

AIRCRAFTER



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Local 112

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Bombardier • Brinks • CUSCO • Hewitt • MacDonald Dettwiler • Northstar Aerospace • Toromont • UTIL • Vitafoam • Woodbridge Foam



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WELCOME TO 2016

Hugh Lynar, Editor

Here we are again and what to say? After a pretty raucous 2015, and 2016 looking not much better I gave a good deal of thought about whom to take to task as they are legion, and they do provide such fodder, to simply setting up what will follow, article wise, in this January publication. The conclusion is that while fate and I have some serious ground to cover at this point regarding what masquerades as its version of humour, in this instance I will light a candle, as opposed to metaphorically cursing the darkness.....

Sherlock Holmes and Dr. Watson decide to go on a camping trip. After dinner and a bottle of wine, they lay down for the night, and go to sleep.

Some hours later, Holmes awoke and nudged his faithful friend.

“Watson, look up at the sky and tell me what you see.”

Watson replied, “I see millions of stars.”

“What does that tell you?”

Watson pondered for a minute.

“Astronomically, it tells me that there are millions of galaxies and potentially billions of planets.”

“Astrologically, I observe that Saturn is in Leo.”

“Horologically, I deduce that the time is approximately a quarter past three.”

“Theologically, I can see that God is all powerful and that we are small and insignificant.”

“Meteorologically, I suspect that we will have a beautiful day tomorrow.” “What does it tell you, Holmes?”

Holmes was silent for a minute, then spoke: “Watson, you idiot. Someone has stolen our tent!” [Ⓐ]





MESSAGE FROM THE PRESIDENT

Scott McIlmoyle, Local 112 President

2015 started with negotiations in January and concluded with the last round in November. The year encapsulated a full slate featuring 7 sets of bargaining. The second half of the year ended with 3 sets of successful bargaining since our last edition of the *Aircrafter* in September. Toromont Orenda Rd, Cusco fabricators and Vita Foam.

Retirees

On December 10th the local held its annual Christmas luncheon with another great turnout of 600 plus retirees and spouses. With a good 225 members taking the tour of their old stomping grounds of deHavilland for a little morning visit to see some friends from the past and the changes from the structure they have helped to build. It was a pleasure to see and speak with so many retirees from across all the workplaces we represent.

Vitafoam

With a tough set of negotiations and the unwavering support of the membership during our negotiations in Oct/Nov, now normally work life tends to settle down in the plant, however it doesn't seem to be the case here, with Vita Canada buying other foam plants and work being shifted to and from. The union leadership will be having a meeting with the senior management on future plans, work commitment and there future plans for 150 Tora Road.

Brinks Barrie

I would like to congratulate Brad Kean for being acclaimed as plant chair for another term. Wendy Cassell has decided to step up again and is the steward within the branch. We are also booking a time for a unit meeting as well as a labour management meeting to raise our members concerns. Currently Brad will sit as the Health and Safety rep, but we still need 2 members to be our branch reps for this term.

Brinks Toronto

Elections were held in fall and I would like to congratulate Brett Allen, the newly elected plant chairperson. To those returning as well as the new stewards and health and safety officers. We have had a leadership meeting at the hall and are working on scheduling a unit meeting and a labour management as this goes into print. I would like to thank the reps who've have served and chose to do so again, those that stepped aside, and a heartfelt thanks to those who are just beginning their time.

North Star Aerospace

There are no doubt lots to say about the company/union relationship and its direction during 2015 in the plant, but some words are not allowed to be printed. I can say that since we agreed to work with the company in mid-2014 and solidifying future work and ratifying a collective agreement in the process, there's been something of a change leaning towards the negative in how we work together and in our attempts to move forwards. There are a few major issues that we will be addressing through our grievance process up to, and including arbitration.

Toromont-Orenda Rd

This was a very interesting set of negotiations that took place. I need to thank all the members that came out during this process for our numerous meetings and voiced their concerns. I feel we made some solid gains to address the major issues and how the membership decided to handle these.

I would like to thank Melrose and Terry for their hard work and dedication during this round of negotiations as they have decided that this will be their last round of bargaining.

Util

As we head into 2016 we are preparing for in plant elections, which will be followed by a renewal of the collective agreement that expires on May 18, 2016. This workplace is busy with lots of work and some big issues that need to be addressed prior to the start of bargaining. In the last *Aircrafter* I wrote about Brother Sarva who passed away at work. The Ministry Of Labour and WSIB have deemed this a workplace fatality. I want to commend our financial secretary Brad McConnell in going above and beyond to help the Sarva's widow and daughter with WSIB and the process involved. We still await the Ministry of Labour report so the Health and Safety committee can make recommendations to ensure this type of accident is prevented in the future.

Bombardier

With all the events that have happened since ratifying our collective agreement in late June we could write a short novel on deHavilland. Let me first start by wishing all those members that have moved onto retirement the best wishes from our executive board, and we want to see you out at our retiree's monthly meetings, and ensure you stay involved. You're part of our history and you helped to shape our future.

Every day Bombardier is in the papers for one reason or another. Planes or trains often in conjuncture with the word 'late'. With competitor's bad mouthing us and our products, speculation of the C-series and Global 7/8000 schedules and deliveries..... Let's remember that it's our knowledge and muscles that get this aircraft in the air. I remember walking in deHavilland on May 6, 1985 my first day. The plastic shop manager walked 3 of us to bay 6. I was in total astonishment of the

Continued on page 4



FINANCIAL REPORT

Brad McConnell, Local 112 Financial Secretary

Events and Developments

How time flies. The last year was very busy at the local since the last *Aircrafter* was printed.

