

# AIRCRAFTER



**unifor**  
Local112

DECEMBER 2013  
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Bombardier • Brinks • CUSCO • Hewitt • L-3 SPAR • MacDonald Dettwiler • Northstar Aerospace • Toromont • UTIL • Vitafoam • Woodbridge Foam



**Merry Christmas  
from  
Unifor Local 112**

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



**INTERESTING TIMES**

Hugh Lynar, Editor

With the sudden departure of brother Bobby Hamilton in zone 5, better known as bays 1+2 and superstores, we had what amounted to a snap election. Knowing that there were some big shoes to fill what with the issues surrounding fabrication, there was no shortage of individuals who were willing to step up and carry on the groundwork laid by Bobby. So a thank you to all who jumped in, whether you won or not isn't the issue, that you did step up is, and that is what truly matters.

On that note I'd like to wish Brother Hamilton a long and happy retirement on behalf of all of us so diligently served over the last few years. We'll miss you, but know that we'll carry on in your finest traditions.

While it may seem somewhat narrow of focus I still have a few more issues regarding Fabrication. It's my hope that it may serve as a lesson to others who may face the same situation.

In short: They said they were closing a shop(s) they then posted for jobs elsewhere, unsurprisingly everybody jumped, they then found themselves short handed, but bound by the collective agreement they had to allow those people to go to the jobs they'd been accepted to, except they couldn't. They hadn't done what they said they were going to do, and the work had actually increased, again.

Lets start with the obvious, they, meaning upper management, royally screwed up. When the colossal amount of excrement contacted the moving air oscillator, they panicked, and as is usual started flailing about seeking solutions, they eventually hit on one, and they gave away the farm. Now while not exactly ideal, for a change it came out in our favour, sort of, well kinda, OK maybe, for now. No doubt it'll turn out to be very interesting to see what the final fallout of all this is. Certainly end running the collective agreement indicated just how bad things were, and just how badly they'd again failed. Can't help but wonder just how much this, and the recall of people who didn't have recall, but were recalled anyway, only to be shown the door 3 days hence severely and suddenly limited the careers of some. Rightfully so if I may say, after all, when are you halfwits going to stop messing with peoples lives, especially when you were flat out told what the situation is/was? You KNEW and still went ahead knowing you were dead wrong from the onset. As a friend of mine is so fond of saying, 'Seriously?'

What all this boils down to, and while not an excuse, this dovetails with the fact that this is the key reason the issue you now hold in your hands is marginally late, as it turns out I'm indispensable, for now. Who knew?

Enough with the curse of living in interesting times, winter it seems has arrived with a mighty cold snap, so bundle up, get your snow tires on and have a Very Merry Christmas indeed. Ⓐ



# JERRY DIAS ELECTED UNIFOR NATIONAL PRESIDENT

Roland Kiehne, President

**B**rothers and Sisters, Saturday, August 31, 2013 will be remembered as one of the proudest moments in our local unions rich history when former Local 112 President Jerry Dias was elected the first National President of Unifor at our unions founding convention in Toronto to Labour Day weekend.

Brother Dias began working at de Havilland Aircraft in 1978. He was elected shop steward later that same year in what would become a lifelong dedication to the labour movement. As Plant Chairperson in 1985, Jerry was part of the leadership team led the work stoppage at de Havilland over health and safety issues which resulted in the current day national Workplace Hazardous Materials Information System (WHMIS) – which includes the right to know about dangerous chemicals. He also fought against the sell-off of de Havilland by Boeing to ATR, which would have resulted in a plant closure. Jerry was elected president of Local 112, before being appointed to the union’s national staff as the aerospace sector director in 1993.

I had the honour of nominating Jerry to the position of President at the convention. Local 112 delegates beamed with pride as Brother Dias overwhelmingly won the election.

I want to thank the delegates for also electing me to the first Unifor National Executive Board as the manufacturing sector representative where I will have the opportunity to work closely with Jerry. It is a privilege to represent working people and I am humbled by the confidence you have shown me.



It truly was a historic and memorable convention and Unifor will be a force to be reckoned with for years to come under Brother Dias’ leadership.

Recently, MacLean’s magazine named Jerry as one of the three most powerful people in Canada, a testament to the kind of union we are building.

On behalf of all Local 112 members, active and retired, Congratulations Jerry, I know you will make us all proud.

## Scott McIlmoyle Elected to Health, Safety & Environment Committee at Unifor Ontario Council

On the weekend of December 6-8 at the 1st Unifor Ontario Regional Council meeting, Local 112 Financial Secretary Scott McIlmoyle was elected to the Health, Safety & Environment Committee of the Council. Brother McIlmoyle brings years of WSIB experience and solid trade union values to the Committee.

Scott was named Chairperson of the Committee.

Again, this is yet another example of the recognition our Local receives as a result of being in the forefront fighting on behalf of our members and all working women and men. Congratulations Scotty!

This has been an incredibly busy year around the local union. I want to take this opportunity to thank all activists and leadership for your ongoing participation in building the kind of local union we can all be proud of. Well done!

Finally, on behalf of the Executive Board, I want to wish all Unifor Local 112 members and your families a wonderful Christmas and a safe and prosperous New Year. I hope that the time you spend with family over the holidays will be memorable. Ⓜ





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# UNIFOR THE UNION FOR CANADA

Scott McIlmoyle, Financial Secretary

**D**uring the weekend of December 6-8 some 700 members from more than 160 local unions across Ontario came together for the first Unifor Ontario regional conference in Toronto. This was the first major conference with past CAW & CEP members coming together to make Unifor even stronger and to take control of the labour movement's direction regionally as we move ahead.

Part of the new union will be having Ontario committees representing different union interests as we have done in the past. It is with great pleasure to have my name put forth by our National Executive Board as an executive member of the Health, Safety and Environment committee. Following the election process I was then elected as Chair of this committee. This position will help me bring issues not only from our local but I will speak on behalf of the 150,000 members from across Ontario to the Minister of Labour, WSIB senior management with regards to issues that have a negative impact on our Unifor members but also those people within society that are unorganized.

At the founding Unifor convention the delegates adopted the recommendation of the "New Union" proposal committee to implement a percentage based structure for the national union portion of dues. The new structure of how the dues are calculated is that the national portion is calculated on a percentage of earnings for the month (excluding overtime) and the local portion is calculated as it always has been, on a percentage of hourly rates. I am working on a leaflet now that will be distributed to all units on the new structure. Each unit/workplace will be notified of when the change will start.

As we move forward there is not much in the way of a change for our local. We will still be representing the 3200 members from the 13 different units that we represent now. We have had the building signage changed at the hall and are working with each in plant committee on distrusting the free red Unifor t-shirts to each member. I want to thank all those that helped out give out the shirts on their own time at some of our larger units. We are working on many more particulars that require the name change through our banks, cheques, business card the list is long.

## Retirees

Congratulation goes to all those who have retired since our last Aircrafter and those starting the next chapter of life at the end of December. A special congrats to brother Bob Hamilton who decided to take retirement in mid-November. I had the pleasure of being a full time officer with Bob during his tenure as plant chair and when he followed later as the committee person. His leadership helped me grow as a person and as a trade unionist. I personally want to thank him from myself and my family to his. His dedication to the labour movement is second to none and we wish him and his partner Flo all the best in their retirement. Well deserved!!!!

