



WINTER 2019 VOL.19 ISSUE 2

AIRCRAFTER



UNIFOR
Local 112



AFML



Bombardier



Brinks



Compass Group



Cusco



deHavilland



Anndore House
Courtyard Marriott
Delta Mississauga
Delta Toronto Airport
Hyatt Regency
Marriott Bloor Yorkville
Westin Prince



MDA Corporation



MPGC



Toromont Cat



Toromont Material Handling



Trimac



UTIL



VPC Group



Woodbridge Foam



UTIL

AFML

VPC

**Woodbridge
Foam**

Merry Christmas

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A LITTLE GOES A LONG WAY

Hugh Lynar, Editor

While I could easily channel my inner J Jonah Jameson and bang on the desk demanding pictures of Spiderman or articles to arrive on time, electronically, properly formatted and spell checked... that was subtle, no? But I think a softer approach is in order.

Not everyone that started the year with us is here today, and I can only imagine that as the holiday season approaches it gets very much harder to put a smile on your face when it's the last thing you'd like to do.

A friend of mine always puts out an empty plate during the festivities, not for those that have passed, but for those that may have no one to turn to. He notifies everyone, via Facebook of all things, that if you're in need all you have to do is knock at his door and you'll receive the true warmth of the season. He likes to eat so be forewarned.

There are a good many charities beginning to appear at malls and your local LCBO and such, most do really good work under what can only be trying times, and even if you only give a little they'll be grateful. Literally every little bit helps.

These are but a few examples of what the true meaning of Christmas is all about, so if you see someone you know at work, or just maybe a random stranger looking a tad forlorn, ask if they're okay willya? Just that small act may make a huge difference in someone's life.

Gonna miss ya Brent

Wishing you and yours all the warmth of the season and I hope you have a very Merry Christmas and a wonderful and Happy New Year

In Solidarity

Hugh Lynar

Chair Editorial Committee

PS: Put your damn snow tires on....Seriously

A big giant shout out to Ken Duffney down in the depths of bay#1, buried as he is in fabrications fitting shop.

The front cover is 90% his hard work and diligence. I dropped a ton of photos and half-baked ideas on him and when he said, "What's my deadline?" I said "Yesterday, why?" and Tadaa!! Here it is. So again, heartfelt thanks from myself and on behalf of the editorial committee.

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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.



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IN & AROUND THE LOCAL

Scott McIlmoyle, Local 112 President

There is lots to reflect on in 2019 as we wind down another year. I want to start off by giving a special shout out to our executive assistant at the hall, Dayanna. She has been with us for 4 years and has done such an incredible job to ensure our 23 units and all the administration duties that goes along with this is handled with great professionalism and élan. Thank you!

We are in full swing and getting ready for our annual 112 retirees Christmas party where we expect another 700 members and guests on December 12. This is a highlight for our local every year to thank the retirees for their commitment, leadership and solidarity that they have shown to all of us as we take on, and continue to fight, the challenges of today as well as in the future where right wing corporations and government based agendas are not a positive one for workers.

As reported prior, our local welcomed 1,100 hospitality members that made their democratic right to have a say in their futures. I must give credit to all our new 112 members that want to have a voice on behalf of their members at the bargaining table and within the workplace. You have exercised your democratic right as a worker. In conjunction with the National Union we were able to have the steward bodies at the hall for 5 days taking the Grievance Handling and Workplace Leadership course along with updates on Human Rights, WSIB, return to work, as well as pension and benefits.

We also just completed our second set of 3-day training sessions at the hall for leadership from around the local. We hosted Grievance Handling and Workplace Leadership. Thank you to the leadership that attended and for getting so involved.

We will be looking at hosting some more courses in the New Year and I know our education committee is in the planning stages, so keep your eye on the posting boards and web site.

Our standing committees are a huge part of the Locals activism. As we head to print our women’s committee is in the final stages to hosting a special event to remember those 15 women that were murdered 30 years ago in Montreal at École Polytechnique. Their lives cut short because they were women, no other reason.

We all need to keep speaking to end “Violence against Women”.

We all have mothers, and many of us have aunts, sisters or daughters and sister-in-law’s. It’s been 30 years since this tragedy happened but our work is not unfortunately done.

Our Young workers committee had a real energy charge with 10 NEW young workers, defined as any member under 35, joining the standing committee in October. That was followed with a meeting with the national representative for young workers and to help ensure they get a great start to become an active committee within the local and around the community. They have already stepped up to help assist the women’s committee for their upcoming event at the hall in late November.

I get questioned on why our Union is involved in Politics.

It’s simple.

“When politicians stay out of the workplace issues, we can stay out of Politics”.

In 1999 when Premiere Mike Harris and his PC government had a majority they overhauled rolled back the Workplace Safety Insurance Act. One major

cutback was injured workers losing another 5% reduction from their pay cheques when you were off work from a workplace injury. Simply put, you get only 85% of your take home wage. There is NO justice in that. That is a gift for the employers.

Question? Why do you need to lose you part of your salary when injured at work?

As we head into 2020 this same PC government has reduced employers WSIB premiums. This will mean more denial claims on the back of injured workers.

The current Ford government has the ability to sign existing legislation into effect that was before parliament from the last provincial government. This legislation will protect temporary and agency based workers in the workplaces. Too many have been killed on the job. They are silent when asked about it. They want to protect their corporation friends like they have been doing since being elected a year and half ago. The trend continues with this PC government, as it was 15 years ago.

And as you can see our Union, Unifor is not backing down from this right wing PC anti-worker government. Don’t get me wrong about the last provincial liberal government and that they had their fair of screw-ups as well.