There was a WSIB Conference in Port Elgin where eight of our members from various units participated in an understanding on how the corporations manipulate the injured worker's statements in their submissions to WSIB. This leads to the denial of what otherwise would be an accepted WSIB claim. As workers, we need to understand this when we are injured at work and that after reporting your injury immediately to your supervisor *and* receiving any immediate healthcare required that you talk to your WSIB Representative or Plant Chairman to get advice on proceeding with a claim. **DON'T DELAY**

We attended the Ontario Regional Council in December as well we also sent our full delegation to the Ontario Federation of Labour conference in Toronto. It was here we elected Brother Chris Buckley, former Unifor Local 222 President, as the

new President of the OFL. Thanks to all that attended and helped make this happen. I know Chris will excel in his new position.

November 28th was the Christmas Dance at the hall. It turned out to be a great event. The hall was packed with over a hundred people for dinner, dancing and Christmas cheer. The hall was beautifully decorated with balloons and even snowflakes hanging from the ceiling. We had members there from most of our units. Thank you to Clunis Babington, Melrose Cornwall, Mark Grix, Bob Newby, Angela Bresolin, Venn Bootan, Scott McIlmoyle and Hugh Lynar who came out to take pictures.

The Retirees Christmas Lunch, held this year on the 10th of December, had over *six hundred* retirees in attendance. It was a great day with many of the retirees visiting Bombardier as well. Thanks go out to Gord McAlpine for making the necessary arrangements in the plant. On behalf of all active members I would like to express our appreciation to the retirees for paving the way.

The financial side of things have been busy as well. We made several changes throughout last year at the hall. We no longer have our previous communication company. We have taken back the responsibility of the phones, IT service and the website. The website is now updated internally. Please feel free to visit the website regularly to stay updated on events around the local. www.unifor112.ca

The financial position of the local remained constant throughout 2015. However, in the last half of 2015 membership dues were down considerably. There were a total of 123 retirements since June. This along with layoffs at Bombardier will substantially impact our finances in the year ahead. I will be updating the Executive Board and the membership of the impact over the next six weeks.

Our goal is to continue to build activism within the union. Education, activities and Union functions will remain a priority in the upcoming year. As always, the General Membership Meeting is the last Tuesday of the month. See you there. **A**

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aircraft as I passed them on my way... As we walked under the Buffalo wing in bay 5 and thought to myself, how do they get this in the air? I realized not long after that it's you, the members, that make sure we build the best aircraft in the world!!

Senior management in Montreal have approached the Federal Liberal government for a loan, similar to the Quebec deal. This is a commonplace occurrence in every country around the world that has an aircraft manufacturing base on its soil. This has happened in Canada before, and no doubt will

occur again at some point. Ideally a standard policy can be set in place to streamline this process

I was speaking to many members in early January within the plant and they wonder why, with a great deal of frustration, that upper management has decided to lay-off "hands on" workers and keep the many management bean counters. I along with your in-plant committee see and voice ours and your frustration to senior management about laying-off of local 112 workers then turning around and bring them back as a contractor. This, you should

know, in no way reflects in a negative way upon the worker. But rumour persists that they're now taking on bargaining unit work, and this will not be tolerated. So if you see such activity, remain calm and utilize the processes in place to rectify same.

Kill A Worker!

The Ontario Federation of Labour started a campaign 5 years ago pushing the courts to charge supervisors, managers and senior management that make a decision which in turn impacts a worker and that worker is killed on the job. Now due to a recent case is



Joel MacDonald,
Toromont Concord
Plant Chair



OPTIMISTIC FOR TOMMORROW

Melrose Cornwall,
Toromont Orenda
Plant Chair

Well another year has come and gone and what an exciting year it has been. We started off 2015 with the company introducing a new picking policy in our warehouse, which made disciplines rise, including, shamefully, the termination of a 43yr employee who was on the retirement transition program. Also implemented was an attendance policy, which still seems to be the leading cause of disciplines within our Concord Facility.

On a better note, in June of this year we ratified a new 3-year deal, securing our wages, benefits, and job security. I'd like to thank, Scott McIlmoyle, Gary Beck, Roger Sanichar, Dustin Philp, Derek Galt, and Steve Roberts for a great job making this deal happen. For our new members of the bargaining committee they really got to see what Toromont is really like. I'd also like to thank and acknowledge all my elected Reps Abdool Azeez, Roger Sanichar, Dustin Philp, Derek Galt, Corey Bayford, Paul Alfano, Steve Roberts, Colin Seaman, Alana Hope, and Kazim Ali for doing a great job this year dealing with Health and Safety concerns as well as issues on the floor....GREAT JOB!

Business seems to be doing very well in both Concord, and Reman facilities, adding 24 new members since July, and more to come in the New Year. So as I conclude my article, I hope each and everyone of you had a wonderful 2015, and a safe and healthy 2016. ⓐ

2015 has been quite an eventful year, one in which we reached a new collective Agreement with our company. While it should be noted that our members turned down the first offer, we have made gains with wages and benefits, all the while strengthening the existing language.

It was also the year in which Canadians resoundingly rejected Harpers notion of divisive tactics while overwhelmingly electing Justin Trudeau as our new Prime Minister. These are reasons to be optimistic on the prospect of a better tomorrow.

Our company has had a good year in 2015 and all indicators are pointing to a stronger 2016.

I truly hope that everyone has enjoyed that well deserved time off, and are looking forward to a wonderful year. With that said I want to wish each and every one of you a Happy New Year.

