnam. Sarva was the unfortunate victim of an industrial fatality that is still, at this point, under investigation.

No one expects that when they leave for work and say good-bye to loved ones that it will be for the last time. To say Sarva will be sadly missed by friends and family, is a bit of an understatement.

We all must remember that in Ontario we have the right to refuse unsafe work. Never put yourself into a dangerous situation or allow yourself to be put into a dangerous situation as accidents can happen in a split second.

We have had two incidents occur in our plant where the Ministry of Labour has been on site.

Lately the commitment to safety is sadly lacking. I have had some directors waffle on safety, as they have been moved from area to area, and the actions that they have committed to never get completed. I guess with this kind of commitment from directors, it is time that we exercise our right to refuse unsafe work and prove to them that we will not jeopardize our safety and they cannot get away with empty promises.

On a positive note, we are making progress in Bay 10 with the setting up of the new line. The management team in this area is recognizing safety issues and listening to the JHSC and the workers of the area.

In closing I would like to remind everyone that you have the right to a safe workplace.

You can call me at Ext. 33726. Ⓜ



INTERNATIONAL AEROSPACE CONFERENCE

July 1-2, 2015 - Berlin, Germany

It was an honour and privilege to attend the 2015 International Aerospace Conference in Berlin, Germany along with Mary Ellen McIlmoyle, Unifor Local 673 President, Jerry Dias, Unifor National President and his father, Jerry Dias Senior, who is a retired CAW staff rep and past Local 112 President. I had a remarkable experience listening to Jerry Sr. & Jerry Jr.'s history of our local and the struggles faced by our members.

The world conference for aerospace industries held in Berlin on 1-2 July, saw delegates from around the globe discuss building union power and confronting global capital in the sector. Close to 100 delegates from 16 countries representing 25 unions met for the two-day Aerospace World Conference in Berlin on the first day of July. The theme was “**Building Stronger Unions and Confronting Global Capital in the Growing Industry**”.

In his opening statement, Tom Buffenbarger, Vice-President of IndustriALL, President of IAMAW, and Chair of IndustriALL's aerospace sector, said that the global industry was at a cross roads and must choose between two paths: “One is where workers are forced to give up the fundamental right to strike and where workers are blamed

for management failures. The other embraces aerospace unions, where management recognizes the value of a unionized workplace able to freely engage in collective bargaining”.

I addressed the delegates on the current round of negotiations at Bombardier from this past June. I also raised the issue that we are all fighting against Global Capitalism and out sourcing to China and Mexico.

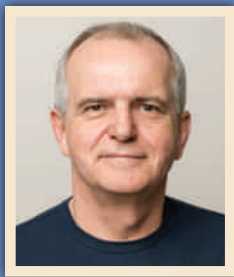
In the USA and Canada alone, more than 600,000 aerospace jobs, approximately 50 per cent of the sector workforce, have disappeared in the last 20 years. As in many other industries, aerospace companies are increasingly relying on contract workers. During the two-day panel debates, participants discussed ways of defending worker's rights and countering anti-union activities. Global framework agreements, or GFAs, were recognized as an important tool for strengthening labour rights in the sector. We must demand aerospace companies enter into global agreements which honour international labour standards.

Jerry Dias, Unifor's National President, spoke in regards to the vital importance of proactive industrial and development policies and partnerships in

building the Aerospace industry whether through direct government investment programs, the role of state-held equity stakes in leading firms, support for innovation and technology hubs, or the role of government procurement for civilian and defense needs. Furthermore, “When I think of the role of policy and partnerships, and the future sustainability of the industry, I immediately think of the current experience of Bombardier bringing the new C-Series to market.” By every account, “the product is truly innovative, at the height of the latest technology developments, and makes major improvements in environmental sustainability with huge gains in fuel efficiency driven in large measure by Canadian engineered, and Canadian made, Pratt and Whitney geared turbofan engines”. Bombardier is facing some serious headwinds as did Boeing and Airbus when bringing forward new products, yet our federal government dithers on the sidelines rather than stepping forward and showing leadership to support and champion the firm, and the whole Canadian industry, at this critical juncture.