As workers and as constituents we have a voice and that needs to be heard. We don’t have that with this current government. So we need and will take many other actions that have been approved by local union delegates that discuss, debate and vote on resolutions, recommendations at our convention.

Continued on next page...





A WARM WELCOME TO ALL NEW MEMBERS!

Brad McConnell
Local 112 Financial Secretary

It will be right around the time that this issue of the Aircrafter is released that the current Local 112 hall will be officially sold. The sale will have no immediate effect on the locals day to day business and operations will be the status quo for at least the next 1 ½ years. We will remain in the hall until the new owners are ready to demolish the building. Remember, parking will remain free to our members and we will supply the exit tickets when you are leaving the building.

I would also like to welcome all new members to local 112. We have had many new starts as well as 8 new hospitality units. You can visit our website at www.unifor112.ca and visit the member area to view all the units and their elected representatives. We have grown to 4400 members and 23 units. We also had 95 retirees in 2019.

We have had a large increase in membership but along with that comes an increase in expenses. Our dues revenue is healthy and remittances should be current by the end of the year. Our per capita obligations are in good standing with the National Union. I will have a complete financial report in January and our target to have the accountant's final year audit completed is for the March membership meeting but this is dependent on their schedule.

2020 is a big election year around the local. All positions in the

majority of our units along with the Executive Board will be elected this upcoming May. This election will be the largest and most complex elections to run in the history of Local 112. At our February membership meeting we will be electing all new unit Election Committees. I ask anyone interested to be on an election committee to attend this meeting. Our goal is to fill all unit committees at that time.

WSIB and benefit issues are still on the rise. The guidelines for WSIB are stringent and I ask everyone that has had the misfortune of being in the system to get in touch with a representative and ask for help completing forms. Always have a union rep. present when participating in return to work meetings. If your workplace injury prevents you from returning to work I urge you contact a union representative or myself to avoid loss of income.

Thank you to all the committees and their hard work organizing the many events happening throughout the year.

As this year comes to an end I would like to wish everyone a safe and happy holidays and all the best in the New Year.

In Solidarity
Brad McConnell
Financial Secretary,
Unifor Local 112

President's Report - Continued

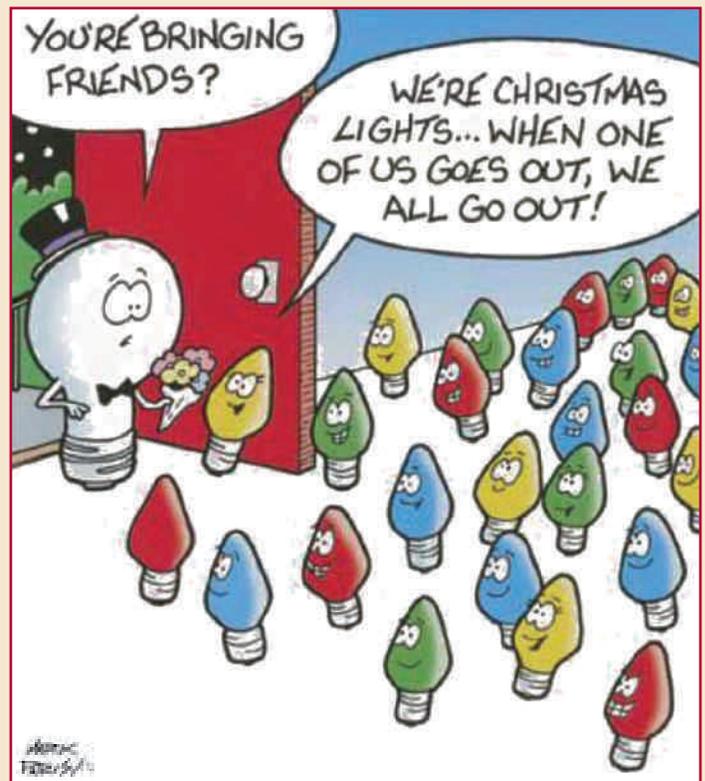
As I bring this article to conclusion let's take a moment to remember those that require a helping hand at this time of the year. Thank you to everyone that had the opportunity to put some cash into a gate collection or into a local fundraiser for those less fortunate.

The local will be sponsoring every unit in the local \$250 worth of either toys or food for their holiday drive. Currently there is 6 units having Holiday food or toy drives this year.

As we head into this holiday season, and no matter which religion you celebrate, please ensure you do it safely and don't drink and drive.

From my family to yours please take some time from our busy work lives to reflect on our successes and our accomplishments and enjoy the time off with your family and friends.

In Solidarity
Scott McIlmoyle
President Unifor Local 112





SOLIDARITY BRINGS RESULTS

John Turner
Local 112 Vice President

In a time where Unions are needed more than ever as employers try to maximize profits by reducing the cost of our labour we must stand together in Solidarity with all members and fight for what we deserve. A strong local who puts its members first is needed to win these battles. I am proud to say we are a part of the GTA's strongest Locals who has always put the membership's needs first.

This was demonstrated again in early October this year when we were in bargaining with The Delta Mississauga. This employer stated that they wanted a wage freeze, they also wanted concessions in benefits and was refusing to provide a pension plan for our members. The employer had threatened us that he would turn the Hotel into a student residence or a retirement home before he would ever give our members a 3% raise. He was told to YouTube the Unifor videos of Gander Newfoundland and Thunderbay to see what we had done there. He was told we were going to put a fence around his hotel and that no one was going to get in or out. I'm proud to say 48 hours after our strike deadline we had a 3 year collective agreement with a raise of 3% in each year of the agreement. We improved the benefits package and managed to include benefits for part time members. A pension plan solely contributed to by the employer, along with many more improvements throughout the CBA. Without the support and reputation of our local, this would not have been achieved.