## Community Involvement

It has been a very active time for Local 112 and its community service committee. 112 members put in their own time after work or even during their lunch hour getting community drives set up. They have organized food drives, assisted a local long term retirement centre in re-building thier garden/seating area and are currently doing the annual toy drive. Thanks to

this committee, chaired by Kim Lloyd with members Enzo Forletta, Angela Bresolin, Kathy McEwen & Peter Barbuto.

Our local hosted a memorial/fundraiser in late September in memory of Tahj Loor/Walters who was the grandson of Victor Loor from our DH unit. Tahj was 15 years old when he was taken from his family and friends this past August due to gun violence. The family requested the use of the 112 hall for a memorial, which lead to a meeting with the family, city councilors, church pastors, teachers, and our local/national union. This very unfortunate situation gave us as leaders within our workplaces and communities the opportunity to step up for not only this family but for all our youth within this and other communities. They need opportunities, mentors, after school programs and mainly....hope for the future, because gangs is not the avenue we want them to head towards.

So, on a bright sunny Saturday in late September over 350 people, family, friends, community and 112 members gathered at the hall showing support. With our president Rolly Kiehne opening the celebration of Tahj's life he welcomed speakers from the many groups. Symone Walters (Tahj's mother) spoke with such courage and conviction there wasn't a dry eye in the crowd. The last speaker was brother Jerry Dias, the national Unifor president. He brought greetings and support from the 300,000 members across Canada. He spoke to why we need to be involved as parents, uncles, aunts, grandparents or guardians to give our youth a person to speak with or to look up to. "We need to speak out against the violence within our communities" Jerry stated. Symone requested that

...continued at right

Last August, I as well as many other Constitutional delegates in attendance, witnessed a significant historical event regarding both our union and the Canadian labour movement. This was the final conclusion after many meetings over the previous eighteen months held between CAW and CEP. It was a profound experience when the vote was finally tallied and the actual moment arrived when the two unions became a single entity called Unifor.

I currently serve as a Constitution, and Regional/Council delegate, representing the membership for the past two terms. In this capacity I am able to meet other union representatives that have a common motivation to preserve and strengthen a legacy established by those that preceded us.

Establishing a middle class in this country can be almost entirely attributed to the labour movement. A great deal of sacrifice was made in allowing unionized workers to take for granted the quality of life we enjoy today. Even non-union workers and also management should thank the labour movement for what they have.

The so called “threat” of joining a union has forced corporations like to Honda and Toyota to provide better wages, benefits, and pensions to their employees just to keep us out. Management would not have the salaries and perks that reflect many of the benefits and pensions that bargaining committees, as our agents, have skilfully negotiated as collective agreements.

With the new challenges that we face in the coming years from corporations wanting to strip us of our hard fought covenants, strong labour representation is now more important than ever. Already, “right to work” legislation exists in various American states and has eroded the quality of life for many workers south of the border.

Visualize struggling on the equivalent of one-third of your wages with little or no benefits or pensions, and still be expected to pay that mortgage or car loan. Most would be forced to give up their home and car for a rental apartment with the added necessity of using public transit to get to the grocery store or a job. Financing a better education for your children would be inconceivable.

A strong union, with everyone’s support, will thwart this from occurring. One of the reasons Unifor was conceived is to prevent any erosion in our quality of life. Just as we age and enter our senior years, we strive to maintain our

## BEING PART OF HISTORY

Fred Schwertner  
Unifor 112 Delegate



financial independence. If our wages, benefits, and pensions deteriorate, with all certainty, we will suffer the consequences.

The recent onslaught of precarious/part time work and plant closures, jobs continue to move out of the country. Globalization has taken its toll on many unions with a marked decrease in membership. With the amalgamation of the CAW and CEP to create the largest labour force in the nation a new dynamism will need to be reckoned with by both governments and corporations that have unlimited financial resources supporting their own agenda.

August the thirty-first, twenty thirteen was a turning point in our union and the Canadian labour movement.

And I was privileged to being part of history. Ⓐ

### Scott McIlmoyle continued...

100% of the the funds raised go back to the Firgrove community where her son was taken from, to help the local community center, recreation areas and programs that will give youth an avenue and a place to get involved with and feel like they can make a difference within society.

Isn't that what we all want for us and our families?

### Hudak and I

I received a text message from Rolly on the morning of Friday November 29th. He and the DH bargaining committee were in the middle of talks with Bombardier.

The text read...Tim Hudak is in our plant!

I couldn't believe what I just read. I was

outraged with Hudak's timing of this when he knew full well that leadership were off-site in meetings with Bombardier.

I hope that you have had a chance to read up on Hudak's right wing attack on wages, benefits, pensions, job security and social program support.

Mike Carvallo (who was the acting plant chair that day) and I caught up to Mr. Hudak in Bay 7.

I approached him and introduced myself and my position of representing 1,800 members and told him that he wasn't welcome here!!

Hudak's ideological “right to work for less” legislation will erode the gains and benefits working people have made at the bargaining table and that our re-

tires fought long and hard for.

I stated to him that his vision will not allow our members to buy a house, or put their children through university or college. We have negotiated time off and overtime after a certain number of hours, decent wages, pensions and benefits for our members. Hudak is of the view that minimum wage is more than enough.

Brothers and sisters, we need to confront this. We all deserve decent paying jobs that provide benefits for our families.

In closing, I want to take this opportunity to extend a very Merry Christmas and all the best for the holiday season from my family to yours. Merry Christmas & Happy New Year. Ⓐ



# HELPING OTHERS IN NEED

Merv Gray, Bombardier Plant Chair

As you know there was a large-scale disaster that occurred in the Philippines on the 2nd of November. This is now being referred to as Super Typhoon Haiyan due to the size and devastation left in its wake. The final tally for this catastrophe in lives, homes and the infrastructure is yet to be determined, but the numbers as we know them are truly staggering.

Here at Downsview we rallied and through the astounding efforts of our members we managed to raise a total of \$10,300 through plant wide collections and an additional \$7000 thru the bake sale held in Bay #2. It makes me proud to see the hard work and the generosity demonstrated by our members for people half a world away. I would personally like to thank all the volunteers for all their hard work.

We continue to deal with arbitrations and grievances with all the due process we can muster, and while this is often an agonizingly slow process, we will not allow their apathy to win the day. We're seeing some improvements, and as of this writing there are very few recalls still left open, mostly in the painters classification. This, we hope, will be resolved soon and I look forward to welcoming these members back.

Wishing you and yours a very Merry Christmas and a safe and happy New Year 🍷



## Leyteño Association of Ontario

November 22, 2013

Merv Gray  
Plant Chairperson, Bombardier Unit  
BOMBARDIER  
30 Tangiers Road  
Toronto, ON M3J 2B2

Dear Mr Gray,

Please convey our sincerest gratitude to your members and the rest of the Bombardier staff who rose up to the occasion and responded to our appeal for help.

Our thanks to all those who donated to this cause, to those who organized this relief effort within Bombardier and spent their time soliciting contributions, and to the management of Bombardier for allowing this special event to happen.

Your generous donation that totaled more than **\$10,300.00** will go a long way to feeding the hungry and providing shelter for some of the thousands left homeless by typhoon Haiyan. Specifically, your funds will provide relief to those who cannot be reached by the usual channels, who live in remote areas and may not have the means to reach out for relief.

On behalf of all these people who will benefit from your generosity and who cannot thank you enough, the **Leyteño Association of Ontario** offer you their heartfelt thank you.

Sincerely yours,

Thomas Price  
President

25 - 640 Rathburn Road East  
Mississauga, Ontario L4Z 1C6

# GIVING THANKS

Dwight Brown,  
Hewitt Plant Chair



Season's greetings Sisters and Brothers.