Scott McIlmoyle
President
Unifor Local 112



YOUR CHOICE... OCTOBER 19

George Botic, Retiree Committee Chair

This October 19th, Canadians have a chance to make a change by voting for a new government. It is plain to see that Canada needs a change in leadership. The Harper government has had its time, 10 long years at the helm, and now Canada needs new leadership to take over and start fixing the damage that has been done.

Health care is an issue that affects every Canadian. The latest issue is the Harper government's decision to cut \$36 billion in funding to the provinces' health care. If this cut goes through, it means that the provincial governments will have to cut health care services or raise taxes to make up the shortage caused by the federal cuts. We are all tired of having to wait for what seems forever in emergency rooms just to see a doctor or wait weeks to months to get an MRI or other testing done. How are these cuts going to affect those who need it the most, our retirees and aging population? We need a

federal government that will meet with the provinces and renew the Canada Health Accord and commit to improve its share of health funding. We need a federal government that builds up public health care to provide for the needs of Canadians and not privatize it for profit. We need a federal government that will create a national drug coverage program that will save money that can be put towards better and safer care and medications. We need a federal government that protects Medicare for all with a plan that provides for chronic care and long term needs of seniors and other Canadians. Canada's public health care program has been a source of national pride, but it has been undermined under Harper's government. It's time to elect a federal government that will restore that pride into our health care.

Giving corporations tax breaks in the hopes of creating jobs doesn't work, business's just pocket the money for

themselves and the only benefactors are the CEOs and stockholders. The next government must work with industry, unions and all the stakeholders to develop new strategies to make Canada's economy stronger and viable.

These issues are only a couple of the very many important issues that will be a part of the upcoming election. If any of these issues are important to you, you need to have your voice heard. The only way to do that is to get out and vote. Voting is one of the most basic tools of democracy at your disposal. It is your voice and using it is your tool to have your say in who is going to represent you for the next four years in Ottawa. Voting is your moment of power. Together, we who care about seniors, retirees, child care, affordable housing, health care, an election period is when you can mobilize voters to use their voting power to influence the election agenda and determine its outcome. We have the power to make the change. Ⓐ

LOCAL 2002 SWISSPORT RALLY

Local 112 along with Unifor Locals 1917, 1106, and 199, with some coming in from as far away as St Catherines and Guelph coupled with a host of other Unifor locals spent a few days literally beating the GTAA into re-opening negotiations with their Swissport, Local 2002 unit. And I do mean beating. At one point the CEO, from behind his security detail, came out and asked if we'd be so kind as to stop pounding on his building, they could hear it three floors up it seems, and we were creating enough of a ruckus to prevent meetings from taking place. This was a small but exceedingly motivated crowd it would seem.

We said fine as long as you start back to the table and deal fairly. About 20 minutes later the announcement came that they wanted to speak to the leadership, and although they were not ready to capitulate, at least they were ready to restart talks.

Solidarity in action was really nice to see, and while we all wish push doesn't come to shove, and companies would just deal fairly, when they don't they get to see first hand what we can do. Ⓐ

In Solidarity
Hugh Lynar
Editor

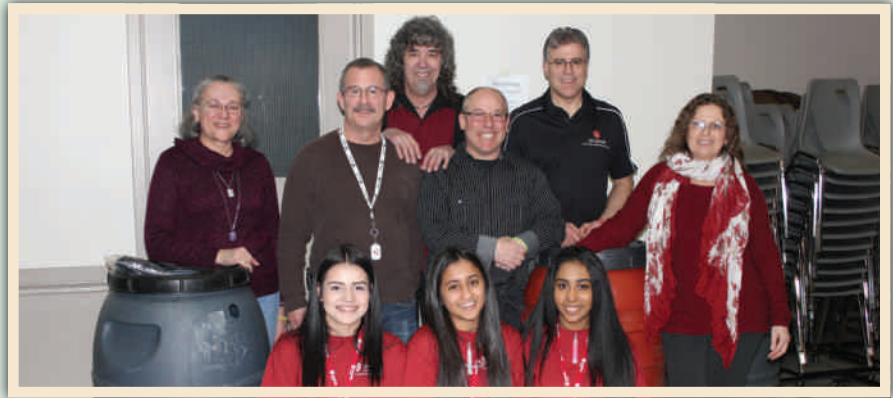


CHARITY EVENTS USING RAIN

John Curran, Environment Committee

It has been a busy year for the committee. We started out by hosting an Earth Hour event at the 112 Union Hall. The evening saw guest speakers Dave Renaud and Ken Bondy talk about topics such as water conservation as well as the importance of connecting with other environmental organizations as allies. The prize giveaways this year were solar powered keychain flashlights. This was followed up with snacks and a lights out music session during Earth Hour. We topped off with a rain barrel raffle that raised \$110 which was donated to the Earth Rangers, a kids conservation organization that teaches and involves students in grades 1 through 6 how to work together and protect biodiversity. Earth Rangers provides children with the opportunity to protect animals and to improve the environment and make a difference.