As the Holiday season quickly approaches and everyone is busy preparing to enjoy time with family and friends, let us take time and help those who are less fortunate. I would like to take this opportunity to wish all the Retirees and Active members of Local 112 a Merry Christmas and a Happy New Year.

In Solidarity
John Turner
Vice President, Unifor Local 112



SAFETY AND SECOND TRIES

Gerson Da Ponte
MPGC Plant Chair

In July all of our unionized full-time and part-time workers participated in a chain saw seminar hosted by arbor-etum company "Davey Tree". It was a one-day course held at Pinehills cemetery consisting of four hours of in classroom theory and four hours of practical exercises out on the cemetery grounds. Proper health and safety techniques were introduced in the safe operation of chain saws and pole pruning saws along with proper pruning techniques and whole tree limb removals. Also held was a health and safety/material handling webinar session. All workers received certificates for completing these two training courses.

We have one grievance in the system filed in August. A seasonal worker was injured on the job and our insurance company has denied claim benefits. Our workers are not covered under WSIB, but our insurance company is supposed to have mirror coverage supposedly equal to WSIB benefits.

Scott McIlmoyle and I attended a Labour/Management meeting at MPGC head office in July. Topics discussed included, 1: Staffing level issues for cemetery ground burial services, IE. Limited amount of workers for burial services creating health and safety issues. 2: Backfilling job vacancies in a timely manner. 3: Backhoe training update and questions pertaining to workers who have failed their training for example how do they get a second chance at re-applying to be re-trained. 4: Part-time to full-time worker ratio has increased to 58%, a clear indication of the erosion of the full-time unit and an increase in the part-time unit.

We are hopeful to resolve most of these issues soon and others in our next round of negotiations.

I would like to congratulate Peter Vansluytman of Pinehills Cemetery who became the first retiree under Local 112 to retire for the Mount Pleasant Group of Cemeteries. Peter started working with MPGC on March 31, 1986 and retired on April 24, 2018, a career that lasted 32 years. Enjoy your new chapter in life, where you become your own boss. As one chapter ends, another begins, welcome to your newfound freedom. All the best for an amazing retirement.

In Closing I'd like to wish everyone a safe and very Merry Christmas and a wonderful and prosperous New Year

In Solidarity
Gerson Da Ponte
Plant Chair, Mount Pleasant Group of Cemeteries





WELCOME TO THE CUTTING EDGE

Bryan Dunn
MDA Plant Chair

Maxar had a very eventful year that has had an impact on MDA Brampton. With the acquisition of DigitalGlobe and the restructuring of the organization under the Maxar umbrella finalized it was looking to be a promising start to 2019, but unfortunately one of DigitalGlobe's new satellites, *WorldView-4*, had a major failure in one of its control movement gyroscopes and was considered no longer usable. Although the satellite was insured and Maxar was able to recover lost funds, it was a huge setback for the organization. Maxar share price in January 2019 was just over \$11 US. The stock dropped mid-year to as low as \$5 US as a result of loss reporting in Q2 and Q3 but as of late November 2019 has recently come back to the \$11 US it had at the beginning of 2019.

Maxar made some significant organization changes in 2019 including the appointment of Daniel Jablonsky who is replacing Howard Lance as the President and CEO. In 2019 there was some discussion about a sell-off of the commercial geostationary orbit business unit but instead the decision was made to restructure the business unit (SSL) with more emphasis on smaller satellites and government customers.

In March Maxar announced a company wide layoff of 250 people or about 4% of its workforce with the hope it would lead to a company wide savings of \$70M. Maxar had another organizational change. MDA will be under the Maxar Company instead of separate business units. MDA keeps the MDA brand, same capabilities but as a Canada-based Maxar company. The Maxar corporate functions will provide support to MDA Brampton.

Despite the rough 3 quarters for Maxar in 2019, MDA Brampton/Canada has had a great year. 2019 marks the 50th year that MDA has been working on space products. This includes huge contributions for Canada and the world, from sensors, camera systems, weather satellites, GPS systems to the Canadarm2/ Dextre currently in use on the International Space Station.

The launch of Radarsat Constellation in June, will provide the Government of Canada with enhanced surveillance allowing for daily coverage over Canada's vast territory and maritime approaches. Radarsat constellation has three primary goals:

- Maritime surveillance: ice, surface wind, oil pollution and ship monitoring
- Disaster management: mitigation, warning, response and recovery
- Ecosystem monitoring: agriculture, wetlands, forestry and coastal change monitoring

This past February, Prime Minister Justin Trudeau announced that Canada will become a partner in the Lunar Orbiting Plat-

form-Gateway human mission to Mars. The centerpiece of Canada's involvement in the new platform will be supplying a robotic arm for use very similar to Canadarm 2. So far MDA has been awarded the contract for the robotic interfaces for Canadarm3 and are planning to bid on the arm at the end of this year.

MDA has been awarded a contract from Lockheed Martin Canada for the design phase of the Canadian Surface Combatant (CSC) ship's Electronic Warfare system. This design work is expected to become the basis for the manufacture, integration, installation and commissioning of the Electronic Warfare equipment on the Royal Canadian Navy's next-generation CSC ships.

MDA is still one of the key players contributing with the maintenance and upkeep of the international space station. MDA is currently refurbishing one of the Latching End Effectors used to capture and dock every spacecraft that goes to the station. Along with that MDA is refurbishing some of the camera systems that were built over 15 years ago.

MDA Brampton has been getting steadily busier as the year went on, and it's forecasted to get even busier in the 2020. MDA Brampton recently purchased a CNC and the goal is to produce all the machining of flight qualified parts in house. Based on the current forecast Brampton is in a hiring mode including the need to hire more skilled members to complete the workload. Stay tuned if you know anyone looking for a job!