Welcome to the first Aircrafter since the formation of our new union, UNIFOR, the union for everyone.

It never ceases to amaze me how an entire year can go by so quickly. The daily grind of work, eat, sleep, and then repeat turns days into minutes, and months into days. It is sometimes only when you get a chance to step back and think about things that we can see what we take for granted in our busy lives. I find it easy to forget the struggles that prior generations of hard working people have endured and the valuable things that those struggles have allowed us all to enjoy. As I enjoy the Statutory Holidays and the paid vacation time that I use to celebrate the holidays with family and friends. It can't be forgotten how these rights were gained. Unions and the labour movement have made Canada a better place to live by playing a major role in winning gains for everyone in our society NOT just Union members. We have held Governments and employers accountable and made gains in so many areas that affect us all. In the upcoming months we will see elections at every level of government. The attacks on Unions have started already, from contracting out of city services, to legislation restricting Union finances, all the way to outright promises to introduce so called "right to work" bills. These attacks WILL keep coming as election day nears, I encourage you all to keep informed and make sure when the time does come that your voice and your opinion is heard at the ballot box. <sup>Ⓐ</sup>



# RIGHT TO WORK...FOR LESS

Melrose Cornwall,  
Toromont Orenda Plant Chair

I can not believe how quickly the year has gone. It almost seems like yesterday. that I wrote my Spring article in which I warned about Prime Minister Steven Harper's and Ontario Conservative Leader Tim Hudak's attack on unions. I warned that it would eventually weaken or eliminate unions across Canada.

Do not let the recent scandal in Ottawa with the senators and the Prime Minister's Office take your mind away from the real right wing agenda. Our Prime Minister says that he is tough on crimes, yet he refused to distance himself from Mayor Rob Ford over his use of crack cocaine in Toronto which he admitted after first lying to Canadians. Both Steven Harper and Tim Hudak continued to support Mr. Ford. The Prime Minister who says that he is tough on crimes has simply turned a blind eye and has become very silent over the Ford fiasco. Is it that he is only tough on crimes when it comes to the racialized youths in our society? Most Canadians believe Mr. Ford should be charged for illegal substance use and abuse and possible obstruction of justice.

My good friends, do not be fooled by Tim Hudak's plan to introduce the "Right to Work Ontario" should he win the next election. This Right to Work when analyzed is nothing more than the "Right to Work for less". Statistics show that every state where the Right to Work was introduced has significantly lower wage percentages than other states without it. In the next Provincial election you will hear Mr. Hudak promise to save you a thousand dollars per year should he be successful in winning,

and also introduce the right to work for less. What he won't tell you is how much money you have made because of collective bargaining, all the benefits and decent pension you have enjoyed because of your union dues. Ask yourself this simple question: Is Hudak are looking out for me, or is he just carrying out the agenda of big buisnesses? Please do not be misguided by these wolves in sheep's clothing.

At my unit in Brampton, business is slow to the point where we have agreed to and implement a work-share program. We have utilized this program for the last 6 weeks. However, things seem to be turning around with the company, for as I write this article, we are back to full hours, and have been promised to be for the next 5 weeks. This is good news with Christmas just around the corner.

Let me take this opportunity to thank all of you for your continuous support and to wish all those who will be celebrating other holidays other than Christmas: "Happy Holidays"; and for those who share my Christian faith "Have a Merry Christmas". I hope next year will be an even greater year for all of us. <sup>Ⓐ</sup>





# WINNING WITH SOLIDARITY

Joel MacDonald, Toromont Concord Plant Chair

**D**ear Brothers and Sisters,  
Over this past year, we are seeing a lot of changes throughout our Concord Facility. One of the biggest being the transition of the warehouse, and with change comes a high degree of frustration among workers, but I remind you we all need to stick together and build solidarity among us.

Another issue that has been an ongoing battle throughout the years is the air quality in our Tractor shop. I'd like to thank our H&S reps that month after month keep battling this issue, and are starting to make progress with the proper ventilation system being installed.

Next I'd like to inform all of you about our newest members. We recently certified our Oil Lab Technicians, which



consist of about ten workers. Although we are still in the early stages and will bargain in the near future, I would like to welcome them in becoming unionized workers.

Finally, I would like to once again inform you on the Conservative assault of workers' rights are the biggest attack unions have ever faced. They are promoting changes to the labour law that will drive down wages

and harm Canadian society. Brothers, and Sisters, I know I enjoy all the things I have today, and I thank my union for that!

So as 2013 comes to an end I'd like to wish each and every one you a very Merry Christmas, and a Happy New Year. 🍷

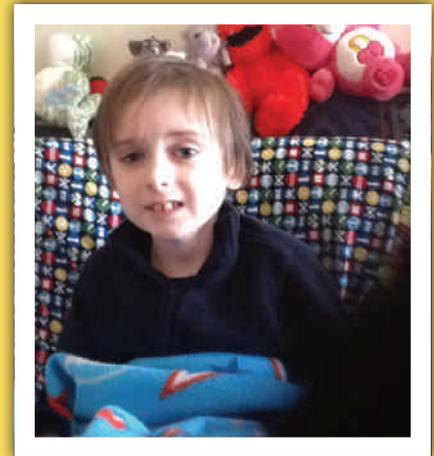
## A Heartfelt Thank You

**T**here are clubs all over the world that people belong to for various social and entertainment reasons. At dH there is a club that I belong to but do not want to, it is for parents who have lost their young children. Our son, James Gordon Brodie McKeddie passed away on April 17, 2013 from disseminated low-grade glioma, which are brain and spinal cord tumors. It has been a time of heavy sadness and we miss our darling James beyond words.

Please know how much your kindness, comfort and support has meant during this extremely challenging time. The incredible generosity that you showed during the bake sale and your donations to Sick Kids in memory of our darling James will always be remembered. Your kind donations to Sick Kids, in his memory, have gone directly to help with pediatric brain tumor research as well as to offer much needed support to the children and their families who are under the care of the Brain Tumor Team at Sick Kids. In the springtime, a plaque will be placed in the main foyer at Sick Kids, in memory of James.

James' memory continues to be honoured. We were recently honoured with the news that James was made an Ambassador for the Canadian children's charity, Coast to Coast Against Children's Cancer Foundation. This charity organizes various long distance cycling events across Canada to raise money for pediatric cancer research and programs. 100% of what they raise goes directly to help the children. Two of their cycling events, one in August in Oakville, the Tour for Kids Ontario, and another in September this time in Halifax known as the Sears National Kids Cancer Ride, were dedicated to James. We attended both events, which were very emotional but also incredibly inspiring, and moments of great pride, seeing James being honoured in such a beautiful way. Please Google: Coast to Coast Against Cancer Foundation, Tour for Kids Ontario and Sears National Kids Cancer Ride to see some touching stories and moving videos about this amazing cause.

James touched and continues to touch so many people, as was reflected in the



kindness and generosity that you honoured him and his memory with. Please know that it will always be remembered and cherished.

Wishing you and your families a Merry Christmas. In memory of James, on Christmas day, please give your children and grandchildren a big hug and kiss and tell them how much that you love them.

Merry Christmas,  
Gordon, Christina and  
Mary McKeddie



# WELCOME TO OUR NEWEST MEMBERS

Graham Davies, Chair, Northstar Aerospace

**I**t's hard to believe another year is drawing to a close! Northstar has had a very busy year with many of our members working excess overtime. The positive side of this is that 2013 has seen the hiring of 30 new unionized workers! Our unionized membership stands today at about 150 the highest number in our history here in Milton.