A special thanks to all my members at Toromont Power Systems for their continuous support over the years, you have lifted me up every time I fall, I am truly humbled. ⓐ

that those responsible will find themselves on their way to jail. On Monday January 11, 2016 the supervisor in charge on a rebuild construction site in Etobicoke only had 2 safety harnesses and had 6 workers on the platforms a frightening 13 story's up. This was in December of 2009. The cables snapped and 3 workers fell to their death and one has serious life altering physical limitations at the age of just 22, the 2 with safety straps, while unharmed, physically....

We must ensure as workers that we ask for our proper safety equipment at all

times. If you're unsure refuse unsafe work, and please use all safety equipment supplied.

Syrian Refugees

Unifor national union has sponsored 5 families from its Social Justice fund to help with settling them within the GTA area. Local 112 is part of the some 75 volunteers from across the many GTA Unifor locals helping with this major under taking. We have had a few meetings with all the volunteers at our hall to get organized and ensure that each volunteer group is ready to help with such as finding affordable liv-

ing, schooling, English classes, grocery shopping, getting kids into social programs etc. Our local will be organizing the setup of 5 apartments and everything that comes in it.

There will be some postings coming soon with a request for all donations being dropped off at the hall. Items required will be furniture, kitchen supplies, bedroom items, clothing, just about everything that a family needs to help with a hand up to get started in Canada. If you are interested in helping out please contact myself at the hall. ⓐ



BRIGHTER SKIES

Dwight Brown,
Hewitt Plant Chair

2015 was quite a challenging year for the membership at Hewitt. February brought in contract negotiations that would eventually lead to a newly ratified 3-year agreement. Soon after that a change in management, and the associated upheaval due to alterations being made, began.

As summer approached we had a couple of retirements to celebrate and ‘vacation season’ started to lighten the mood a little. Through the second half of the year some progress was made in rebuilding both the business as well as the morale of the staff, but for every two steps forward there was an occasional step back. Hopefully with the start of 2016 the restructuring and realigning of our division has been finished and brighter skies are ahead.

Our membership had more serious injuries in 2015 than we have had for many years and although the people affected may be back to work, my best wishes go out to everyone that is struggling to recover from injury or illness. We have added some new faces to our group of technicians and are still looking for more skilled tradespeople to fill empty spaces. This will absolutely help with not only the current workload but also the company’s plans for the future.

2015 saw a federal election and Canada’s new Liberal government under Justin Trudeau brings fresh ideas and a renewed enthusiasm to federal politics that the entire world has noticed. I’m sure that the world stage will be dominated by the U.S. and their election of a new president in 2016. That will affect economies around the world and hopefully the Canadian economy can benefit from that as well as a lower than par dollar to help attract business and good quality high wage jobs.

In closing I would like to congratulate all of the units that ratified new agreements in 2015, it is a testament to the quality of leadership that our local possess on every level that so many different bargaining committees can work simultaneously from a Union hall with only 3 full time people. President Scott McIlmoyle, Financial Secretary Brad McConnell, and Administrative Assistant Dayanna Micieli all had a large role to play in the success each unit had in gaining new contracts. Thanks to you all. ⓐ



REFLECTIONS ON 2015

Graham Davies,
Northstar Plant Chair

As we started the year in 2015 our membership levels were the highest we’ve seen in Milton since the seventy original members came over from Spar in the 1993 acquisition. The layoffs in November have now brought our numbers down below one hundred and sixty. On the brighter side it was nice to see the last four of the seventeen brothers and sisters who accepted the voluntary separation package finally go off and start to enjoy their well deserved retirements in December.

We’ve filed over sixty grievances last year and I hear the frustration of those who are still waiting to have their grievances heard. Your union committee is intent on getting the company to catch up on the backlog and work on getting future grievances dealt with in a timelier manner. It looks like we are going to be seeking more arbitration dates in trying to get some of the issues resolved. I also hear the frustration of members having to work longer hours and the challenges around the shift schedule times as a result of the changeover to the ten hour shift rotations. We have been approached by many members to look at other alternatives to these shifts. If we can come up with something that both parties can agree to we will call a special membership meeting and discuss these options.

There is continued concern about future workload as we await a decision from Boeing on a long term agreement for the Block III program. We’re told that any commitment could happen on or before the April time frame. Northstar is also actively looking for new work for the facility possible from Rolls Royce and GE.

I once again had the privilege of attending our local Union’s retiree’s Christmas luncheon in December. With the weather cooperating this year we had one of our best turnouts ever as more than six hundred retirees we’re in attendance, including sixteen retirees from Northstar by far the most of any year at this celebration from our unit. While a few have been enjoying retirement for over fifteen years you would never know it from their youthful enthusiasm. It’s always a pleasure to catch up and hear the stories from the past and pass along best wishes from those retiree’s many of us had the opportunity to work along side over the years.

I’m very optimistic that 2016 will be a prosperous year for all of us at the Milton facility. ⓐ



WE ARE A GLOBAL COMPETITOR

Dennis Borden,
MDA Plant Chair

Welcome to 2016. Having departed for a well-deserved break over the Christmas holidays I knew there would be challenges awaiting the local upon our return. The forecast for work here at MDA has reached levels not seen for many years and in turn has resulted in the need for some new hires. Good news, but again not without its own challenges. The need for skilled workers in the aerospace industry versus the supply needs to be addressed by governments of all stripes if we are going to be a global competitor.

The approach of industry in general that anybody can perform this type of work is outdated. There have been steps taken to meet the demand for skilled workers, all be it too late and for the near future aerospace manufacturers will struggle to fill those positions. Unifor has been one of Canada's strongest supporters of skills development and will continue the push going forward.