In Solidarity
Bryan Dunn
Plant Chair, MDA unit

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UNIFOR Local 112

WELCOME TO UNIFOR112.CA!

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

Take a moment and give it a try!



SPIRIT OF THE SEASON

Jeff Wood
Bombardier Plant Chair

So, we find ourselves at the end of another year. This past year has been full of challenges and opportunities for myself, and the membership as well. The company continues to deliver bad news to our members, at a time when our families are even more acutely on our minds and in our hearts. Two years ago, it was the sale of the property. Last year, they announced the sale of the Q400. This past November, it was their intentions to off-load our stores as well as drivers to a 3rd Party Logistics. From the movement and handling of parts, to the assembly and the C of A, our members have the skill and dedication to be responsible for BA's highly successful GX 5500/6500 programs. Why then, do they want to reinvent the wheel, at the same time as developing and delivering the future success of our collective future, within the GX7500? We aren't just building aircraft at Bombardier, we're building families. Your Union leadership will remain vigilant in the protection of jobs, so that you may focus on what really counts – your family.

Despite the fact that only 1/3 of our membership would identify as Christian, we all honor the sanctity and love of family, friends and desire for peace and happiness throughout the entire world, at this time. So whether your family celebrates Diwali, Ramadan, or Hanukkah, on behalf of your entire in-plant Union representatives, I want to wish you all a very Merry Christmas, and a safe Happy New Year.

In Solidarity
Jeff Wood
Plant Chair, Bombardier unit



TRANSITION CHALLENGES

Dwight Brown
TMH Plant Chair

As another year closes our thoughts turn to friends and family throughout the holiday season.

2019 has been another challenging year at Toromont Material Handling (TMH). The growing pains of a new owner have continued throughout the year and have made the challenges greater than anyone had expected. We have had a number of long tenured members move on through the year, whether that is through retirement or moving to a competitor within our industry.

On a better note, time spent with those closest to us is always a good time to reflect on the accomplishments and successes of the closing year, set goals and aspirations for the coming year and resolve to accomplish the things that didn't turn out the way that was hoped. It is also a time to remember those less fortunate than ourselves who are in need of assistance and support. Supporting food banks, shelters and local service organizations are great places to make an immediate difference.

As always with the celebrations of the season and rejoicing with friends, please don't drink and drive.

Happy Holidays to all of the membership of Local 112 and their families.

In Solidarity
Dwight Brown
Plant Chair, TMH unit



YOU ARE MAKING A DIFFERENCE!

I would like to thank everyone for their generosity during the year when we have different fundraising events going on. It may have been the Food Donation, Sock Mitten and Hat Drive, Toy Mountain, Poppy Fund, White Ribbon, United Way, Secret Santa or for a Shelter.

Your donations DO make a difference in someone's life. A special thank you to everyone who helped with the Fundraising for one of our own. Tyler's family is going through a very difficult time and many people came together to get the job done.

My heart swelled and the tears welled with all the generosity!

Feliz Navidad, Buon Natale, Chag Molad, Joyeux Noël, Fröhliche Weihnachten, Nollaig Shona Dhuit, Seng Dan Fai Lok, Kala Christouyenna, Eid Milad Majid, Sheng Dan Kuai Le, Merry Christmas!

Please don't Drink, or Use Drugs, and Drive!

In Solidarity
Connie Wright
Community Services Chair





ECHOES AND PROGRESS

Joe Rudnick
H&S, Bombardier

Dear Brothers and Sisters,
In the past years, after writing an article for the *Aircrafter*, I would often receive some form of feedback, or questions for clarification or something. Unfortunately, the last article that I submitted was posted online and I did not receive any feedback whatsoever. I can't tell how many of you have reviewed the *Aircrafter* online, as there is no counter. I'm wondering how many members have actually read the online *Aircrafter*? My apologies to those of you who did read my last article but this was very important to me. This was my message:

I'd like to take this opportunity, on behalf of all of the Bombardier and deHavilland, Local 112 members, to thank Steve Szekely 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 also 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, that said I believe conditions are slowly improving.

We had a rodent and pest infestation, which is now under control and are 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 have dealt with a locker shortage which has been, with luck, corrected. However 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.

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.

I'd like to add, that over the next few months, I should be getting involved with the developments at Pearson, ensuring that our voice is heard and the new facility meets the health and safety standards that we abide by. Hopefully, by the next *Aircrafter* article, I will have some updates to pass along to you.

If you feel management is not addressing your concerns, please feel free to contact me at extension 33726.

On behalf of Henry, myself and our families, we wish you and your families a Merry Christmas and a safe and happy Holiday Season.

*In solidarity, thank you for your continued support,
Joe Rudnick
Health and Safety Representative, Bombardier Unit.*



Stewards from around the local attending the in-house grievance handling seminar.



ON A POSITIVE NOTE

Merv Gray
deHavilland Plant Chair

It has been 6 months since Longview purchased the Dash 8/400 program, so as it stands we have approximately 600 members in our new unit spread throughout the facility, from sub assembly to heat treat, press, weld, fitting, pipe, paint, machine, development, electrical and engines shops on through to wing and cockpit as well as final assembly. We also have a footprint in stores, there are our AMO's along with a host of WMP's. You can find us in bays 1 and 2 on thru 11 into 5 and 6 and over in 12 where the finishing touches to our fine product occur.

The uncertainty of the future has recently gotten a lot better what with the recent sales announced at the Dubai airshow which is great news for all of us.

That said there have been challenges along the way from payroll to the new clocking system, benefit issues, the placement and the construction of new offices, relocation of the ATM, some unfinished business between the 2 companies, and of course, contractors.....