On the horizon for next year will be the elections of our in plant committees and Shift stewards. The summer will also see elections of our full local union executive board to another

three-year term. Our current three-year collective agreement is set to expire on September 30th, so bargaining will also be upon us relatively soon.

As for an update on current union activities, a number of things are in the forefront. The payments that were agreed to in our last round of bargaining for early retirement packages today are still left unpaid as a result of bankruptcy. I'm hopeful that we will see this resolved in the very near future, as I understand an agreement has been reached with Heligear. The company has hired a number of people

in the roles of quality engineers and manufacturing engineers of which we believe may be encroaching on our rights under the collective agreement. We have had continued dialog on this issue and may end up seeking an arbitration decision as to where this stands. Also there have been a number of job postings and the company has been reluctant to fill some of these positions from the internal applicants, as has been the past practice. Once again we may end up pursuing these grievances to arbitration.

With the Christmas season upon us I would like to take the opportunity to wish all Local 112 members and their families a very safe and happy holiday season. Those of us at Northstar it's a chance to enjoy some well deserved time of over the Christmas holidays.

Season's greetings to all! 



# MAKING GAINS

Joe Rudnick,  
Health & Safety Representative, Bombardier

**I**'d like to wish you and your family a very Merry Christmas, and safe and happy Holiday season on behalf of my family, my alternate, Steve and his family and myself.

I'd also like to take this opportunity to thank our Joint Health and Safety Committee for another good year.

This year has been a very trying one. Some of the items that we would have liked to have action on have been much slower than planned but when we take a step back and look at the progress, we are still making gains. It is evident that when the people who return from layoff comment that things have improved for the better.

I'd like to thank our people for staying out of the construction area in Bay 10. Things look as though they are progressing well.

As for the future development preparation construction area, there has been little dialog between the Company and Health and Safety on this project but it is early and I'm sure that they will have us involved in the near future, as they will need to have a plan in place for the heavy trucks entering and leaving the site.

The company has just gone through their ISO audit for the year. The findings that come out of this audit could be a lot less if the company would review or take time to look at the Joint Health and Safety's audits as the findings, which are very much the same.

The Joint Health and Safety Committee and I, have not forgotten the noise issue in Bay 11. We are continuously pushing for this project to be looked at. As you know, we are relentless and continue to push.

As for the issue of make-up air in Bay 2, the Engineer orders and the purchase order have been completed so hopefully, sooner rather than later, this project will be completed. This has been another slow, long, drawn out process. The company is in the process of putting a plan together to have this work done during the Christmas shut down.

In regards to the spraying of Corban in Bay 2, this project should be complete by the time this article is released. Again, another slow and long process!

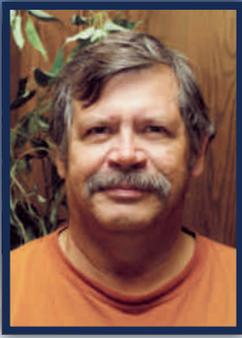
I would like to close with a reminder to everyone that the Company talks Safety as #1 – don't put yourself at risk. The new V.P. of Operations has assured me that he agrees, if something is not safe, you shouldn't do it. You do not need to put yourself in a compromised position. There will be no reprisals for reporting something that is not safe.

When and if you exercise your right to refuse unsafe work, the area manager must notify me right away.

If you know of something that is not safe, please call me at extension 33726.

Merry Christmas and Happy Holidays!





# KEEPING YOU INFORMED

Gord McAlpine, Benefits and Training

**H**ello to all my Sister's, Brother's and Retiree's.

On behalf of Al Gale and myself I would like to wish you a Merry Christmas, Happy Holiday and a Happy New Year.

## Benefits Report

In the past year we have seen that most of your medical benefits with Industrial Alliance have been paid out. We have had a few problems but after calling them and finding out that some that didn't get paid was because Industrial Alliance (I/A) was investigating the supplier of the service. Working with the Bombardier Reps these claims were paid out along with other claims. Please remember if you don't get a claim paid for and you have tried to resolve the issue with I/A, by all means call me and I will help you get reimbursed if you are entitled. I have only had to file a very few grievances to get a resolution and none of these have gone to 2nd stage.

But on the Short Term Disability, (STD) or Sick and Accident, (S+A) claims, I have had to file many grievances. There have been many people that have not been paid in a timely manner. There have be many reasons given by I/A, why they are not pay-

ing out a claim. The contract between Union and Bombardier is that if your doctor that has seen you fills out an Attending Physician Statement, (APS) and he tells you to take time off work because you are totally disable to work then you should be paid as per the contract.

The Bombardier Rep has sat down with me to resolve the grievances and coming to an agreement, I/A still do not want to pay so these will go to 2<sup>nd</sup> stage.

## Training Report

The training in the bay 11 Learning Center for Unifor employees or members has been slowing down. There is still a number of 591/540 employees that are on off shift that are still to go through the training. Hopefully in the New Year the TLA will be busy teaching like they did earlier in the year. I would like to thank the TLA, Dave, Rob, Brad, Lee Bob and Chander for a job well done in 2013. There are two sections of a Dash 8 center fuse that have been moved into the bay 11 training area. I would like to thank Steve for trimming the fuse as quick as he did. I would also like to thank all the people that were involved in moving the fuse from the flight safety lot to Bishops lot , then to the paint shop and finally

to the bay 11 training area. This was no easy task it took the help of many people to include, but certainly not limited to: forklift drivers, dispatch, paint shop personal, If I missed anyone **Thanks to all of you.** The Health and Safety training for new hire employee has been moving along well. I would like to thank Joe Rudnick for his help.

In the year of 2014 the Global 7000/8000 is to begin the early stage of assembly. But before this can happen there is a lot of training that must be done. The new plane is going to be a paperless plane. What's this you ask? The employee will be working from computer tablets. Each employee will have a tablet and they will be able to retrieve their workbooks, RNC, Snag sheets, and drawing that they can see in 3D, they will buy off all their work right from the tablet meaning no paperwork should be generated. The company is going to try the **JUST IN TIME DELIVERY** system again.

This plane is going to be put together with multiple laser systems and will also have robotics rivet the fuse together. This may sound futuristic, but it really isn't, other aircraft manufactures have been using this technology for a while now. Ⓜ





# BRIGHT FUTURE

Dennis Borden, MDA Plant Chair

Well here we are again facing the end of one year and looking forward to 2014. It truly has been a year of changes for us as union members of local 112. The formation of Unifor as the new union has certainly kept the leadership and many members in our local busy with not only the obvious need of rebranding as it relates to printed material and the changes to service providers, there are the challenges of meeting and sharing with the former members of CEP the past experiences of the CAW and embracing the wealth of knowledge that these workers bring to our new union.

Having recently taken part in the first National Skilled Trades Council under the Unifor banner it was overwhelming to see the number of new members that participated over the weekend. There were members from all across Canada representing every industry imaginable, bringing their knowledge and concerns to a common forum. Attendees were privileged to hear passionate and informative speeches by our very own president Jerry Dias and past CAW president Ken Lewenza as well as the leadership of the skilled trade's council. This was another terrific example of the benefits of the two unions merging.

Things here at MDA have begun to turn around since the last issue of the Aircrafter and although there continues to be challenges, the future certainly looks more optimistic than it did at the start of the year. Recent announcements of new work have helped to lift the spirits of the members here and with that have seen the expansion of the membership.

