



## Minutes of the General Membership Meeting

January 31, 2023

Meeting was called to order at 5 pm. President John Turner presided.

### Agenda

Minute of Silence  
Roll Call of Officers  
Recommendations  
Financial Report  
Reports of Committees  
Reports of Plant Chairs  
Presidents Report  
Unfinished Business  
New Business  
Adjournment

### Executive Board Members Present

President, John Turner  
Vice President, Dustin Philp  
Financial Secretary, Brad McConnell  
Recording Secretary, Melinda Smith  
Sargent at Arms, Jaisun Chung  
Trustee, Nick D'alicandro  
Trustee, Mark Grix  
Trustee, Kyle Jonstone  
Bombardier Chair, Jeff Wood  
Guide, Gerry Prescott  
Retirees Chair, George Botic  
Toromont Orenda Chair, Andrew Kilgour  
MacDonald-Dettwiler Chair, Bryan Dunn  
Toromont Job Site Chair, Chris Condello  
MPGC Chair, Gerson Da Ponte  
Toromont Concord Chair, Dustin Philp

- a) That Unifor Local 112 purchase a business size ad in the Wounded Warriors Magazine. Cost is \$320.00.
- b) That Unifor Local 112 spends up to \$2500.00 on a spring dance at the hall for our members in March.
- c) That Unifor Local 112 spends \$2500.00 on a deposit for our Local 112 Golf Tournament to be held at Glen Eagle on June 17<sup>th</sup> 2023.
- d) That Unifor Local 112 adds an additional 10 members to the Health and Safety Training Course that's taking place at the union hall on March 21<sup>st</sup> -23<sup>rd</sup>.

All recommendations passed

### Financial Report

Our Financial Secretary Brad McConnell respectfully gave his report.

Page 1 Income and Expense report highlights, line 4123 our hospitality dues are up substantially at \$36,778.00 and its looking positive with about 600 members currently employed.

All unit dues are current with the exception of Util. We've been having issues with receiving their dues on time and we haven't received payment for November and December yet.

The over all dues for the month of December are up by about \$20,000.00 and since Covid has increased by about \$50,000.00 so things have improved despite De Havilland closing.

Line 4415 Interest on the mortgage for the hall, we have monthly interest payments of \$4,484.00.

Our total income for the month of December is \$225,233.00.

Page 2 Per Capita Dues are current and up to date, we had an increase in dues we pay to the National due to our local dues received being increased.

Member Expenses line 6400, this is for end of year auto and cell phone.

Page 3 line 6700 Employee Expenses, this is for people working at the union hall it covers their long and short term disability and our executive assistants RRSP contribution.

Line 7036 Printing and Copying, we spent \$6,371.00 on collective agreements and pocket calendars.

Line 7073 we spent \$4,072.00 on pens for the local.

Page 5 line 9081 we spent \$34,204.00 on the Retirees Christmas Lunch, 650 members attended and it was a success.

For the month end we had a net loss of -\$6,074.00 for December and that's the financial report.

Support for report.

### Reports of Committees

Gerry Prescott the Chair of the Recreation Committee respectfully gave his report on the Bowling event in Brampton. Out of 16 teams that participated 14, teams were from local 112 and everyone had a great time. He thanked everyone that came out.

George Botic the Chair of the Retirees respectfully gave his report on the Retirees Christmas Lunch and spoke about what a success it was, food was great and the turn out from our retirees was awesome.

### Reports of Plant Chairs

Dustin Philp the Plant Chair of Toromont Concord updated our members, we have twelve active grievances in the system with one heading to arbitration.

The company is on a hiring spree, you can apply on their website.

The company is growing with the upcoming move to Bradford, our safety numbers are down and all is well. The company seems to be responding better to our ongoing issues, that's my report.

Jeff wood the Plant Chair of Bombardier wanted to get his members up to speed on a popular rumor about pre-flight and the certificate of airworthiness. There has been a misconception that the union has accepted anything less then the C of A and its completely wrong and an assumption by management. The union has put in a grievance and is returning to arbitration with three dates, two in March and one in April, the work is ours.

The company is continuing to place members who need accommodations due to restrictions without engaging the return-to-work committee first. The unions position is we accommodate within the

classification but the company continues to put members where they want and we continue to fight this issue.

Job postings and tests have been ridiculous lately and we are all over the company about equal testing. We are looking at voluntary after-hours training sessions to help our members, so that's something we are working on.

Gerson De Ponte the Plant Chair of Mount Pleasant Group of Cemeteries said it's been pretty quiet with grievances and he has one outstanding termination on the go. The company is hiring seasonal workers, landscaping jobs.

Andrew Kilgour the Plant Chair of Toromont Orenda expressed that there's a high turnover at this unit with members leaving the job or internally transferring and more than half the members have less than 10 years of service. He is working on building the Health and Safety Committee and is continuing to educate junior members.

Chris Condello the Plant Chair at Job Site said that business is going good with no grievances in the system.

The Ministry of Labour has been working with the union on the asbestos issue and there will be yearly audits and testing done in the future, otherwise business is stable.

#### Presidents Report

The President of the local John Turner said things have been busy and he's currently doing bargaining with two units, North York Novotel and Mississauga Delta Hotel. Both hotels are owned by the same owner and they've proven in the past to be difficult.

The company's proposal is zero increases across the board for benefits and wages when the hotel industry has rebounded, even increasing room rates. The deadline will be in March and the local will be looking for support for its members at these units in the future.

Bargaining with our Trimac unit will commence soon as well as Woodbridge Foam.

We've had recent success with getting our Plant Chair of Util fully reinstated with full redress and are currently in talks to have our intern Plant Chair who was also fired during the strike a settlement.