I am happy to say most of the above are well on their way to either being fully solved, or have been dealt with. No doubt there's still a few outstanding issues out there, but we'll deal with those if and when they arise.

As an aside you'll notice an older photo with this article, I found it during the move, pop by the office with a guess as to when it was taken and see the new facilities.

We have a brand new team recently elected and doing a great job so congratulations go out to all, including, of course all the alternates, so with a strong team onwards and upwards is what we will all be doing.

On behalf of myself and all the elected union officers from the deHavilland unit I would like to wish all our members of Local 112 Very Merry Christmas and a wonderful New Year.

In Solidarity
Merv Gray
Plant Chair, deHavilland unit



EXPOSURE LOGS

Connie Wright
deHavilland WSIB Rep.

Well things are busy with De Havilland since taking over June 1st. As the De Havilland WSIB rep I have been busy getting the office set up and into the process of filing claims and how the WSIB board works. I would like to take this opportunity to thank Des Rodrigues former WSIB Rep Bombardier for his hard work and dedication he made over the years to the members. His knowledge and expertise in the WSIB world is invaluable.

In November I attended the WSIB conference and came away with a bag full of tools to help in the job. I am becoming more familiar with the Latency period of Occupational Diseases and how some illnesses or diseases affect workers years later. I also know there is a whole network of advocates on the side of workers tirelessly fighting, sometimes sadly long after the worker has passed on.

I encourage all workers to fill out the Exposure Log in as much detail as possible and keep it in a safe place that your family knows where it is. If anyone needs one they can be found online on the Unifor Website or drop by the office and pick one up.

In closing I would like to wish everyone a Safe and Happy Holidays.

Please don't Drink, or Use Drugs and Drive!

In Solidarity,
Connie Wright
WSIB Rep, deHavilland unit



SEASON'S GREETINGS ALL

Eleanor Kutasy
Women's Advocate, DH

I would like to thank everyone for their support in electing me as your Woman's Advocate for deHavilland. I look forward to working with you and supplying the support or material you need.

I want to wish you all a Safe and Happy Holidays a very Merry Christmas and a safe and prosperous New Year.

In Solidarity and Sisterhood,
Eleanor Kutasy
Woman's Advocate, deHavilland unit





WHEN YOU ARE INJURED AT WORK

Steve Parker
WSIB Alternate, Bombardier

Sudden Injury – Gradual or Onset Pain – Occupational Illness

Any time you hurt yourself at work, mention your pain or injury immediately to a co-worker, or co-workers, and then see your supervisor or manager right away to report it. This establishes the injury occurred when doing assigned work duties under WSIB Policy 11-01-01. Seek First Aid at work from a Nurse, First Aid Attendant or Emergency Services and request a copy of any paperwork confirming your visit. This independently confirms that an injury occurred.

If you have to leave work for medical attention because of an injury, advise your employer and go to the Hospital Emergency, Medical Clinic or your family Doctor right away. Advise them the injury happened at work. Employers are required under section 38 of the Act to pay for your transportation to a hospital or physician within reasonable distance, or to your home if you need it on the day of the injury. When you leave work for medical attention because of the injury your employer is also required under section 24 of the WSI Act to pay you for the day.

Contact us in the Unit or Local 112 WSIB office for assistance as soon as possible and as close to the day or time of the injury. You will need to send in WSIB Form #6 to report your injury or a WSIB Incident Exposure Report form if you were exposed to a harmful substance. If you hurt yourself but do not lose time from work, this still protects you in the event of any future health issues. We keep WSIB forms here in the Union Office and are ready to assist you when filling out your paper work. We will fax it to WSIB on your behalf.

Keep copies of all documentation – medical visit forms from your employers First Aid Centre, WSIB Form #7 the Employers Report of Injury, which your employer must give you a copy of. WSIB Form #6 which is the Workers Report of Injury. WSIB Form #8 the Doctors Report of Injury as well as Hospital forms and any letters from your employer or WSIB. Keep copies of all additional forms you receive like prescriptions, medical test or physiotherapy referrals. Bring them to us and we'll ensure they are faxed to WSIB. You may have incurred medical expenses

prior to a claim being approved. We keep WSIB Expense forms here for you to fill out and mail into WSIB with original receipts as they must be MAILED with the expense forms.

The employer WILL call you at home to offer Accommodating Work with Modified Duties. Employers are required under section 41 (4) to do this. However, if you are “not medically able” your doctor must clearly state this and provide supporting medical information that is clinical evidence along with the diagnosis to WSIB supporting why. If you are going to stay off work because of your injury, your Doctor **MUST** establish the following: “Clinical Evidence on file must show that the inability to work is due to the work-related injury/disease. If the worker does not have clinical authorization to be off work, wage loss benefits or loss of earning benefits cannot be paid” (WSIB Policy 11-02-02).

This means once the employer has offered modified duties to accommodate an injury, a doctor’s note advising you to “stay off work for three days” probably will not be accepted by WSIB unless the doctor specifically states “you are totally disabled for the period of time due to medical reason X”. If medical information is missing WSIB will state: “does not have any objective medical to support the time off demonstrating that (name) was totally disabled and unable to work modified duties.” This is important to know as WSIB “may” not pay Loss of Earnings without objective medical after an employer makes an offer of modified work. Frequently Doctors fill out forms in haste and skip important information.

Upon your return to work, contact your Union WSIB Compensation Rep right away when meeting with the company so we can help in the process to ensure the employer’s accommodation is reasonable in your circumstances.

In Solidarity,
Steve Parker, WSIB Alternate, Bombardier unit



We at Cusco would like to wish all a Merry Christmas and happy New Year.

