

AIRCRAFTER

UNIFOR
Local 112

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AFML • Bombardier • Brinks • CUSCO • Toromont Material Handling • MPG • MDA CORPORATION • Toromont • Trimac • UTIL • VPC • Woodbridge Foam



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SHORT AND SWEET

Hugh Lynar, Editor

This'll be a really short editorial, although there's been many an event in the last little while, I'm going to go with the old saying that a picture is worth a thousand words.... That and we'll need some room to adjust for the new masthead, 7 new units in and an old one subdivided? It's quite astounding actually.

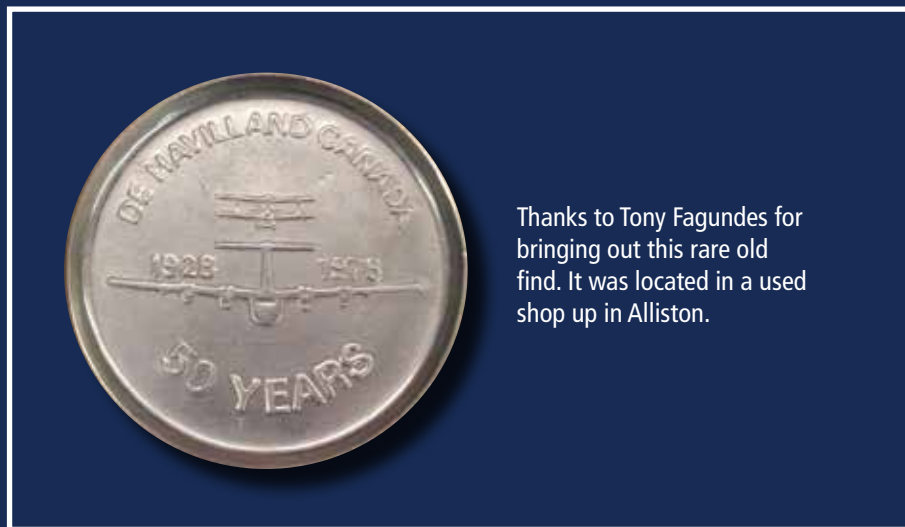
I ran into an old CALM buddy and quickly cornered her on a quick article submission for this issue, which she produced in record time while multitasking bargaining class. Thanks Emily!!!

However with that said it would be highly remiss of me to not give a shout out to our extremely busy elections committee, of late? To say it's been a zoo is something of an understatement. However under their watchful eye I know they're following every rule to Nth degree. How do I know you ask? Simple while assembling the magazine I overlapped their preparations and as a result not only was I kicked out of my office I was kicked out of the building. THAT'S diligence.

Deepest acknowledgements go out to Danny Pollock and his team. It's not an easy task by any means

In Solidarity

Hugh Lynar Editor



Thanks to Tony Fagundes for bringing out this rare old find. It was located in a used shop up in Alliston.

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



IN & AROUND THE LOCAL

Scott McIlmoyle, Local 112 President

In spring of 2019 the membership overwhelmingly supported our Executive Board's recommendation to merge Unifor Local 7575 into Unifor Local 112. The merger increased our local grow from 3300 members to 4400 members. The 1,100 new Local 112 members are from Hotel & Food service sector of our union, which includes servicing within the Bombardier and deHavilland facility. Our 1,100 members democratically voted to leave their international union to give themselves a voice and a vote for their futures. I am proud that the membership welcomed them with open arms and to offer experience, union structure and full Solidarity.

With our Local growing in strength and size we have been able to bring on our Vice-President John Turner as a full-time office, working out of the union hall. John's assignment includes numerous duties as well as the focal for Woodbridge Foam and our seven latest units in the hospitality and food services sector.

After taking strike action earlier this year, I am pleased to report that Woodbridge Foam members gained many increases in their wages, benefits and Collective agreement language working to give them better working conditions, not only in overtime pay, health and safety but many more areas.

During the UTIL Bargaining in May / June we had a successful round of negotiations. We secured a new pension plan, hourly increases to all members, many language improvements including a Women's Advocate and a Skilled Trades apprentice program.