The recent and ongoing announcement of layoffs at Bombardier is troubling news for all Unifor members not only at the sites affected, but also to all of the aerospace manufacturers in Canada. We know that as Canadians we can compete in the global market. The challenges that Bombardier faces at this time are not the result of poor workmanship by our members or the cost of labor, rather the blame should fall on the management for their inability to do the jobs for which they were hired to do.

Lead, follow or get out of the way for someone who can!
All the best for 2016 



YOUR CONTINUED SUPPORT

Ahamad Nabi,
Vitafoam Unit
Plant Chair

As we enter 2016, I would like to start off by wishing everyone a Happy New Year and may 2016 bring you all good health and prosperity to you and your family.

The second half of 2015 was a busy time for the members at Vitafoam, as the members and your bargaining committee prepped for a tough round of negotiations. As you know our collective agreement was set to expire in November, so our bargaining commenced in late October and we reached a tentative agreement by early November.

I would like to thank the entire membership for their continued support during this process, for without you none of this can occur, from our early proposal meeting all the way up to the ratification meeting.

On the plus side within the plant the workload seems like it will keep us busy during the next few months. We currently have 2 outstanding discharge grievances that we will be looking to resolve or, should the need arise, move to the next step with the company.

I would like to congratulate Danny Silveira for being elected as the night shift shop steward. I would like to also thank the bargaining committee of Benson Wang and Fanus Mehertab for their commitment and dedication during the bargaining process, as well as the invaluable help provided by both Dawn Cartwright from the National and Scott McIlmoyle President Local 112. 



As you know every quarter or so we have a food drive for the North York Food Bank, and as you know we do provide much needed help. This year we raised in excess of 600lbs, but if you knew just a bit more about this much needed service, it might help put into perspective what it all means.

Now while Ryan Noble and his team face a rather daunting task on a day to day basis, they're working very hard at working themselves out of a job, and they keep remarkably high spirits in the face of adversity, a very remarkable feat, accomplished in large part by knowing that they're helping those that need help.

But here's what their up against:

- They have seen a 45% increase in demand since the recession of '08
- The average user has about \$4.91 per day available to them after rent and utilities. Think about that, it's just a cup of coffee and a one way TTC ride
- 40% of food bank users are under 12 years of age.
- They provide a 3 day supply to users twice a month, which is used to bridge thru, it is not flat out supply.
- They've seen an increase in users while experiencing a decrease in demand from downtown, this is simply migration of a problem due to rising cost of housing, not a lessening need.
- They supply 47 agencies in a catchment area that runs from Victoria Park in the east to Kipling in the West and from Steeles in the north to Eglinton in the south. Within



these boarders are 2 of the poorest communities in the GTA.

- They see an average of 13,000 clients a month, or 2.2 million users a year
- Of the average user, approximately 2/3's are food bank users for about one year.
- A fair number of users volunteer at the food bank to give back, and many who've been helped have been donors after they've gotten back on their feet.
- To say beyond a shadow of a doubt there are those using the food bank who're injured workers and other similar type cases, but actual figures are not available.
- Increasing Hydro rates are placing additional pressure on an overly taxed system.

However if there's a couple of things to take away from this is they've begun to see an increase in corporations stepping up and sending volunteers to help, and to be blunt? Cash is king, and here's why. If you look at the ability of the Food Bank to respond to need where they're short of something or sudden demand, they're able to negotiate deals and they can turn your \$1.00 donation



into about \$1.50 worth of food, and they're far more nimble and responsive to sudden unforeseen pressure. Also cash is the far more environmentally friendly option, think it thru, all the excess movement from you driving to the store, driving the donation to the food bank, or place of work, then having them needing it delivered, or having to pick it up. Or you can cut out the middleman, and let Ryan and his team of experts handle the needs they know far too well. (A)

**In Solidarity
Hugh Lynar
Editor, Aircrafter**

toy drive



To go from this

to all of this

Requires some hard work, some compassion and a deep desire to make someone else's Christmas a little better.

Local 112 and 673 ran both food drives and toy drives at various units. We would like to thank everyone who contributed either financially or by dropping off items at Costco, which ran a food drive, or Bombardier, Toromont, both Concord and Orenda, Brinks Toronto, and Hewitt, which all ran toy drives. When you hit in excess of \$10,000 we all did something very magical indeed, however a special thanks needs to be going out to Brothers Joe Rudnick and Brad McConnell who seem to know where Santa's secret workshop is located, and persuaded the Jolly old elf, and a local toy supplier, into a large part of the generosity you see here. ^(A)

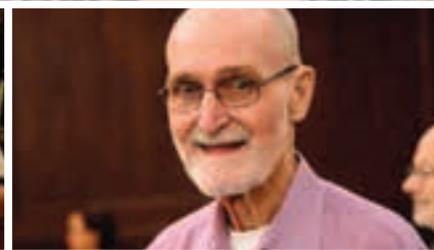


RETIREES LUNCH 2016

To all the wonderful Retirees.... I'm standing atop the pinnacle of years of success, truly upon the shoulders of giants and I can look to the faces of all of those that fought the good fight and be forever grateful to their indefatigable desire to simply insure fairness for all.

From the 3200 active members of Local 112, Thank you. ①







WHAT YOU SHOULD KNOW

Joe Rudnick, Health and Safety Rep., Bombardier

Even though the year is under way, I'd like to take this opportunity to wish everyone a Safe and Happy New Year. As always, I want you to feel free to contact me regarding your health and safety concerns. I can be reached at extension 33726.