In Solidarity,
Mike Persaud
Plant Chair, Cusco unit





A CORNUCOPIA OF ACTIVITIES

Gerry Prescott
Guide/Recreation Chair

Dear Brothers and Sisters,
Recreation around the Local in 2019 was both enjoyable and successful.

Participation once again was very high and the results at the qualifying and National level were outstanding.

The year began with Local 112 bowlers bowling at the T.C.R.C qualifier in Brampton. Once again, our bowlers kicked butt.

The team captained by Ben Angeles finished 1st at the event.

Point of order, if it weren't for the number of bowling teams that Local 112 sends to this event there would not be a qualifier.

Our bowlers placed extremely well at Nationals held in St. Catharines as well. We had 5 teams in the top 7 of the events. Congrats to the team led by Dante Pedro as they finished 1st at the tournament.

Local 112s' annual fishing tournament was once again held at Denny's Dam in Southampton. Attendance was good as always. A special thank you goes out to Nick and Steve for stepping up and running the weekend in the absence of long-time tourney organizers Ernie and Roger.

Local 112 sent 2 teams to the Hockey Nationals in Brampton. I was told by one of the players not to mention the results this

year. Better luck next year 112.

May saw our local send 3 teams to the National Trap Shoot. By all accounts the teams captained by George, Joe and Tony had a great time. This is an open event to ALL members so you do not need a licence to participate.

144 golfers played in Local 112s' annual golf tourney held at Bradford Highlands. Congrats to Greg Santiago for capturing this year's trophy. Local 112 sent 5 teams to the National Golf Scramble in September. A special shout out to Amato's foursome for finishing 30th out 32 teams, great golfing "Albatross".

Our Indoor soccer team infused with some new blood, captured the National Championship in October. It's about time there Gordie and Dominic.

Unifor will be hosting the National Texas Hold 'Em tournament in December in Oakville. Keep your eyes on your Union boards to sign up.

In closing, I want to thank everyone who supported recreation in 112. Thank you to the committee and all the members who volunteered their time this past year.

*In Solidarity,
Gerry Prescott, Guide/Recreation Chair*

IT'S SIMPLE TO SHOW SUPPORT

Penny Ishii
Women's Advocate, Bombardier

I'm your newly elected Woman's Advocate and I would like to thank you for the opportunity! I will do my absolute best to represent the position and to help anyone in need at anytime.

I realize that no matter how hard we try to get up every morning with good intentions, there will always be conflict in and out of the workplace. The best thing we can do for each other is to strive to lift each other up every day and to always make sure we have each other's backs when life is good or bad! The more we maintain an attitude of respect for all, the easier it is to deal with issues and conflict.

As the Holiday Season approaches so does the stress of finances, relationships and everything life entails. With a

positive and happy demeanor there's nothing we can't conquer, both good and bad. A reminder that this time of year is about family and friends and spending time together. My wish for everyone is to take some time out with those that are important and close to our hearts and cherish every moment and memory.

Happy and Safe holidays to everyone.

*In Solidarity,
Penny Ishii
Women's Advocate, Bombardier unit*





CULTURE SHIFT

Brent Laus
DH Committeeperson, District 3



YOUNG WORKERS ROLL CALL

Greg McIlmoyle
Young Workers Committee

Brothers and Sisters...let me introduce myself. My name is Brent Laus. I am the elected committeeperson for district 3 at the newly formed De Havilland Aircraft of Canada. Additionally I was also elected to represent the membership on the bargaining committee.

Talk about a culture shift. This company is putting every effort to make the Dash 8/400 program as successful as it can be. With the announcement of the sales of up to 37 aircraft at the Dubai Airshow, this is a reality. It truly goes to show you when a company believes in what they are selling, and promotes the quality of the build what can actually happen, thanks to the skills and knowledge of our members. Moving forward this puts us in an excellent position for bargaining. We need to find out where we are going or are we staying once the land lease is up. These two issues are very important issues to the membership that need answers. I assure you once we have the answers it will be communicated right away to all members of our unit.

I am available anytime to talk and give you as much information I have so don't be shy, approach me anytime. Our beautiful Dash 8/400 was the talk of the show. With the switch over from Bombardier being accepted in the industry as a positive this is indeed great news for our members, the sky is the limit! Our new unit is getting settled in with the new way operations are done around here. I can safely say it's a refreshing change from the past.

IN SOLIDARITY MY BROTHERS AND SISTERS!!

Brent Laus
DH Committeeperson District 3

Dear Sisters and Brothers First, let me start by introducing myself. My name is Greg McIlmoyle and I am Chairperson of the Young Workers Committee 112. Although a relatively new employee of the deHavilland workforce, I am not new to the Union environment, you could go as far as saying that it is in my DNA.

As a whole, we are very excited with the resurgence of the Young Workers Committee. We currently have 10 members; Rullah, Daniel, Bhavesh, Matt, Josh, Shang, Harvey, Ernesto, Kenny and myself. For a period of time the Young Workers Committee seemed to not exist, for whatever reasons that may be, we are happy to announce that we are very much active and looking forward to engaging with our members, community and other committees. I encourage any young worker, 35 and under, who would like to learn more about how to get involved, to see myself or any one of our committee members who will be more than happy to point you in the direction you are looking for.

At our first Committee meeting, we were very fortunate to have Melinda Smith one of our locals Executive Board Members and Roxanne Dubois who works for Unifor National Office representing Young Workers take time and facilitate our first meeting. I can safely say everyone left that meeting feeling energized and engaged. Roxanne gave us some great ideas and examples and we cannot thank her enough for her insight.