Back in fall of 2018 Bombardier announced the selling off of the Q400 aircraft products to Longview. After many discussions between the Na-

tional and the Local on best to serve our members we entered into 5 weeks of negotiations to work out seniority rights to allow our members their best chance for their future if the Q400 was to stop production. With this now completed and ratified by the membership we have also completed elections for the vacant positions within the two units.

Special acknowledgment goes out to one of our newest retirees Melrose Cornwall the Toromont unit, Melrose is a trade union activist who served the members as an elected steward, bargaining committee member and chairperson. I want to personally thank him for his dedication, passion and commitment on behalf of the members he has represented and his support to the local, he served the members throughout his career on many committees. Enjoy your retirement brother!

As this goes to print we are also in Bargaining with our TRIMAC unit. Our members in this unit haul fuel around Toronto and southern Ontario. This has been a difficult set of negotiations for many reasons however we look forward to a successful outcome for our members.

The Unifor Constitution Convention was held in Mid-August in Quebec City, during this week long conven-

tion there were many resolutions put forth by Unifor locals, retirees across Canada. At convention the top Unifor leadership elections are held, it was with great honour as president of local 112 to nominate our current National President and proud member of local 112, Jerry Dias to be re-elected his third term as President of Unifor. Jerry was acclaimed and vowed to continue to fight for all members, retirees and for working people from coast to coast. I also want to congratulate Sister Lana Payne past Atlantic regional director who was elected as Unifor's National secretary Treasurer.

In closing, as we head into the Federal Election, we all have views of the political leaders and parties, let's remember we need leaders that will stand with workers, we need a government that understands workers' rights. Be informed and know the candidates in your riding and ask them the tough questions. We need a Government that will respect Collective agreements and force employers to do the same.

In Solidarity

Scott McIlmoyle

President UNIFOR local 112





WELCOME NEW MEMBERS

John Turner
Local 112 Vice President

I hope everyone had a great summer this year. It has come and gone in what seems to be a blink of the eye.

In April this year we welcomed 8 new units with 1,100 new members into Local 112 from the Hospitality Sector. The Anndore House, The Bloor Marriott Yorkville, The Courtyard by Marriott, The Delta Hotel Toronto Airport, The Westin Prince Toronto, The Hyatt Regency, Novotel Mississauga all Hotels within the Greater Toronto Area along with Compass Group Canada who are the cafeteria workers right here in the Bombardier/deHavilland site. We welcome these new members not only into our Local, but into Unifor.

As we are proud of our history and the struggles and victories we've had at local 112, we need to embrace the history of our new members to win justice for themselves. While their former International Union, Unite-Here, placed their Local in trusteeship and removed the elected officers, they seized the locals' assets — simply because they wanted to set their own course, with the right to bargain gains for Canadian Workers, and not be sold out to their American counterparts who were seeing double digit gains, while their wages stagnated. They wanted a Union who fought for their best interests and values much the same as we did when we left the United Auto Workers (UAW) and formed our predecessor Union, The Canadian Auto Workers (CAW).

It took great courage to resist the bullying tactics they faced from their old Union and even some of the Employer's they worked for, that they voted to join Unifor. In Unifor we represent over 19,000 Hospitality and Gaming workers across Canada and

have a proven record of bargaining the most progressive and comprehensive contracts in the sector, leading the way in wages, benefits and job protections as most of our new local 112 members have found out. When you are staying at one of our represented Hotels or just buying lunch in the Downsview cafeteria, take a second and introduce yourself and welcome our newest members into the 112 family.

In June we had Woodbridge Foam bargaining and ratified a new contract that saw significant wage increases across the board and the restoration of all the benefits that had been given up in 2008 to keep the plant open inclusive of a new pension plan for all members. It was the most progressive contract negotiated at Woodbridge in over 25 years.

In July we had our Local 112 Picnic. It was an awesome day with nice weather, great food, and entertainment. From what I was told by one of Junior members, we had the most bouncy castles he has ever seen in one place. If you have not had a chance to attend the Picnic, I suggest that you do, as a great time is had by all who attend.