The long downturn in space exploration seems to have bottomed out and now looks to be experiencing a comeback, although not at the levels of the past. For those of you who have read my reports in the past you have probably noticed that I like to rant about something and I don't want to disappoint you so here is my latest.

We as union members continue to fight for a decent standard of living under the threat of corporations who seemingly cannot achieve the return on investment that shareholders demand without constantly seeking concessions in some form from the workers that generate the profits. We are faced with ruthless politicians, the likes of Rob Ford and Stephen Harper who seem to have the morale values of a rabid dog. Their constant attacks on the working people of this country seem to know no bounds, yet at the same time they continue to ignore the principles that we as citizens embrace as the foundation of a just society. The blatant disregard of public opinion is beyond comprehension and reprehensible. They continue to act as if the voters are there to be misled until the polls close and thereafter to be ignored. Prime Minister Harper should thank Rob Ford for his bizarre behaviour that has resulted in the media focusing their attention on city politics, leaving the senate scandal on the back burner. Perhaps Harper could make another patronage appointment. I can see it now, Senator Rob Ford. Their behaviour should and will be dealt with by the people of this nation at the first opportunity. As members of Unifor we have the voice and the power to bring about change and it is about bloody time we do something. Unionized workers in this country have taken on many battles in the past decades to create a standard of living that now is being eroded. It is a dishonour to those who fought for what we enjoy today for any one of us to ignore the changes that are taking place in our country.

As always I want to wish everyone a safe holiday and happy New Year. ☺





# REMEMBRANCE DAY 2013

Maurice Coulter, Chair, Retirees Chapter



**O**n the afternoon of Remembrance Day I am sitting here at home writing my article for the Aircrafter and remembering.

Yesterday I attended the Remembrance Day ceremonies at the Cenotaph in front of the plant, the service is always held on the Sunday prior to November 11th. President brother Rolly Kiehne led the service. The local legion had an important role as wreaths were laid honouring the brave men and women who lost their lives fighting to ensure our freedom. Our plant chair brother Merv Grey laid a wreath on behalf of the employees of deHavilland, as local union members and their families attended the service.

This morning I watched the service that was held in Ottawa and was remembering my VE day.

My 22-year-old brother was serving overseas in the Canadian Army, he was a very special brother, 6' of sunshine with a great sense of humour. We were so happy when we heard that peace had finally been declared. We got together the next day with my parents and celebrated, our brother, their son would be coming home.

The next day my mother received the awful telegram relating to his demise.

PVT Samuel Donald Powell of the Stormont Dundas and Glengarry Highlanders was killed in action crossing the Ems River in Germany on April 22, 1945.

From the local Newcastle Paper Thurs June 21, 1945

*-----Besides his parents, Mr. and Mrs. Sam Powell, he leaves behind to mourn his loss his three brothers, Floyd, Ronald and Russell and his four sisters, Maurice of Toronto, Hazel, Dorene and Elaine.*

My brother was buried in Holten Cemetery in Holland. In May of '64 my sister Dorene and I visited his burial site thanks to a pilgrimage held by the Netherlands War Graves Committee and the Royal Canadian Legion. The Dutch people credit our Canadian troops for the liberation of Holland, and the very special treatment we received is an expression of their gratitude, and their thanks to our troops. My trip to Holland will always be remembered.

## Christmas 2013

Since this is my 92nd Christmas and many of my parts are worn out, I'm not able to rush around doing Christmas shopping like I used to. I do enjoy getting in touch and visiting family and friends and I do send out quite a few cards as well as noticing an increase in my phone bill. I know many of my union brothers and sisters will be at the Christmas party at the Montecasino on the 2nd Thursday of December. To all my Union brothers and sisters I wish you a very merry Christmas, good health and happiness in the New Year. 



# ON THE FRONT LINE FOR FAIR WAGES

Josh Pierrynowski

On Thursday, October 10th at Highway 410 and Queen, I joined with Sisters and Brothers from Unifor Local 1285 and from the Brampton-Mississauga & District Labour Council in a show of solidarity for the fight for fair wages. We had banners and picket signs and handed out post cards addressed to the Premier of Ontario, advocating our cause. Despite the small size of our group it was a success! We circled the Toys “R” Us plaza chanting our message, “Can’t survive on ten twenty-five, fair wages now!” getting the attention of passersby. While the group took the campaign across the highway to McDonald’s, Brother Steve Watson, anti-poverty activist and retired CAW Staff and I stayed back to engage the patrons of the plaza. It was a privilege taking cues from someone so experienced and I was amazed at how many people stopped to talk, acknowledge their support and share their stories. There was a moment of realization for me that day. I showed up to rally with only 20 people but, by day’s end I knew that the support base for our campaign was a whole lot greater than 20. This Sisters and Brothers is a powerful thought. If we demonstrate leadership and behave in a genuine manner, people will support us and maybe even join us. The day ended with an ironic cup of Tim Horton’s coffee. No one ever said fighting corporate greed was easy, but the following Saturday brought new opportunity.

If you’ve ever been to St. Lawrence Market on a Saturday in the fall, then you know the amazing energy that occupies the area, and it was ever present on this day. Once again Brother Steve and I took up the cause lead by the Workers Action Centre for “Fair Wages Now!” The action centre had a great display set up at Front St. E and Jarvis entitled “Feast for Fairness”. Tables were made up, the dishes set and pumpkin pie was being served up from all corners. Dressed in chefs’ hats and aprons tagged with our message, we set about our goal to get as many of our supporters as we could to sign our petition calling for a raise of the minimum wage. Easier said than done, unless you’re serving pumpkin pie! Fellow activist Brother Ed and I made a great team. Ed served up the pie while I collected signatures. Along with Brother Steve we must have collected 150 names or more. People from all walks of life stopped to show their support including those working for minimum wage that naturally, made no hesitation. It was a great way to spend a beautiful morning and it made the thanks I gave around the table, with friends and family that night all the more relevant.

The minimum wage in Ontario is \$10.25/hour and has been frozen there for 3.5 years. Multimillion/billion dollar corporations like Tim Horton’s, Toys ‘R’ Us and McDonald’s are routinely lobbying the government to keep wages low. There is an active campaign to raise the minimum wage to \$14.00/hour. For more information visit Josh in Bay 9 on afternoon shift or [raisetheminimumwage.ca](http://raisetheminimumwage.ca)