I'd like to inform you that Securo-Vision is our new safety glass provider. Securo-vision has a larger variety and better quality glasses. This has been a long time in coming.

Nothing has changed in the collective agreement with regards to your safety glasses allowance. You are still entitled to prescription safety glasses every two years as per the collective agreement. If your glasses get damaged or broken, you are still entitled to a new pair.

The form that we use has changed. In order to get a new form, either see myself or the Manager of Health and Safety. These forms cannot be photocopied as they are serialized. They will still require a signature from your line manager as in the past.

If you need to replace your glasses due to damage or because your prescription has changed before the two year period is up, you will need to have the form signed by the Manager of Health and Safety in addition to your Line Manager.

If you wish to have any extra feature such as anti-reflective coatings, it would be at an additional cost to you.

In the very near future, you will be able to view your eligibility on line, find a list of Securo-Vision locations and print the form.

All of the Union Reps have been walked through the new form and understand how this process works. However, if there are any issues, please give me a call.

Also, I'd like to mention that if you have an accident or get hurt on the job, please remember to report it to your Union WSIB Rep. This way he can walk you through the process and make sure that you don't miss out on anything that you are entitled to.

We all must remember that in Ontario we have the right to refuse unsafe work. When you advise your Supervisor that you are refusing unsafe work, they must contact me.

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

STRENGTH IN ADVERSITY

John Turner, Woodbridge Foam Plant Chair

First off I would like to take this opportunity to wish all the members and retirees of Local 112 a very Happy and prosperous New Year!

2015, was a very busy year for us full of challenges and hard fought battles and some good times. From signing a new collective agreement at Woodbridge Foam to the bowling, golf tournaments our annual picnic, Labour Day parade, the Christmas dance and the retirees lunch.

Last May at Woodbridge Foam we entered into a very tough round of negotiations that started with a demand of concessions from the company. After having 4 concession laden collective agreements over the last 9 years I'm very happy to report that didn't happen!!! When all was said and done there were zero concessions and we made significant improvements in wages, benefits, time off work, language and health and safety. None of this could have been done if it weren't for the strength of the bargaining committee who never once wavered in the face of adversity and the strength of the membership of Woodbridge Foam. I can't put into words how proud I am of each and every one of you and the courage you showed and demonstrated. When you took to the street you sent a strong message, a message of strength, solidarity and that enough was enough. We need to build on this, and with this new contract we can and with the message that was sent by you the membership, we will.

There are a lot of events that happen throughout the year within our local union. I'm very proud to say that the Brothers and Sisters from Woodbridge Foam are getting very involved. These events are both fun as well as family friendly. I would like to thank everyone who participated in our picnic last summer, the Labour Day parade, and the members who came out and had a awesome time at our Christmas dance last year. All of these events were well represented by Woodbridge members. Just so you know these events are available to all of our membership and if you missed out or wasn't sure about attending one of these events I would encourage you to talk to others who attended as fun was had by all.

I would like to thank the retirees of Woodbridge Foam who came to the Christmas luncheon in December it was an honour for me to meet all of you. I want to thank you for all the sacrifices that you made in making our workplace better and I really enjoyed seeing you and hearing the old stories from within our plant and look forward to hearing more.

In closing I would like to remind you that strength comes from within. When we stand together as one in solidarity we are strong.

Best Wishes to all in 2016 ^(A)



CHRISTMAS AT THE HALL

Mark Grix, Trustee

Happy New Year Brothers and Sisters. With another year in the local's history books let's hope 2016 is better. Looking back we had a great year with all our local functions including the Picnic at Bruce's Mill Conservation Area which had lots of great prizes with approximately 600 people in attendance.

The Labor Day parade was a huge success with about 100 in attendance and a fabulous BBQ dinner back at the union hall.

The Christmas Dance at our union hall also was a great success having 100 in attendance with great food and a good time was had by all. I would like to thank Scotty, Brad and of course Dayanna, as well as all the various committees' for the great work they have done throughout the year. 🎅



SPACE FOR RANT

I had an epiphany recently which is a noun describing a sudden and profound understanding of something and as in most of these cases it was a rather odd bit of seemingly unrelated news that finally triggered it. And as with all these things you're never quite the same after.

In my case it was earplugs, yes those ubiquitous little yellow or green plugs we see every minute of every day we work here. Yes those, but it wasn't them in and of itself, but rather a sequence of events culminating in said revelation.

It starts, oddly enough, at one of those all employee meetings. This one unfortunately requires the opening discussion of what has to be viewed as 'dire consequences' wherein they're discussing the off load of major components, the reason, as always, is to remain competitive and regain market share. I get that, I really do. I want to be the manufacturer of choice, after all our entire product line is flat out superior in every way, hands down. And we used to be number one, and we can be again but...well...we have...ah... issues....

A chart is shown that indicates the time line of rising costs within the system. Common enough no? But the key issue here is around the beginning of said increase was also the time they insisted that more managers, more supervisors, more OUM's were needed and this is how all great companies work.

So mathematically it's simple, more NVA's equals increased cost.

In the meantime those of us actually making the product have been getting pared down on a regular basis just so's you know.

Then as the time line progressed another spike occurs, right around the time a plethora of fresh faced, just out of college, don't know the pointy end of an aircraft goes up first bureaucrats began to arrive. Seems we needed them too, can't for the life of me tell you why, yet, but there it is.

More math time folks: Even more NVA's, meaning non value added, equals another increase in cost.

In the meantime those of us actually making the product have been getting pared down on a regular basis. Just so's you know.