This year's Labour Day Parade was also a huge success. We had over 100 members and retirees come out. It was a full day with a filling breakfast at the Local, followed by motivating speeches celebrating our triumphs and struggles over the years at Nathan Philips Square. We followed that up with a march of over 1,000 Unifor members to the shores of Lake Ontario to enjoy a 3 hour boat cruise.

I would personally like to thank all the committee's and volunteers from our Local who works tirelessly to

make these events the huge successes that they are. Without your efforts we wouldn't be able to be as active of a Local as we are.

Last August we had our Constitutional Convention where we witnessed the re-election of our National President Jerry Dias. It was motivating to see how much Unifor has grown under Jerry's leadership. In his tenure as President he has made Unifor the most respected and feared Union in North America. From his involvement in negotiations with the United States Mexico Canada Agreement, the stands he took in Goderich, Thunderbay, Gander Newfoundland, and most recently in Windsor, he has sent a strong message to employers that we will not be messed with. Jerry has promised in the next 3 years we are going to be more proactive and more aggressive in fighting for workers' rights. If it's going to be anything like the last six I can hardly wait.

In closing I would like to congratulate our own Louie Naccarato Unit Chair from The Courtyard by Marriott Hotel who was elected as National Recording Secretary for The Unifor Hospitality and Gaming Council. Louie has been a long time leader at the Courtyard who was instrumental in helping his members to vote overwhelmingly to leave his former Union and join Unifor. With Louie's election to Unifor's Hospitality and Gaming Council it gives Toronto hotel workers a powerful voice at the National level.

In Solidarity,
John Turner
Local 112 Vice President



KIOSKS COST JOBS

Hopeton Hewitt
Plant Chair, Compass Group

I'd like to take this opportunity to give a special thanks to UNIFOR Local 112 for welcoming the 34 Cafeteria workers at the Bombardier plant. We all look forward to being a part of Local 112 with its 4,400 members as well as becoming part of UNIFOR's Hospitality and Gaming sector with over 19,000 members across Canada.

Our members at Bombardier Compass Local 112 are ready and willing to stand up for improved wages, better working conditions, job security, and

as always, a safe environment to work. A hospitality company like Compass Canada knows that their employees are their greatest assets.

So this is a wake up call for the industry.

The arrival of the self-service kiosks is coming to a cafeteria near you. Yes, like the ones you encounter at Wal-Mart. We are now at the point of seeing a marked increase in the use of the self-service kiosks. As you well know we see these kiosks as a direct threat to workers jobs.

While the company promises that the kiosks in the Bombardier plant will not cost jobs, the experts say the long term outlook for food service workers is bleak. With that said, you can help us keep our jobs and protect jobs within Local 112! Please choose personal service options as much as possible within the plant over the self-serve options that take jobs from others.

In Solidarity
Hopeton Hewitt
Plant Chair Compass Group
Bombardier Division



With the addition of our 8 new units we're also now linked into the larger Hospitality and Gaming members of UNIFOR as well. So now Local 112 is cross linked into an even greater assemblage of UNIFOR members as the hospitality and gaming has 19000 strong workers across Canada.

Pictured center right is Hopeton Hewitt, plant chair at Compass Bombardier unit, so the next time you're in the cafeteria say hi.

Center left is John Turner tasked with the formidable assignment of integrating and coordinating the addition of 8 new units into our local.

To Johns right is Jim Woods UNIFOR national staff rep and to Hopeton's left is Dave Saunders of the organizers group at the national.





WORK SAFELY

Joe Rudnick
Health and Safety Rep., Bombardier

I'd like to take this opportunity, on behalf of all of the Bombardier and DeHavilland, Local 112 members, to thank Steve Szekley for his twenty plus years of dedicated service on our Joint Health and Safety Committee and as my alternate for many of those years. Steve was my sounding board on many occasions and his knowledge and professionalism was a true asset to our Committee.