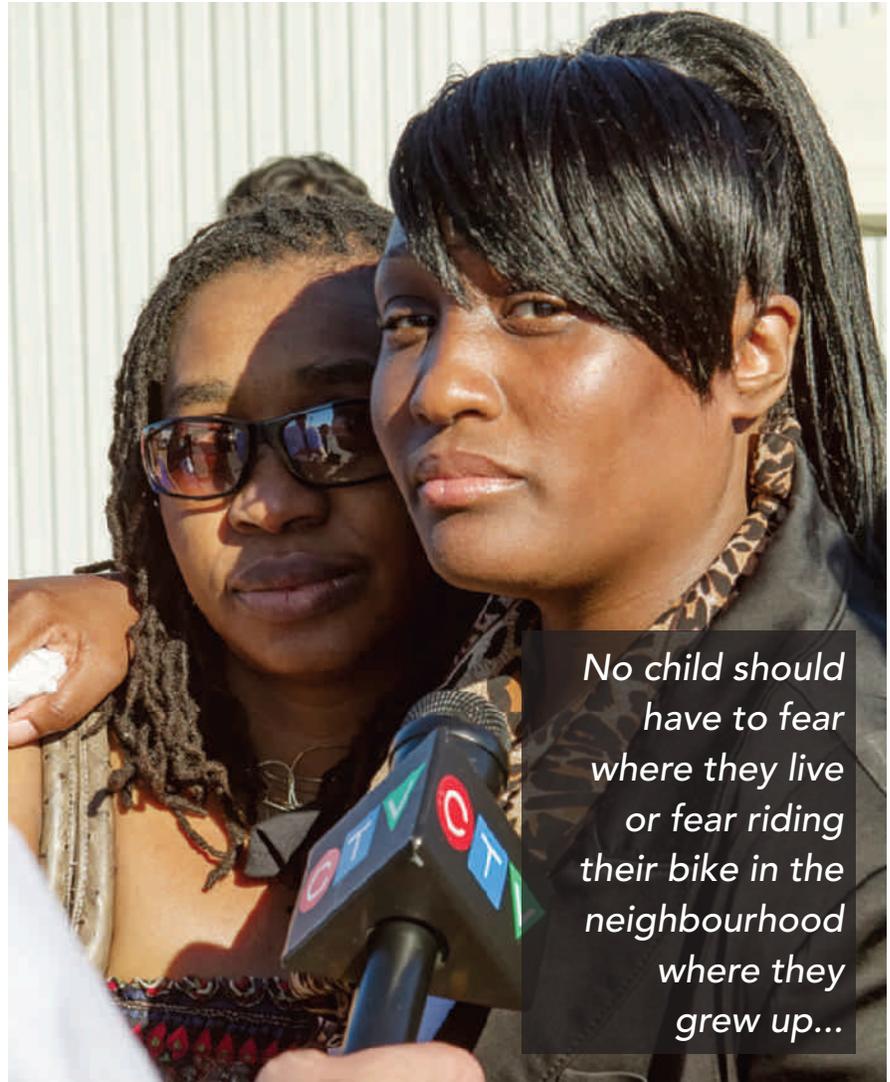
# Mother Reaches Out To Her Sons Killers



**I**n a moving address to Unifor's Ontario Regional Council, Symone Walters said she worries about the young gunmen who killed her son last summer, and what they must have gone through in their lives that they could commit murder at such a young age.

"These children need to see that they, too, are still loved," Walters told a silent crowd of more than 700 delegates and staff.

Walters' 15-year-old son Tahj Loor-Walters was shot last July 28 as he rode his bike in a neighbourhood plaza. He died in hospital on Aug 13.



*No child should have to fear where they live or fear riding their bike in the neighbourhood where they grew up...*



Walters spoke about how difficult it has been to live without Tahj, her youngest child, and thanked Unifor Local 112 for its support since his death.

"We came together to find a way to make sure no other child is killed, and no other parent feels this anguish," she said. "They have given me the strength to go forward."

Tahj's grandfather Victor Loor is a member of Local 112, which organized a community barbeque in September to raise money to help end youth

violence in the Jane/Finch neighbourhood where Tahj was killed. Delegates of the Ontario Regional Council voted to donate \$5,000 to a fund in Tahj's name to address youth violence.

"No child should have to fear where they live or fear riding their bike in the neighbourhood where they grew up," Walters said, adding that the work to end youth violence needs to start immediately.

"If we don't start today, it will never end." <sup>Ⓐ</sup>



## AS SAFE AS OUR CARGO

**Keep armoured car drivers as safe as the cargo they protect.**

Public safety, and the safety of armoured car employees, is increasingly jeopardized by the lack of comprehensive industry regulation.

New entrants to the industry and established firms are engaging in heightened price competition on the basis of lowered security standards, resulting in a higher risk of gun crime through armed robbery and providing easier targets for organized crime.

Since 2000, there have been more than 70 attacks on armoured cars in Canada, including three fatalities and two serious injuries.

Safety standards and regulations for the armoured

car sector in Canada have fallen behind other jurisdictions around the world. The patchwork of current rules is ineffective, over-lapping and at times contradictory. It has resulted in minimal regulation.

The Unifor has launched a national campaign calling on federal lawmakers to develop a comprehensive regulatory framework - to enhance safety and prevent crime by establishing minimum standards in employee training, vehicle specifications, crew compliments and safety equipment requirements.

On behalf of all Unifor Local 112 members at the Brinks branches in Barrie and Toronto thank you for your support.

Please visit

[unifor.org/en/take-action/campaigns/keep-workers-safe-their-cargo](http://unifor.org/en/take-action/campaigns/keep-workers-safe-their-cargo)  
to find out how you can help.



**P**resident Rolly Kiehne and Financial Secretary Scott McIlmoyle present a cheque in the amount of \$2,000.00 to Michelle Vinokurov - Acting Director of Development North York Harvest Food Bank to aid their annual Christmas food drive. The donation was sponsored by the Unifor Social Justice Fund.

# TYPHOON RELIEF

On Tuesday Nov 19<sup>th</sup> at the east end of Bay#2 there was a bake sale held for the relief of victims of Typhoon Haiyan, or Typhoon Yolanda as it's known in the Philippines. As you can see there was quite the turnout. The total you see on the check, an amazing \$10,300 was generated thru plant wide collections, while the bake sale generated just under \$7000 and judging by some of the generosity shown by some perhaps bigger plates might be in order. Absolutely none of this could have happened without the indefatigable drive of the volunteers, Wallema Corriveau, Manny Corpuz, George Asuncion, Butch Bulatao, Dave Whiting, John Ziegler and Rowena Youngs and to them a sincere thank you from all of us..🙏



# Searching for Happiness

Hatred and fighting cannot bring happiness to anyone, even the winners of battles. Violence always produces misery, so it is essentially counterproductive. It is time for world leaders to learn to transcend differences of race, culture, and ideology in order to regard one another with appreciation of our common human situation. To do so would uplift individuals, communities, nations, and the world at large. - Dalai Lama

As our societies have progressed, we have lost sight of the human element that is the foundation of all great civilizations. We have, mistakenly, replaced compassion with competition and generosity with greed. The love of things has replaced the love of our fellow beings. We no longer worship the spirit of humanity; instead we worship money and the economy. We no longer understand what it is that makes us happy. The love of things, of money and of power has separated us not only from others but also from our true self.

All too often we see, and have been caught up in, the excitement of buying the latest and greatest gadget. Be it a new T.V., toaster, coffee maker, cell phone, video game system and many other things, the pattern is always the same. The excitement and anticipation of owning the item builds until the item is purchased. Then

once the item is “in hand” the excitement of playing with it takes over. But, as time progresses, this excitement diminishes, until the item is perceived as old and worn out. The quest for a new item then begins and the cycle continues.

So we see that the love of things will not bring lasting happiness, but what about the love of money? The love of money is no more real and lasting than the love of things. As the old saying goes, “money can’t buy happiness.” The accumulation of money in the hope of bringing happiness is an illusion. Regardless of where the money comes from, or how much of it there is, you will soon find that no matter how much you spend, or what you spend it on, the “happiness” it brings will, in the end, only cause suffering.

As with money, so it is with power. Striving to attain power in the hope that it will

bring lasting happiness will also cause only suffering. The struggle to attain power creates a great deal of suffering amongst those who are robbed of their “power” at the expense of others who would take it for their own gain. Seeing that power must be taken you would always fear that someone else may try to take it from you. This fear will make it impossible to be truly happy.