So on the way back from said meeting I walked past one of the overly abundant visibility boards jammed hither and yon throughout the plant, and on it was a scorecard, a 'parking ticket' if you will, indicating a failure condition of said board. A closer look then revealed there were two more 'parking tickets' issued, with the 'Fail' box ticked off in large red marker. I guess asking questions when the first went 'unpaid' and noticing zero updates had occurred as it were, simply wasn't on the radar. Shocking I know, but again, there it is. On the plus side I know what some of the NVA's do now..... and it's nothing +%@!/& useful.

In the meantime those of us actually making the product have been getting pared down on a regular basis. Just so's you know.

So back to the earplugs, where this all truly clicked into place. You see at a morning start up meeting where we get called on for every slip regarding safety we make, there's a section they call 'Observations' which is where some NVA arbitrarily decides that a given observation, is in their opinion, not right. Not that anything HAS oc-

curred, just that it might. And to let you know it has been observed that the observer is very selective in their observations.

Translation: We, the hilariously nicknamed 'plant life' are the only ones that get noted for said transgressions.

But I digress, it was announced that it had been observed that a worker was wearing their earplugs incorrectly. Yes earplugs, no really earplugs...incorrectly.....Seriously? How the %\$#@ would you know? Just how close did you get during your examination? How did you test your pet theory? Was the worker holding their hands over their ears indicating an issue? Did they request you keep it down with your plaintive bleating? Seriously can you illuminate me here, inquiring minds want to know.

In the meantime those of us actually making the product have been getting pared down on a regular basis. Just so's you know.

So now they want to off load even more than just fabrication, because for the life of them they can't seem to see where the real issues are, or they don't want to, as it doesn't fit their version of the facts....

In the meantime those of us actually making the product have been getting pared down on a regular basis. Just so's you know.

Rome is indeed burning Nero, and in spite of our best efforts to dissuade you from foolish actions, you refuse to return the fiddle to its case and attend the real matters of state. If you say we need to cut costs I can show you a myriad of places you can actually do this, that is if you really mean what you say..... Ⓐ

COP21 PARIS

John Curran, Environment Committee

Whether you believe that global warming is happening or not there was a little meeting that happened in Paris last December. World leaders got together to hammer out a plan that is so important some of the smartest scientists have been warning catastrophic disasters will change the face of the planet.

Let's take NASA for instance, it's an eye in the sky watching ice fields disappear and reporting data back to governments so that decisions can be made on the state of the planet and what to do about it.

NASA's core mission statement since 1958 has been to explore space and the earth's environment to help make it a better place for mankind. NASA's budget for earth science programs has increased 41% from 2009-2016. Sen Ted Cruz, a Republican from Texas, who has gone on record as saying he doesn't believe in global warming is now in charge of NASA and wants to refocus NASA to more future space exploration and manned missions to mars. This doesn't look to good for earth science programs.

COP21 Paris climate conference

Let's try to explain COP21. You can think of it as a dinner party for 25000 people and some of them don't get along that well, and they have to save the world from total climate disaster, but will it really work. To start let's look back at the last 25 years of negotiations. Back in 1992 in Rio de Janeiro the UN created a treaty to stabilize greenhouse gas emissions (GHG) so it wouldn't mess with the climate. But the treaty mostly just said that countries should figure out how to accomplish that goal using future treaties. The Kyoto Protocol of 1997 required industrialized countries to cut their



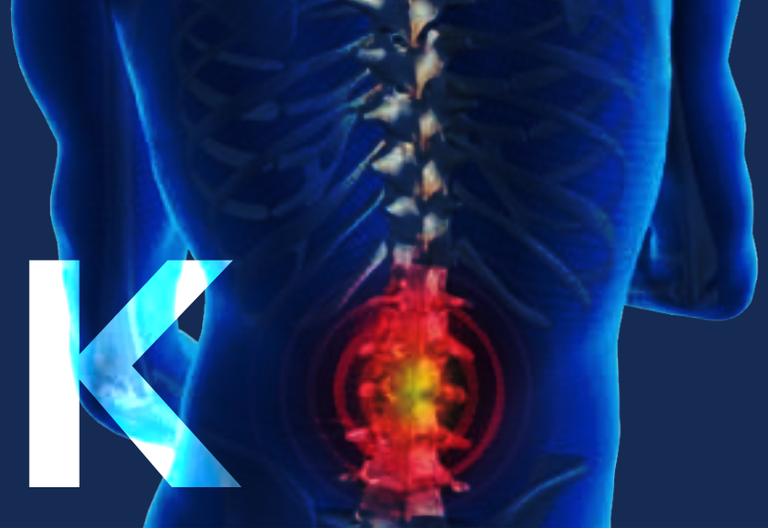
GHG a little, but developing countries like China and India were not required to curb emissions at all, the U.S. didn't ratify the treaty. So that didn't really work. In Copenhagen after 12 years of negotiations dragging on the big dinner party that was supposed to result in a planet saving deal actually went pretty badly. In Lima 2014 the diplomats agreed on a new approach, to let a country decide for itself how it will fight climate change and commit itself to it. The countries specific pledges are called Intended Nationally Determined Contributions or INDCs. But how can we hold countries accountable to those pledges and what goes into them? There are a bunch of different options on the menu and the prices vary dramatically. So let's say that India leans over to the US and says "I have 300 million people without electricity so I think I'm going to stick with a bunch of the cheap coal" and the US hypocritically says "No way India you've got to try the green energy its phenomenal" and India says "No I really think I want the coal you used to love it I'm going to stick with the coal". Then China leans over to India and sarcastically says "You should really try the

green energy". But if India thinks it deserves to use cheap and easy coal to speed up its development and lifts several millions out of poverty who is the US or China to say that it shouldn't. And that's just the first course. There's plenty more courses such as Mitigation, Adaptation, Loss & damages, Technology transfer.