At this time, I would like to welcome Henry Lipiec as my new alternate and as a member of our Joint Health and Safety Committee. I am looking forward to working with Henry.

I'd like to congratulate Michael Cantelope in becoming the new Health and Safety Representative for DeHavilland and to his new Joint Health and Safety Committee. I've made a commitment to Mike to help him transition into his

role. I'll mentor him and work with him to get his Joint Health and Safety Committee organized and operating.

Our Joint Health and Safety Committee have been working hard cleaning up major issues that we've had with some subcontractors. We've seen positive improvements in the recent past. We still have major issues to deal with, such as with the washrooms and lunchrooms. I believe that conditions are slowly improving.

We had a rodent and pest infestation, which is now under control, but we're now dealing with a problem with pigeons. The company is working at getting the birds under control. It would be very helpful if we were extra mindful of our food and cleaning up after ourselves.

We dealt with a locker shortage, which

has been corrected. If you are still without a locker, please reach out to your Supervisor or myself and we will have it taken care of for you.

Our Local 112 Bombardier Joint Health and Safety Committee members are; myself, Joe Rudnick, Henry Lipiec, Steve Parker and Penny Ishi.

If your concerns are not being addressed by management, please contact me at extension 33726.

I look forward to facing the changes that have been made and will continue to keep our facility a safe working environment for all of us.

In solidarity, thank you for your continued support,

Joe Rudnick
Health and Safety Representative
Local 112, Bombardier

UNIFOR Local 112

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WELCOME TO UNIFOR112.CA!

We are proud to present to you our redesigned website. Enjoy the new look of our website and the access to notices, upcoming events and retirement news to name a few. Stay up to date with the latest news related to your unit and local by exploring the website from time to time.

Recent Posts

- UNIFOR COMMUNITY DAY with the Toronto Argonauts
- 2017 Canadian Council-UPDATE
- CHRISTMAS COMMITTEE-VOLUNTEERS NEEDED
- Unifor Condemns Racism and Bigotry
- Northstar Aerospace-

Take a moment and give it a try!



On a rather cold and snowy day, which rapidly became a very wet morning, Unifor members gathered from far and wide to shut down the access to GM headquarters in Oshawa.

For 3 days nothing and no one in, and of course, nothing out. Mind you it's safe to say that regarding most management on any day.

It took a bit, but the message was received, and like a few companies of late they learned we can bring a lot more to the table in really short order than they can deal with.



LABOUR DAY 2019





600TH DASH 8 HANDOVER

Sometimes you get that sense of Déjà vu and other times it comes looking for you. As we're moving offices at the hall an old article resurfaced eerily relating to the events that have transpired with the subdivision of Downsview site into deHavilland Aircraft of Canada and Bombardier. The far more interesting thing is how a span of time can totally reverse your perspective on things. So from the past you can see an old UAW

article on the sale to Boeing and the very negative outlook that produced, to today and the sale back into Canadian based hands. There's been a good number of twists and turns along the way as some of you well know, but the reaction to the return of the world famous name cannot be understated, there is a noticeable change in the air, and to the sharp eyed a visual one as well.