At Andrew Kilgour's unit we welcome William Kelly onto the Health and Safety Committee.

Support for report.

#### New Business

President John Turner put forward a recommendation that we send two of our Women's Advocates from the hospitality units to training in Port Elgin and it was passed.

Fady Hazef one of the Bombardier unit reps presented a notice of motion to the members.

"Hello my name is Fady and I'm the day shift Committee Person at Bombardier Aerospace. The district that I represent is predominantly the test flight department and consists of approximately 170 members across three shifts, a few weeks back I received a petition signed by 142 members that's approximately 85% of the members in my zone and I will read the petition."

"Attention Fady, as to the terms agreed to in the 2021 negotiations Unifor Local 112 Bombardier is expected to relinquish one of its Committee Persons during the May 2023 elections, however in order to do this two of the districts within our plant needs to be amalgamated. It has come to our knowledge that the idea of amalgamating the current zone 2 district preflight and bay 6 with the skilled trades district has been brought up. It has also come to our knowledge that this can not be done unless a certain bylaw is changed.

The bylaw can be found on page 11, paragraph 6 of the Local 112 Bylaws. Amending this bylaw may allow these two districts to be amalgamated as one, with one elected committee person to be elected as their representative. As you are aware 80% of the preflight are licenced mechanical engineers who have completed a lengthy apprenticeship. As you are aware Unifor has recognized aircraft maintenance as a skilled trade, also you are aware that the AME of Bombardier are seeking entrance into the skilled trades for the past 10 years, only to be denied contract after contract.

We believe that this district amalgamation of two zones will open the doors for the AME to finally be recognized as skilled trades"

"POINT OF ORDER" was called by Henry Lipiec, "This petition is in violation of our bylaws article 9, 1c. No special meeting has been held; you need to hold a special meeting about your issue in your district first"

President John Turner informed Fady that if he wants to submit a bylaw change, then he has to do just that. Read out the bylaw change, not a petition.

Fady Hazef, "okay I will read out the bylaw change".

"As a result of this petition, I am formally presenting a Notice of Motion to amend the bylaw article 9, #6 on page 11 the bylaw reads"

"The Skilled Trades group will have one zone committee person as per the collective agreement one Bombardier, one De Havilland, one Woodbridge Foam, one Toromont.

This Skilled Trades Committee Person will be voted on by the members at large at a special meeting or in plant by Skilled Trades only. This Committee Person will automatically be on the Bargaining Committee.

The amendment will be to remove the word Bombardier from the bylaw.

This will potentially lead the way for the amalgamation of the Test Flight Department and the Skilled Trades Zone and result in better proportional representation".

"POINT OF INFORMATION" called by Brad McConnell. "Is this part of your bylaw change, what you're reading?"

Fady Hazef "Yes"

Brad McConnell "So all of what you're reading is going to be included in your new bylaw?"

Fady Hazef "This is my proposal to the Bylaw Committee"

Brad McConnell "Okay so in a bylaw there isn't a reason, we only need what the change is. There is no debate on this right now for a bylaw change, we just read out the old bylaw and then read out what you want submitted as the new bylaw."

Fady Hazef "I did that already; the amendment will be to remove the word Bombardier from the paragraph".

Brad McConnell "Okay just want you to be clear of the process"

Fady Hazef "Okay I want to clarify also that I am here on behalf of the members that I represent".

Brad McConnell "Yep but It's a bylaw change".

President John Turner respectfully asked Fady to hand the bylaw change over to the Recording Secretary and informed the members that there will be no debate on this change, it will be forwarded to the Bylaws Committee for a review and then next month we can discuss it.

Financial Secretary Brad McConnell also submitted a bylaw change.

The bylaw is on page 21 under Bombardier Unit, formally De Havilland.

The bylaw reads, The Benefit Representative will claim 8 hours lost time.

Second line, The WSIB Representative will claim 8 hours lost time.

The bylaw change will be to remove those two sentences from the Bombardier Unit Bylaw page.

(See last page for submitted bylaw changes)

Our President John Turner thanked the members for coming out tonight and participating in our membership meeting this month.

Adjournment was called at 5:48pm

Respectfully submitted by Melinda Smith,  
Recording Secretary of Unifor Local 112.

Attn: Local 112 By-laws Committee

I, Fady Hafez, am proposing a change in the By-law found in article 9, #6, on pg. 11.

Current By-law:

“The skilled trades groups will have zone committeepersons as per collective agreement, one Bombardier, one De Havilland, one Woodbridge Foam, and one Toromont (formerly Crothers). The skilled trades representative on the bargaining committees will be voted for by the skilled trades at large at a special skilled trades meeting or in an "in the plant vote" by skilled trades only, using their skilled trades card and membership card. This committeeperson shall automatically be on the bargaining committee. “

Amended By-law:

“The skilled trades groups will have zone committeepersons as per collective agreement, one De Havilland, one Woodbridge Foam, and one Toromont (formerly Crothers). The skilled trades representative on the bargaining committees will be voted for by the skilled trades at large at a special skilled trades meeting or in an "in the plant vote" by skilled trades only, using their skilled trades card and membership card. This committeeperson shall automatically be on the bargaining committee. “

Regards,

Fady Hafez

#### **Current By-Law-Page 21- Bombardier Unit**

Benefit representative will claim eight (8) hours lost time. (July/85) (May/03)

The W.S.I.B. representative will claim eight (8) hours lost time. (July/85) (May/03)

Proposed Change - Delete 2 paragraphs above

Submitted by Brad McConnell – January 31, 2023 Membership Meeting