How much effort do we put forth preventing climate change by regulating power plants or replacing fossil fuel subsidies with renewable energy subsidies? Adapting to it like building sea walls vs compensating those already affected by it. Awarding funding for repair damage caused by natural disasters? The more we can mitigate climate change the less we actually have to adapt to it. But climate change is already hitting some communities harder than others. Furthermore we can make clean technology easy for developing countries to acquire? What does it mean to be a developing country? How do we make sure that countries have the strongest institutions and best information to deal with climate change? And as with all dinners the tensest moment

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I'M YOUR BACK



Hi I'm your back, and I'm here for you in all aspects of your life. I have your back as it were, and while we're stuck with each other throughout this journey of life, you seem to not notice all the little things you do on a daily basis that really tick me off. One day when I've had enough, you're really going to know about it.

I can make putting your socks on in the morning impossible, I can reduce you to having to stand, then sit, then walk every 10 minutes all day, for days on end. I can make driving in easy, just try and get out of the vehicle at the end of your journey. Or I won't let you even get in the car in the first place, oh and watch for those bumps and potholes will ya? I really don't like those. By the way under NO circumstance flinch, or bump into anything, and sneeze? Forget that, really, sneeze and I'll make sure it's blinding agony. If by chance you're unfortunate to drop something? It'll stay there unless you get real inventive about reaching tools.

At some point you'll have to sleep, that's when I really like to play games. A simple roll over to get more comfortable in the middle of the night? I'll spasm and you'll be wide awake and afraid to continue to move, but due to the pain you'll have to move, except I won't let you, so you can't, but you must. Sound like fun? There's more, as in today you can stand and lie down without too much issue, but I will not let you sit, when you try I'll just freeze up and you're stuck. Tomorrow standing is out but sitting is in. The real beauty here is I won't let you know until you give something a try, then I

decide good or bad, then the pain returns. Wash your hands? Brush your teeth? Shower in the morning? These will require coping skills based on the best teacher of all, blinding sudden pain. Want to live in abject fear of anything that even looks like an icy surface? All this and way more await you if you continue to abuse me, but it's not all bad. If you follow some simple rules I can be your best friend.

So like to drive with your wallet in your back pocket? Stop, in fact your wallet if it has more than just the essentials, and is over an inch thick? Trim it down, now, this is not a request!

Exercise, just simple walking will help, it really will. It helps to keep me fluid while slowly building strength. Stairs are even better as it helps flex the hips as well!

Sitting at a desk all day? Make sure your feet are flat on the ground. I know it's so much more comfortable to place one foot up on the roller base, heel up and toes pointed down, but just don't okay? Also there are times when you hook your foot behind one of the roller base arms? Lets just end that practice here and now. You don't know it but you're pulling on that leg ever so slightly while you sit there.

Is your driving position, for the millennials in the crowd, all Rikky Rocketship and you're more in the back seat than the passengers in the rear are? I will make you pay unless you get that seat into the upright position and place yourself in a slightly knees bent position to allow easy motion at all times.

Like the heavy music? Spent time in a mosh pit? How about you used to cut a mean rug and decide to take to the dance floor after a long absence? While I can't help you to remedy the past, let's be very careful when revisiting our nostalgia shall we? And most defiantly not without engaging in some serious stretching beforehand!!

Now for work, around here you will find yourself in some damnable positions, but with some simple techniques we can easily counter most of the damage.

Stretch, carefully and slowly, know that a little goes a long way both before and after and ideally, take short stretching breaks periodically, if you feel a twinge? Stop, it's a warning that must not be ignored. Find out what caused it and adjust as required.

Periodically while standing at your bench, find a small short box, or anything similar really, and spend some time with one foot up on it. This relieves a ton of pressure, and after a few minutes, swap feet. We'll both be much happier

If as an example you find some stiffness, or resistance to fluid motion every time you engage in activity X, and this is something as simple as just opening a door, it's a warning. Should it continue, seek professional help, BEFORE you HAVE to seek professional help. [Ⓐ]

**In Solidarity
Your back**



LOCAL 112 COMPENSATION REP REPORT

Des Rodriguez, Local 112 Compensation Rep.

HOW TO REPORT AN INJURY

When you incur a workplace accident, report the injury to your supervisor right away. If you are on an off shift, you can report it to Emergency Services (Security). As per the Workplace Safety and Insurance Act (WSIA) you must report to the Employer right away, then if necessary, seek outside medical attention immediately. Medical would include Emergency at a Hospital, a Walk in Clinic, or your Family Doctor. Do not wait until the end of your shift as WSIB may deny your claim based on you not seeking medical attention. You should know that First Aid or visiting the Company Nurse is not considered acceptable Medical. The Employer must pay your wages for the time you miss on the day of the accident. Not reporting right away, and not seeking outside Medical, are the two main reasons that claims are denied.

Contact us at the Unifor Local 112 compensation office right after your visit to outside medical, and before you

contact your Employer. This ensures we have a comprehensive discussion so that you're aware of your rights and obligations, and that the appropriate forms are filled out.

If you have incurred an occupational disease, or if your injury happened over a long period of time, like carpal tunnel, please contact us. The steps to follow under these circumstances are different.