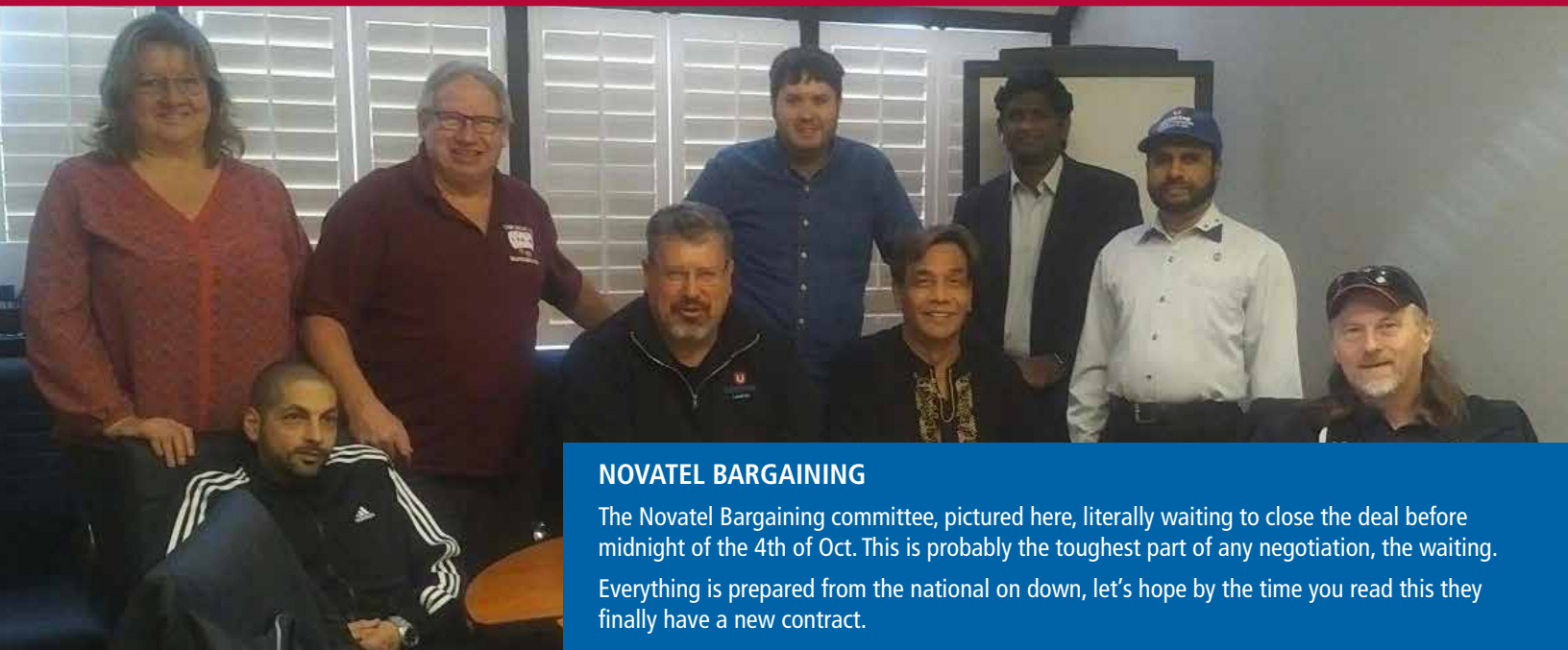


THE BIG SPLIT

The division, post sale of Bombardier Downsview into deHavilland Aircraft of Canada and Bombardier was both long and complicated and came with more than its fair share of issues. During the ratification one of our more sharp eyed members spotted the fact that all parties involved but one had signed the letter of intent.