May 25th was the 2015 rain barrel sale where anyone that is concerned with water conservation could buy a rain barrel for only \$50 and it came fully equipped with spigot, overflow hose as well as a mosquito net. The sale raised a total of \$350 that will be donated to environmental projects over the course of the year.



May 29th was the Unifor National Environment Conference in Port Elgin. It was awesome seeing the education centers' wind turbine in operation which supplies 3/4s of the centers' power. It was a long and hard fought road that was fought with determination and not a little controversy. Kudos goes out to the team that followed through with the change to clean renewable energy.

The conference started with Sari Sairanen Unifor's national director of health, safety and the environment welcoming everyone. The topic quickly turned to the lack of oversight and cutbacks from the Harper government that puts lives and safety in jeopardy. The list is long on what can happen when deregulation of industry can cause catastrophes such as oil spills, contaminated water systems and in the case of bill C-51 the right to even protest a oil pipeline from going forward.

Andrea Peart from the Canadian Labour Congress discussed how we can make a difference going into COP-21 in Paris France, where it is hoped that environmental protection legislation will be brought into law.

Cap and trade carbon pricing was also a topic of discussion, how it works and who stands to make the most from it, and as it turns out it may very well be the middle man.

Workshop topics included:

Blue Green Alliance - Importance of allies in labour/environment

Ken Bondy/Dave Renaud - Building environmental solidarity

Dave Renaud/Kelly Bondy - interactive exercise on how we went from stability to climate chaos

An experiment was initiated as YouTube video clips of people answering the question such as 'What would I do for the environment if I was Prime Minister'. You can visit the Unifor National web site and go to the YouTube link to see the responses

Other topics of discussion included:

- Real alternatives for a green economy
- When the economy met ecology
- Moving the transportation industry
- Statement of principles on the environment (only one earth)
- Green jobs for earth day (CLC)
- Evidence against Kinder Morgan pipeline expansion
- Unifor's Harassment policy

The Environment committee would like to thank everyone for their support. 🙏

NORTHSTAR AEROSPACE

I had the opportunity to visit with the brothers and sisters of Northstar and after spending a few minutes utilizing a very state of the art, unmanned kiosk station to get a badge, I got to see first hand just how complicated the transmission assembly is for the various helicopters, or ship sets that they produce really are. They have a model in the lobby and I'm still working out the details in my head of how it functions after it all goes together. I'm of the fixed wing mind set, so rotary winged A/C are very unfamiliar territory.

Their main unit is an assembly for the AH-64 Apache, and two things really stand out in my mind about what I saw. The first being that the engineering and the ingenuity that the skilled trades members have demonstrated in machining an extremely complicated main gear, having three unique angles per 'tooth' as an example located on just one face of but one gear, and there are many such gears, as well as one of a kind machines that produce this, designed and built in house no less, coupled with the rather self deprecating approach they have when you get down to the nuts and bolts of the situation. They can easily explain the various goings on, and while quite proud of their exacting work, and rightly so, they can simplify some very complicated processes quickly and easily, so I wasn't left feeling out of the loop in any way.

They're doing work that's unique in the world to that one plant, but they also know, and this is the big one, when something is NOT right. That level of skill is priceless, and like so many I talk to these days, completely undervalued by those that should know better.

After a rather revealing conversation they have the same kind of problems we run into at dH, and it's the same petty and very silly rules and corporate attitudes that sap away at the morale, when really the focus should be big picture stuff, what they truly excel at.