WHO TO CONTACT

If you are incapable to attend work the day after the accident, please call the Unifor Local 112 office first thing in the morning. The Employer will call you at home and send you a registered letter offering accommodating work with possible modified duties. It is their legal obligation to do so. You must attempt to perform this modified work unless your attending health care professional can provide objective clinical evidence that shows you are incapacitated from doing this work. Most claims are denied based on the worker turning down modified work.

RETURNING TO WORK

Upon returning to work, contact, or come to the Union Compensation office right away. When meeting with the Employer, ensure that we are present to ensure that your workplace accommodations reflect your medical restrictions. The Duty to Accommodate is entrenched in law, and the Employer must facilitate up to Undue Hardship to ensure that happens.

Both Steve and I educate ourselves on a continual basis to make sure that you are represented to the degree you deserve and are entitled to. WSIB changes its policies on an ongoing basis, so it's important that we stay on top of these changes. If your hearing has been affected by workplace noise, please contact us. We endeavour to continually fight in and outside the workplace for your rights, and to use every tool available to make changes at WSIB to bring it back to a Workers Compensation Board from the Insurance Board that it now operates under. Ⓐ

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arrives. What do we do with the bill? Poorer countries could develop cheaply and sustainably if richer countries were covering a lot of the cost. After Copenhagen richer countries agreed to mobilize a hundred billion dollars annually by 2020 in funding for countering climate change in developing countries. But where exactly will the money come from and how much will be needed. All these questions are on the table in Paris. So what might be achieved? In 2010 world leaders decided that you have to keep global warming below 2 degrees Celsius or we would be in for a full-scale world melting. The bad news is that there is no way any Paris agreement will achieve that. The good

news is that doesn't mean the world has to end. If we continue business as usual we would be in for 4.5 degrees of warming, but if countries committed to existing INDCs that helps us bring that number down to about 3 degrees. Hotter than we want but better than the alternative. And a Paris deal could at least start to figure out how to mobilize that money and technology to make that follow through happen.

And the better news is that even if Paris totally flops and everyone's just hurling Brie and baguettes at each other, cities, companies and citizens can take action to cut emissions and make a difference. In fact they are the real players here, because diplomacy isn't real climate

action and how is a treaty matter if no one does what it says.

To learn more on the outcomes of the conference there's lots of info on youtube.

And as one union brother of mine reminded me the Canadian delegation alone has spewed out over 300,000 tons of hydrocarbons jetting back and forth to these meetings. Have they not heard of skype or teleconferencing? Not as long as these things are held in desirable places in the world to visit they won't.

Thank you, from your Environment committee Angi, Max, Des, John and now Greg. Ⓐ

UNIFOR NATIONAL UNION & REGIONAL COUNCIL SCHOLARSHIPS

The National Union and the Regional Council annually offer these 23 memorial scholarships at \$2,000 each.

(1) Jim Ashton	(1) Larry Bauer
(1) Dan Benedict	(1) George Brown
(1) Rosemary Brown	(1) Cesar Chavez
(1) Tommy Douglas	(1) Terry Fox
(1) George Hutchens	(1) Bud Jimmerfield
(2) Peter Klym	(2) L. H. (Henri) Lorrain
(1) Nelson Mandela	(1) Dennis McDermott
(2) Evelyn McGarr	(1) Patrick McEvoy
(1) Tom Pickford	(1) Merl Rodocker
(1) Victor Reuther	(1) Promoting Equality

The Scholarships are awarded to sons and daughters of Unifor members in good standing entering their first year of post-secondary education in a Canadian institution (university, community college, technological institute, teachers' college, nursing school, etc.) in a public Canadian institution. Up to one scholarship will be available for a Unifor member with at least one year seniority. These are entrance scholarships only, and not renewable for students entering subsequent years of study.

Submissions **MUST** include:

- An official application form and signed by one of the following Local Union Officer – President, Financial Secretary, Recoding Secretary, or Trustee.
- A letter of recommendation from a teacher, principal or other community activist
- Transcript/record of marks (most current record – i.e. mid-term report is acceptable)
[Please note that your grades are only one of several factors that will be considered.]

A committee appointed by the Unifor National Executive Board will make the selection of candidates.

The decision of the committee is FINAL.

Documents indicating definite acceptance at one of the institutions described above, proof of enrolment, and payment of tuition needs to be submitted before the scholarship can be awarded.

Applicants should ensure that their completed applications are submitted by:

- (1) **Mail to** Tim Carrie, Interim Director, UNIFOR Canada, 205 Placer Court, Toronto ON M2H 3H9
(2) **Fax:** (416) 495-6554 OR (3) **E-mail:** bonnie.morgan@unifor.org.

DEADLINE: Friday, April 22, 2015

Application Forms are now available from your Plant Chairperson's Office, or from the Union Hall. These forms can also be found on the Unifor website at <http://www.unifor112.ca/category/local-112--news>

ALL Participants will receive a letter from the National office, whether they have been awarded or not

David Gyorgy, *Chairperson*
Education Committee
Unifor Local 112

Scott McIlmoyle
President
Unifor Local 112

THROWBACK THURSDAY



THE WHITE RIBBON CAMPAIGN

Judy Malcom, Womens' Committee Chair



The White Ribbon gate collection held by the Women's Committees of Locals 112 and 673 raised \$2000 for the Anduhyaun Women's Shelter.

Accepting the cheque is Jannies Le from the shelter, and from right to left on behalf of Local 112, Judy Malcom and Angela Bresolin and from Local 673 Darlene Sciarra and Sharon Attisano.

A great many thanks to all who contributed which in turn enabled the women and children at this shelter to have a better Christmas, and perhaps a brighter tomorrow. ④