Since then we have collectively been thinking of ways for us to get involved some way. With two companies working under one roof, in what has been nothing less than chaos, it is easy to see each other on opposite sides of the fence at time, when in reality we are all in this together. Granted, it may be for different companies, however one thing we all can share is the Sister and Brotherhood of our Union. The Young Workers have been in contact with other standing committees to see where we can lend a hand. On November 29th at our Union Hall there is a Memorial dinner for the women who lost their lives in the Montreal Massacre. Along with our Women's Committee the Young Workers will be volunteering at the dinner. What a great cause to support in our first order of business.

As Young Workers, a lot of the time we are brushed off and not taken seriously due to being born at a later date. We all agree that seniority matters. We also agree that this is our future as well and while we are the "Next Gen" we do not take this lightly. We look forward to continuing to educate ourselves, involve ourselves in our workplace and community so that we can ALL grow in this TOGETHER. So this, my sisters and brothers is a YOUNG WORKERS ROLL CALL.

In Solidarity,
Greg McIlmoyle,
Chair Young Workers Committee



Local 112 delegates attending the Workers Compensation conference. Great educational weekend!!!





CONVENTION 2019

Josh Pierrynowski
Trustee

From the New Union project of 2011 when the Canadian Auto Workers Union and the Communication, Energy and Paper Workers Union teamed up to bring something new to the Canadian labour movement to today, Unifor has become what is arguably one of the strongest voices for working people in our country. At this year's constitutional convention a message of success, solidarity and strength to battle current and future challenges was celebrated. During the week of August 19th to the 23rd, Quebec City was home to over 2000 delegates from all over Canada at the 2019 Unifor Convention themed, "Prêt à Tout, Jusqu'au Bout, Whatever it Takes". Among the highlights of the convention was an address to the delegation by then, Foreign Affairs Minister Chrystia Freeland, the adoption of a new bargaining program and the election of Lana Payne as Unifor Secretary-Treasurer.

Minister Freeland began her talk borrowing the convention's theme "Whatever it Takes" to describe the approach necessary to protect what she described as the "cherished ideals" of liberal democracy from the threat of the authoritarian challenge from the far right. She noted the importance of strong unions like Unifor who are vital to protecting the good jobs of the middle class and fending off the attacks by right wing populists. On the renegotiation of the North America Free Trade Agreement, Chrystia credited labour unions and the strong partnerships with labour leaders like Unifor's National President Jerry Dias and his team for her government's success at the table.

Collective bargaining is the core of the labour movement and presented by members of Unifor's research department was a new bargaining program titled "Stronger Together". The bargaining program measures trends in the labour market and overall economy and seeks to identify core bargaining issues. The

research is used to coordinate goals within sectors and applied in programs like pattern bargaining where key elements such as wages are mirrored in several agreements. Among the priorities is a focus on the decline of good jobs as more and more workers are faced with out-sourcing and the steadily increasing introduction of part time work in lieu of what used to be full time. On a positive note, it was reported that since 2016 a key achievement of the equity seeking component of the program was 375 active Women's Advocates across Canada. Way to go Sisters!

Named one of Canada's 23 Bold Women of Vision in 2014, Lana Payne has been a powerful and vocal leader in the six years since Unifor's founding. Lana is originally out of the FFAW/CAW and previously the Atlantic Regional Director of Unifor. She is now the first woman to be elected Secretary-Treasurer of Unifor. Lana brings with her many years of experience and dedicated activism and is an asset not only to Unifor but also, to the entire labour movement. Congratulations Lana!

As always, the convention was an invigorating experience and a great venue to listen to the challenges and workplace issues of other locals and share with them, some our own. A big thank you to my fellow delegates for a great week and a special shout out to Andrea Henry and Kenan Hamit, new members of Local 112 from the hospitality sector and first time delegates at Convention.

Wishing for all members of Local 112, a safe and enjoyable holiday season.

In Solidarity,
Josh Pierrynowski
Trustee

THE POWER SELF-CHECKOUT MACHINES HAVE



Self-checkout machines have tons of power to change society. Many people enjoy using it because it helps them do things for themselves, more efficiently, without having to interact with another human being. It can also be a good way to make lines move faster. However, despite its strengths it has several problems. As society focuses more on electronics, they start losing the ability to have real discussions and to interact and spend time with people around them. This is why having real human grocery workers in stores can be important because it is one of the remaining ways in which people would have the chance to interact with each other. At the same-time it can deprive future generations of the experience they need to get jobs as well as all the other positives of having a job.

As grocery clerks' positions may appear to have fewer requirements that many other jobs have, it is still a great job that many high schools and university students can get. However, with the increase use of self-checkout machines many of these store clerk jobs are getting replaced, making the job harder to get. This not only limits future generations of the ability to get the experience, but also of the developmental and monetary rewards as well. Is efficiency really worth depriving society of their basic needs to socialize and depriving future generations of jobs? I would argue no. *By: Amanda Yeo, daughter of Rhonda Yeo*





HOW TO PREVENT NOISE INDUCED HEARING LOSS

Jill Price

There is no cure for hearing loss, which makes hearing loss prevention even more important to practice every day. Sounds are considered harmful when they exceed 85 dB SPL, which is similar to the loudness of heavy traffic. Over time, exposing ourselves to loud noise can lead to hearing loss and tinnitus, which is a permanent ringing or buzzing in the ears.

Whether you work in a factory, or anywhere with excessive noise or loud machinery, try taking these steps to reduce your risks of

noise-induced hearing loss:

- 1. Use hearing protection**
- 2. Try to limit your exposure to loud noise. If you can, eliminate or reduce the source of the noise.**
- 3. Take 15-minute breaks from the noise source at regular intervals.**

When choosing hearing protection, some of your best options for regular use are cushioned earmuffs or custom-fit earplugs. These can be purchased at any HearingLife clinic.