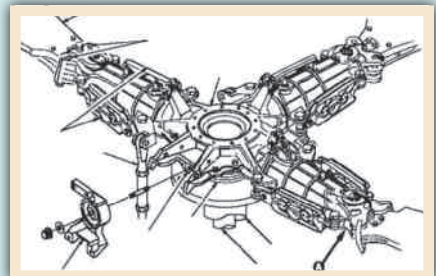
I suppose it's good to know we're not alone, as they too, have lost production to China, and other places, but just to demonstrate how skilled we're talking, one of the ship sets, the Lynx Rotorhead, which they used to do, has yet to be successfully manufactured by anyone else, no matter how many companies AgutaWestland tries.

One day those that supposedly are in charge will realize this, I just hope before it's too late.

Unfortunately I could not take any pictures while there, and I fully understand the proprietary nature of their work, so the shots you do see are stock photos of the final assembly where the real magic is buried deep inside.

I'd like to thank Graham Davies and Dave Vukovic for being my tour guides and showing great patience when some facet caught my eye and I got side tracked, which happened a lot, it really is that fascinating. Maybe next time I can sneak out one of the amazing photos they have there in the lobby, no one would notice, really. [Ⓐ]

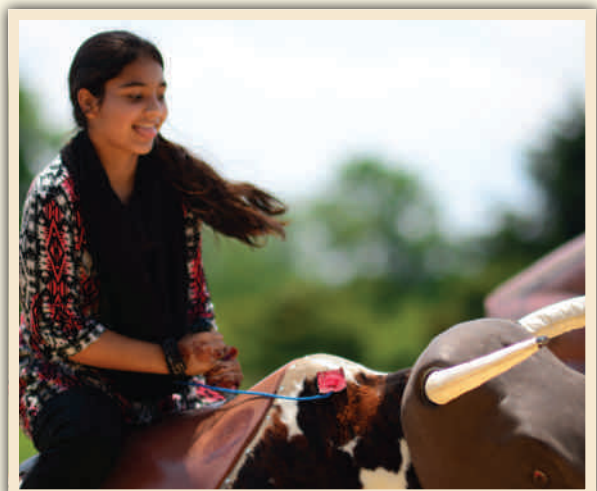
In Solidarity
Hugh Lynar
Editor, Aircrafter



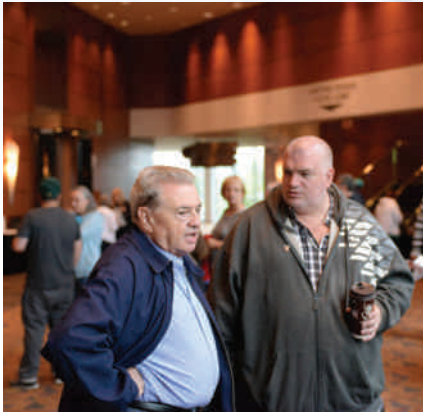


2015 PICNIC

On an absolutely brilliant 18th of July Local 112 gathered for the annual picnic. This year it was held at Bruce's Mill Provincial Park, just north of Markham. To say this year was a warm one is a bit of an understatement. No one that day spent very long in direct sunlight, and from about noon onwards most of us would plot our travels about the park by judging how much shade was where and using every available bit of shelter, yet in spite of that, from the food to the entertainment and of course the prizes, a great time was had by everyone. See you all next year. [Ⓐ]



BOMBARDIER RATIFICATION 2015



On a rather rainy 28th of June the membership gathered to vote on the latest contract, and as you can see from the somewhat quiet and introspective beginning, by the end we had a full house and a very active and involved meeting. When one considers the current economic climate I think we did rather well. Our thanks goes out to all involved in what has to be a colossal task, from the bar-

gaining committee itself to the tireless efforts of the election committee, as wounded as some were, to just getting a place to hold us all, many thanks. [Ⓐ]

In Solidarity
Patrick Robinson
Editorial Committee



THE AVERAGE CEO
IN CANADA EARNS
\$8,704,118

THE AVERAGE
WORKER EARNS
\$42,253

RATIO:
206:1



**DOES YOUR BOSS
WORK 206 TIMES
HARDER THAN YOU DO?**

DIDN'T THINK SO.

2015 DATES TO REMEMBER

Skilled Trades Conference October 16-18, 2015

Membership Meeting October 27, 2015

WSIB Conference November 13-15, 2015

Membership Meeting November 24, 2015

Christmas Dance November 28, 2015

Retirees Luncheon December 10, 2015



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