For if the love of things is not reciprocated and thus is fleeting; then only the return of the love given to our fellow beings will remain with us.

May you have a Merry Christmas and a Happy New Year filled with peace and joy.

**In Solidarity**

**Michael Beaudoin  
Bombardier unit.**



## BON VOYAGE

T.M. Stanton, Retiree

It's time to talk about retirement activities, and this time we're talking vacations.

In order to find the least expensive and most fun holiday we are going to scour the Internet. But before we go crazy we should take a few precautions. It would be smart to begin with signing up for another e-mail address. This way when you're doing your searches, you can avoid having your main e-mail address hijacked by spammers. Secondly don't ever give anyone on the web your real name unless you're dealing with a reputable travel agency and have the credit card out and ready to use.

Now lets find a good deal!

My most frequently visited site is expedia.ca - prices are generally the lowest on the web for package deals every-

where except Cuba. Americans still aren't welcome there, which is fine by the Cubans.

Just visit the site and log onto 'Vacation Packages', plug in the dates and away you go. Expedia can take you to Paris for a week or fly you to New York from Buffalo for a weekend blast.

For Cuban all inclusives log onto either Sunwing or Flight Centre to find a great deal. When booking a Sunwing vacation I've found it's best to go directly to their website as opposed to a travel broker because their travel insurance is miles cheaper.

If it's a dream cruise you're looking for, Vacations To Go is the best place to visit for a first timer. I book through Carnival Cruise Lines because there are many perks for returning customers, these can include cabin upgrades and on board credits.

In closing I must mention that it wouldn't hurt to subscribe to a few travel newsletters. Sunwing Vacations, iTravel 2000 and Travelzoo are just a few or the companies that will let you know about any fantastic last minute deals.

Until next time enjoy that vacation and stay healthy! <sup>Ⓐ</sup>

# Not just another Ghost story

I'm quite sure that most of you have heard various ghost stories circulating about the plant, and if you're like me you've followed the storytellers yarn with a high degree of doubt, but gone along for the ride anyway. Sometimes some of our members spin a good tale. The one about Scottish Hair hats comes to mind.

Needless to say I've always been a skeptic, Scully to everyone's Mulder as it were, that is until something quite unnerving happened to me.

I was asked one night to stay late, I was on afternoons at the time, to insure that a critical part would be removed from an oven at a precise temperature. And although a Friday night I had nothing really important planned and said OK. As they knew I would be here essentially alone for the bulk of the time they said don't worry about doing any work around heat treat/chem process tank area, as it would be unsafe. Just wander about as you see fit, go for a shower if that'll help you remain alert, and periodically check the status of the oven. That's it, pretty cool huh? So I take a reading, do the math and figure I'll be out the door around 3AM. In the meantime I'll walk about and see what the place is like when it's completely abandoned. The first stop is with security, no need for anyone to

scare the life out of someone accidentally is there? He assures me that it's just me and him, shades of Hilarious House Of Frightenstein notwithstanding, that's it, and he'll remain aware of this during his patrols.

Unfortunately for me the oven I'd mated out cools quickly when first turned off then goes exponentially slower as it progresses. So my original escape time is shot, however I'm not overly concerned I'll just continue exploring.

This plant is fascinating when there's no one in it, what with all the lights off, absolute silence abounds. It's really very existential in a way, in your minds eye you can see what it looks like when there's life here, but now it stands in mute testament to potential unrealized, inspiring yet somber in a way that's hard to appreciate unless you've been there.

Sometime around 4ish I'm walking up the stairs at the back of bay 2 north west side that lead up to methods. My plan is to get a really good perspective from the catwalk that runs between the 2nd floor of bays 1 and 2. As I pass between the doors that lead out to the catwalk proper I notice that there's an incredible amount of heat between the two doors. Now it's air coned in methods, and although summer it doesn't explain that amount

of heat trapped there. I can hear the sound of A/C escaping thru the cracks and seams in the doors, so there's airflow, not much to be sure, but some.

I'm halfway across the catwalk, listening to the creaking of the ancient boards, something you'll never hear during the day, when I hear a really loud 'THUD'.

Now as I know that area fairly well I figure it's that heat differential between the two doors causing one of them to slam shut, likely the far one hence the muffled thud as opposed to a 'slam' so I go back and reenter methods open both doors and I wait and listen.

Nothing, damned doors whisper shut.

Ok it's the differential thing travelling from cold to hot heading the way I came the first time and not the reverse, so back I go. Nothing, doors are as 'quiet as the grave' as luck would have it.

Still logic holds it's sway and I know that someone has left that small steel door that leads outside for maintenance open for ventilation and when the wind changes direction it can either slam shut quite violently, or bang against the steel structure holding the massive A/C unit up, either way it makes a hell of a racket.

'Yes' goes the survival instinct 'But that was a thud, a big heavy

thud, not the kerrang of metal on metal.

Piffle I'll just go take a look and maybe someone propped it open with a piece of wood, like a 2X4, and that would explain the thud.

The doors closed, not only is it closed it's got both deadbolts thrown and it's been padlocked. Damn.....

Ok last kick at the logical, modern, these things are not real line of defense, the boards that I've been stomping across might resettle and when they cool off from the heat of the day get somewhat cranky when some doofus goes pounding across them in the middle of the night. So I'll just go over them and get that sound to retrigger. I tried walking briskly like I was when I first heard it.

Nope

Ok I'll go slow and apply some not inconsiderable weight...

Nothing!

I'm out of logical explanations and I KNOW that it's just me here. The hairs on the back of my neck are rising as I realize that Captain Security does his rounds around the top of the hour and basically starts right about where I am, it's the bottom of the hour, so it's not him, what it is I DON'T KNOW BUT...

So I scoot, briskly and with

rapidly diminishing dignity towards Bay 1 and the door there.

I imagine I came thru in a bit of an undignified rush and paused on the other side.

'DO NOT LOOK' states the survival instinct, rather loudly now.

There's nothing there claims the last bit of logic I have left so look to know this to be true.

I might have seen something there at the far end of the catwalk, maybe not. Might have been a figment of my imagination running wild because I'm overly tired? I don't know, but all feelings of channeling my inner Ebenezer and claiming it's just an undigested bit of beef vanished.

I hauled backside down to the oven, mated out when it would be ready, turns out around 7AM and the day shift can deal with it, left a strange message for my supervisor about how the place is haunted, that I'm outta here, that I'm never staying on a Friday night EVER again, and likely some other gibberish produced by the now firmly in control survival instinct.

I grab my stuff in a tearing great hurry and head for the exit. What really failed to help was on my way past security, and in the vain hope of regaining some semblance of sanity asked him if by chance he'd been on patrol in that area around that time.

'Ah no" he replies checking his logbook" I was over in Bay 12 around then'

"Stellar" says I "Do you know this place is haunted?" I ask

'Absolutely' he replies

"Stellar" says I repeat unenthusiastically and leave, rather in a hurry to put as much distance between me and whatever just transpired in there.

Monday rolls around and my supervisor arrives with a rather odd look and asked me to explain just what the hell I was on about in my message. He accepted my explanation at face value, and this isn't someone known for engaging idiotic behavior or hyperbole in any way, and said

"It probably doesn't really help to know you're not the only one that's encountered odd things here late at night" and turned and walked away.

"Stellar" says I even more unenthusiastically than before.

Anyone else run afoul of the weird and bizarre late at night while working? And no I'm not talking about your fellow co-workers, I'm on about really unexplainable things. Come by for a chat you've got a friendly ear right here.