Anyone exposed to loud noise should have a baseline hearing test and monitor their hearing annually. Even if you have not been exposed to loud noise, a baseline hearing test is recommended for all adults. A hearing test is painless, takes less than an hour and will reveal whether there is any real cause for concern. If you have any questions or concerns about your hearing, be sure to contact a professional. You can get connected to your nearest HearingLife location by dialing toll-free 1-844-327-6710.



ENDING VIOLENCE AGAINST WOMEN

For 30 years, Canadians have marked the day December 6th the Montreal Massacre, where 14 women at EcolÉ Polytechnique were separated from the men and killed because of their gender.

Heart breaking still, as we have yet to rectify the conditions that allowed this to happen. Women in Canada still suffer alarming rates of violence, especially women of Colour, and those of Indigenous heritage. The Women's Committee of L112 hosted a gathering that included members from L112, L673 and L1285. They also had the support of the Young Workers Committee who served up a wonderful supper, so from all in attendance, many heartfelt thanks.

Guest speaker Lana Payne, National Secretary-Treasurer talked about December 6th in how it changed our lives on a personal level but more importantly she talked about the gains women have made by taking the issue to conventions, the shop floor, legislature and our Collective Agreements.

Bonnie Johnston our Indigenous Guest Speaker talked about her personal journey in her mother's life of living in a Residential School, and the toll it takes on the person as well as the family and the greater community. She works tirelessly reconnecting with the elders maintaining and preserving cultural practices and the Indigenous ways of healing while helping to rebuild cultural pride and dignity.

At the end of the night new friends were made, and a great meal shared.

The National's Social Justice Fund donated \$2000 to the Anduhyaun Shelter as well as the proceeds from the 50/50 raffle and TV draw. As a board member and a fundraiser for this group, I can tell you that these funds will go far in helping these women and children in crisis.

For this worthy cause, and Creator, please bless us all.
Judy Malcom





Bombardier / De Havilland / Compass Bombardier
UNITS

POST: NOVEMBER 15, 2019
REMOVE: NOVEMBER 29, 2019



Poppy Day Plant Gate Collection UPDATE

On behalf of Local 112, 673 and the
Royal Canadian Legion—Wilson Branch 527
a big **“THANK YOU”** to all of you who contributed to the
Poppy Day Plant Gate Collection on
Friday, November 8, 2019

Total collected	2,724.80
Locals 112 & 673 top-up	275.20
Grand Total	3,000.00



Your generosity is very much appreciated.



IN SOLIDARITY

Unifor Local 673:

Maryellen McLmoyle, President
Vito Furlano, Bombardier Plant Chairperson
Nuno Pinto, de Havilland Plant Chairperson

Unifor Local 112:

Scott McLmoyle, President
Jeff Woods, Bombardier Plant Chairperson
Merv Gray, de Havilland Plant Chairperson
Hopeton Hewitt, Compass Bombardier



STOPFORDCUTS.CA

Unifor launches new Ontario wide campaign to stop Doug Ford's cuts

For months, Doug Ford has hid from public and media scrutiny after he announced a near-record setting summer break of 144 days coinciding with the federal election campaign. The legislature returned on October 28 when one of the first legislative priorities will be Bill 124, the Protecting a Sustainable Public Sector for Future Generations Act. The legislation seeks to impose a three-year cap on wages and compensation for both unionized and non-unionized workers in the public sector. In order to fight the legislation and remind members and the public of the legislative context with Ford's massive cuts to funding for services, Unifor felt compelled to launch a campaign to stop Ford's cuts.

This new Ontario-wide campaign reminds Ontarians of the litany of cuts introduced by Ford's conservative government at stopfordcuts.ca. There were so many that many may have lost track and not been able to keep up.

On health care, Doug Ford plans to radically restructure and even privatize some elements of Ontario's health care system that will take tens millions of dollars away from the system today, and billions more through plans to close and amalgamate dozens of health agencies in to one super-agency, Health Ontario.

On municipal funding, Ford's conservatives have moved to cut funding of cost-shared programs for public health and childcare services. These cuts vary city-to-city, but overall, depending on how the cuts are meted out, vaccination, at-risk youth programs, water safety, and other city services will be reduced or possibly eliminated. Municipal daycare spaces will also be reduced or become more expensive for new families as well.

On education, the planned expansion of college campuses in Milton, Markham, and

Brampton were cancelled. The plans would have created room for 8,000 new student spaces. The government also plans to cut primary and secondary school funding meaning larger classroom sizes and possibly as many as 10,000 fewer teaching positions according to a report by The Toronto Star.

On autism programs, and perhaps most egregiously, children were left to suffer for months while the government attempted to cut funding leading to children going undiagnosed, treatment and therapy was interrupted, and support centres laid off staff in anticipation of the planned cuts. On municipalities

It's difficult to take stock of all of the dramatic cuts to funding for services Ontario's most vulnerable families use the most. What will be more difficult, but just as necessary, will be fighting them. Especially since the Doug Ford government also plans to continue its attacks on hard-working Ontarians. He's already made it easier for employers to violate health and safety laws resulting in more workplace injuries and deaths via Bill 47, which alters standing Bill 148, The Better Workplaces and Better Jobs Act. But the downward pressure on wages from Bill 124 will bring and the fact that it will be one of the top legislative priorities when the Ford government returns in late October means we have to take action now. Bill 124 will directly interfere and infringe on the rights to free collective bargaining of at least 16,000 Unifor members across Ontario.

We have to stop Ford's cuts to our social safety net and stop his plans to violate the rights of our members across. Don't delay. Visit STOPFORDCUTS.CA today.

*Scott McILmoyle,
President, Unifor Local 112
Unifor Ontario Regional Chairperson*