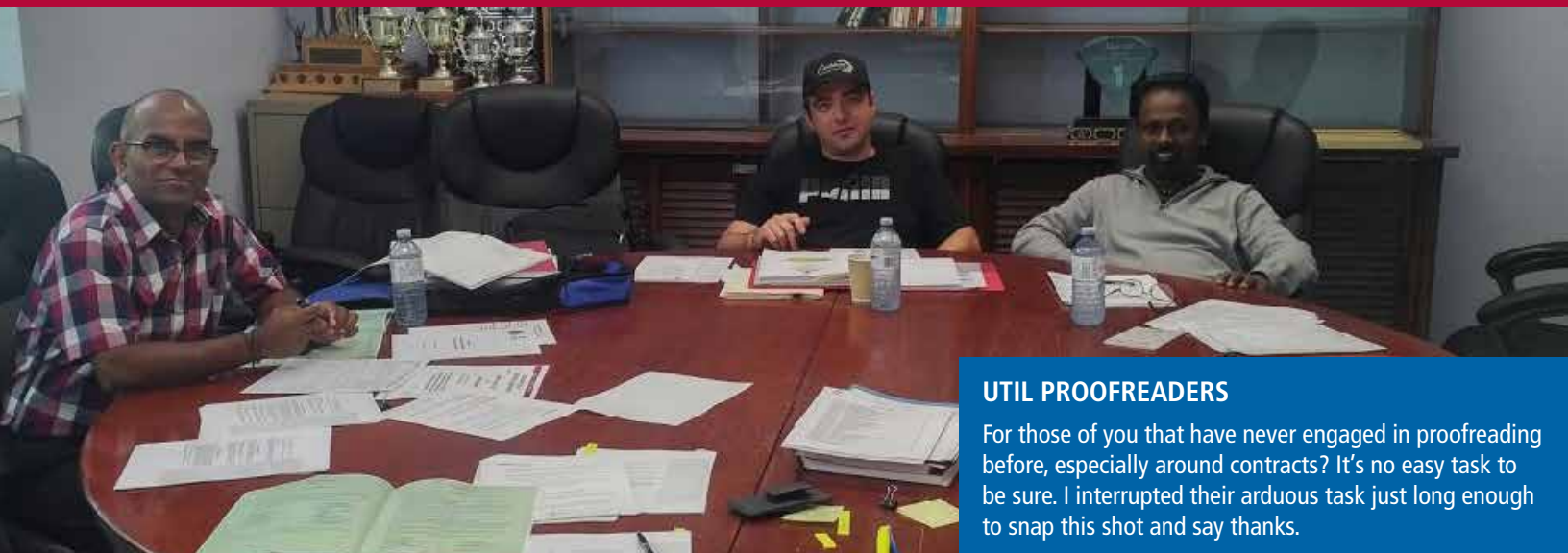
When this came to light, some quick texts and emails generated right there at the meeting produced a new copy of the agreement, displayed in real time with now all parties signed on.

A problem that a few years ago couldn't have been solved as quickly as it was that day. For a change social media was quite beneficial.



NOVATEL BARGAINING

The Novatel Bargaining committee, pictured here, literally waiting to close the deal before midnight of the 4th of Oct. This is probably the toughest part of any negotiation, the waiting. Everything is prepared from the national on down, let's hope by the time you read this they finally have a new contract.



UTIL PROOFREADERS

For those of you that have never engaged in proofreading before, especially around contracts? It's no easy task to be sure. I interrupted their arduous task just long enough to snap this shot and say thanks.





PICNIC 2019



This year's Calm conference, as always, offered workshops on a number of topics related to how we can improve our communications with our members. I was happy to attend a workshop on making accessibility in our communications better. It was an excellent overview of some of the tools we can use to make sure that when we are sending communications all of our members can access that information. It also helped in pointing out how even minor changes in practice can make a big difference in how our members are able to access our communications. I also was able to attend workshops on tools and software we can use to improve the overall look of our communications, as well as a session on how we protect our member's confidential information.

In Solidarity
Emily Heikoop
Vice-President
Unifor Local 5555





NEW UNIT INTRODUCTION

While you may know we have introduced an additional 1100 members into local 112, the integration part can be full of very good questions that require well thought out answers so that at the end of the day all parties are feeling confident in their decisions.

Seen here is but a small part of that process, but nevertheless an important one where the handover from the National to local 112 is completed. Welcome aboard everyone.





Unifor Votes: Federal Election 2019

Workers' Rights

ISSUE IN BRIEF

It is rarely the case that governments have willingly provided rights to working people, without public pressure. Rather, workers themselves have fought for and won their rights through persistent (and sometimes fierce) struggle. Employers and conservative-minded politicians constantly challenge these rights, including the right for workers to have a union at all. Today, there are worrying signs in Canada that conservative forces seek to undermine workers, and the power of their unions.

A PROGRESSIVE VISION

Working people deserve the right to determine, collectively, the conditions in which they work. The ability to form a union, and organize collectively, is a right that should apply to every working person, without exception. Further, working people must have the means to engage in the political affairs of Canada, to ensure that our laws, policies and regulations reflect the interests of workers.

WHAT'S HAPPENING?