Hugh Lynar, Editor

# There's strength in numbers Take a look!

Breckles Insurance Brokers is Unifor's **exclusive provider of group home and auto insurance**. Being part of a union that is over 300,000 members strong entitles you to many insurance savings and benefits. Want proof? **Just take a look at the numbers...**



Discounts of **15%** on home insurance and **10%** on auto insurance when you combine your policies



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**Unifor's group home and auto insurance program is  
administered by your fellow members at Unifor Local 1524**



# SPACE FOR RANT

**A**usterity, a word that's getting a lot of airtime lately, and as such we should really have a full command of what that means...

## auster-i-ty

noun \ [aw-ster-i-tee]

: a simple and plain quality : an austere quality

: a situation in which there is not much money and it is spent only on things that are necessary

austerities : things that are done to live in a simple and plain way

Ok so now we have the ground rules. It would seem, however, that they are arbitrarily applied at best. And what I think has most people's cynicism growing exponentially is the fact that we see on a daily basis, the truth. Now either they 1: Think we're stupid and won't notice, or 2: They know we're on to them and they just don't care. Personally I hope it's the second option, the first is rather insulting.

To wit;

Scenario #1 Did you know that Montreal has a Christmas dinner and family day all rolled into one? It was published on Bnet by the by and signed off by the same HR type who also said Toronto site can't afford any of this, I raise my hand and have to ask just who's keeping whom afloat in sales these days..... Hmmm

Scenario #2 Staples was witnessed carrying in a shipment of office supplies, which included 3X12 cases of Nestle bottled water. This isn't a shock to anyone living in the real world but unless you jumped in a private jet and flew to the fountain of youth there is no more expensive way to purchase water that I know of.....

Oh my

Scenario #3 About every 6 months or so we see a skid load of new PC's arrive, yes you read that right I said a skid, usually 2, sometimes more. Why, I ask, already knowing the real answer. Look if we're in need of advanced software, why are we not upgrading just the software we've already purchased? Computer tech, hardware side, has stabilized significantly in the last decade, so really the only reason we're getting new hardware is an egotistical hardware race perpetrated by IT types selling a load of crap. Tools and supplies for the people actually building the product that keeps all the NVA's afloat? Not a chance. Superfluous computer hardware purchases for those sitting in rarified air? How many would you like?

Austerity? The Hell you say.....





# Let's Stand Up For Our Rights At Work

Some politicians and business groups are trying to convince Canadians that new laws should take away your right to have a strong union.

Proposals by some Conservative Members of Parliament and Conservative provincial politicians are pushing for new laws to take away the rights of union members to ensure that everyone covered by a collective agreement pays their fair share.

They know that weakening the union is the best way to lower wages and to eliminate workers' rights that limit temporary, contracted and precarious work. That is why they want to outlaw mandatory union dues and membership, even when a majority in a workplace has voted to have a union.

## It's about FAIRNESS

Unions are agents of fairness, plain and simple. That's our bread and butter.

Unions do much more than negotiate better wages and benefits for their members. Over the years, unions in Canada have campaigned for bigger changes and policies that benefit all working people – union and non-union. Unions fought for and won policies and programs that are crucial to the well-being of all workers, such as:

- Safer workplaces
- The right to refuse unsafe work
- A higher minimum wage
- Maternity and parental leaves
- Mandatory stat holidays
- An end to discriminatory hiring practices
- Equal pay and seniority for men and women and people of colour
- The right to not face harassment on the job
- Overtime pay
- Public pensions and unemployment insurance

And every year, this list grows.

## At the centre of union fairness is Rand

The idea has been around since 1946, when Supreme Court Justice Ivan Rand released a landmark decision ending a historic 99-day strike by members of then-UAW Local 200 at Ford in Windsor, Ontario. Those early CAW members helped change the course of history.

Justice Rand stated that anyone covered by a union contract must pay union dues – even if they choose not to become members of the union. He recognized that allowing individual workers to “free ride” – benefiting from a union contract, but not paying towards it – was not only unfair, it would also destroy the economic foundation for collective bargaining.

Today, this sensible compromise is at the heart of our labour relations model in Canada. The Rand Formula promotes stability in labour relations by avoiding disputes over union recognition and dues collection. It prevents strikes and lockouts except when contracts have expired. It means collective bargaining occurs in a stable, predictable legal and economic context – that benefits everyone – workers and employers alike.

## Time to pay attention to our labour rights

Some Conservative MPs want to change the law to eliminate the Rand Formula, starting in the federal labour jurisdiction. And Conservatives in Ontario and Saskatchewan are also threatening laws that would de-fund unions for all workers.

Unifor is the largest federal jurisdiction union in Canada, with thousands of members in airlines, rail, broadcasting, telecommunications, energy and other federally regulated industries.

Our members’ rights in the workplace may be the first to be challenged.

Unifor: working to make sure that our members understand what is at stake, and are ready to act together to defend our rights.

## We don’t need bad U.S. laws

Laws outlawing mandatory union dues and membership have now been passed in 24 U.S. states, including some bordering Canada – like Michigan. The impact for workers, both union and non, has been devastating.

The result is gross inequality.

Compared to states where mandatory dues collection has been outlawed, in dues check-off states:

- Wages are 22% higher
- Education spending (kindergarten to grade 12) is 37% higher
- The unionization rate is more than double – 14.3% compared to 6.5%
- The rate of workplace deaths is a whopping 30% lower

## Let’s get ready to fight for fairness

**Fairness is a Canadian value. Fairness, equality, freedom from discrimination, safe workplaces, the ability to retire someday – it’s what we all want.**

**Just imagine for a moment how Canada would look without unions ... without any organized voice for workers. Imagine how our country would change with U.S.-style labour laws.**

**It’s time for union members to stand up for fairness in the workplace.**

**When politicians and business owners attack our democratic right to have a strong union where everybody pays their fair share – we need to say NO.**

**Get the facts and the arguments about fairness in the workplace and society at large.**

**Keep in touch with Unifor and be ready to help defend our rights at work.**



## Unifor: A Union for Everyone

Unifor was officially formed on August 31, 2013, at a Founding Convention in Toronto, Ontario. It marked the coming together of the Canadian Auto Workers union (CAW) and the Communications, Energy and Paperworkers Union of Canada (CEP) – two of Canada’s largest and most influential labour unions. The birth of Unifor represented a sign of hope for the Canadian labour movement, and working people more generally.

For decades, union membership (as a share of total employment) had been in steady decline – particularly in the private sector. Running parallel to this decline in union density had been a sharp rise in income inequality, growing threats to retirement security, chronic unemployment and underemployment (particularly for young people) and a noticeable rise in insecure, precarious forms of work, especially among newcomers. The decline of union influence coincided with the rise of grossly imbalanced business-friendly policies, starting in the 1980s, that included tax cuts, labour market deregulation

and corporate-led free trade deals.

Unifor was a bold answer to the question: “How do Canadian unions respond to the changing economy and these challenging times?” Its large and diverse membership (that includes nearly every sector of the economy), makes it one of the most representative voices of our national economy. Its representative organizational structure and innovative forms of membership means it can better address regional economic and political matters on behalf of working people. Its core mandate – to be an effective union that is built by its members and deeply rooted in community – brings Unifor’s work into the day-to-day lives of Canadian families.

From its inception, Unifor has become a source of optimism and inspiration that a fairer, more secure future can be won for working people, that unions can adapt to changing times and remain a relevant voice for workplace and social justice.