The rights of workers to form unions was under direct attack from the ruling Conservative government under Stephen Harper. Legislation designed to limit federal workers' ability to unionize (Bill C-525) and to establish unprecedented financial accounting rules that unfairly targeted unions (Bill C-377) were only two of the most egregious acts of the Harper years.

The Harper Conservatives could barely hide their distaste for unions. They consistently refused to consult with unions on critical policy matters. They were also quick to intervene in major labour disputes (including at Canada Post, Air Canada, and CP Rail), in support of affected employers.

This Conservative attack on worker's rights in the years following the Great Recession took root in Ontario, as former conservative leader Tim Hudak openly discussed the introduction of U.S.-style anti-union laws into the province – laws designed to slash union finances, thwart their political activity and limit their capacity to bargain collective agreements. Canadian voters refused to support these attacks on workers; voting in large numbers to defeat both Hudak and Harper in consecutive elections.



FAST FACTS:

- In 2018, unionized workers earned wages that were 20 per cent higher than non-union workers, on average.
- Unionized workers report greater access to pensions and benefits, along with negotiated training and safety provisions.
- The union density rate has remained stable in recent years, hovering at 30 per cent (but down from a peak near 40% in the 1980s).
- Unifor is Canada's largest union in the federally-regulated private sector. Unifor represents more than 60,000 workers in the federal private sector, including in the aviation sector and at airports, in railways, inter-provincial truck and bus transportation, the waterways, in telecommunications, television and radio broadcasting, among others.

Thankfully, the incoming Trudeau government worked quickly to undo the damage Harper's legislation wrought. In Ontario, the Wynne government undertook a long-needed modernization of employment standards – to the benefit of workers – an approach that the Trudeau government is replicating right now at the federal level. In subsequent years, voters elected worker-friendly governments in both Alberta and British Columbia, ushering in a positive period of progressive labour law reform and meaningful collaboration between workers, unions and lawmakers.

Today, political winds have once again shifted. Workers are bracing for a new wave of attack. The conservative Doug Ford government in Ontario did not hesitate to repeal nearly every meaningful pro-worker labour reform introduced by Kathleen Wynne – undoing, in weeks, what took years to prepare.

In Alberta, the Jason Kenney conservatives unabashedly attacked unions through their campaign, promising, like Hudak, to import U.S.-style anti-union laws – expected in the fall of 2019. Conservative governments led by Brian Pallister in Manitoba and Scott Moe in Saskatchewan have also taken decidedly anti-union positions.

With the federal election looming, and Andrew Scheer having cut his teeth as a sitting member of Harper's government, it is likely that workers will once again have to defend our rights on the federal stage.

WHAT SHOULD THE FEDERAL GOVERNMENT DO?

Politicians, of all stripes, should stand in defense of the fundamental rights of workers and that includes the right to form unions. Unions, since their earliest days, continue to play a critical role in bettering the lives of workers, and holding powerful corporations to account. Collective bargaining remains a vital tool to redistribute income, foster equality and ensure that working people share in the economic prosperity of a nation. The federal government should:

- Reject any proposal to introduce U.S. style 'Right-to-Work' laws in Canada.
- Continue its push toward a wholesale modernization of federal labour laws, including for a \$15 federal minimum wage, equal pay for equal work regardless of employment status, pay equity and others.
- Extend collective bargaining rights and workplace protections to all workers, including freelance workers, temporary workers and ensure a continuity of those rights in the event that a contract is re-tendered.
- Re-establish formal mechanisms of stakeholder dialogue, across sectors such as sector-based development councils that involve unions.
- Advance an ambitious program of promoting global labour standards and fundamental labour rights (including free and fair collective bargaining) with sister nations, making trade in goods, services and investment conditional on other nation's demonstrated adherence to labour standards.



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...this teensy thing flying through the air!

This guy here...

...is trying to hit...



Local 112 was extremely well represented at the annual trap shoot in Galt this year with 3 teams competing. If you've never tried this c'mon out next year as it is open to everyone and you don't need a licence to participate on that day.

As extra incentive if you've never had the chance to sample the kind of spread maintenance puts on? Do yourself a favour, they don't kid around.

