

# AIRCRAFTER



**unifor**  
Local 112

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



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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.*



# INTERESTING TIMES

Hugh Lynar, Editor

Ok so it's been a while since you've seen an issue of the *Aircrafter*, and while there are a multitude of reasons, we hope this is the last time such a large gap occurs. However it was felt that with the elections coming fast and furious, and the fact that there would be many new faces it was best to wait till the dust had settled, more or less.

So mea culpa's aside, where are we and what has transpired since the last issue? Well there are a goodly number of new faces occupying various positions about the union. We've had not one but two stalwart members elevated to the National, and while their presence will be missed I have no doubt we're in some very capable hands. So I want to wish all the best to Brothers Rolly Kiehne and Phil Fryer, go show them what Local 112 is made of.

Aside from comings and goings there's been picnics and Labour Day and a host of other activities and I hope you managed to take part in at least a few events across the summer.

On a sad note we've had the closing of one of our units, as Spar Aerospace is no longer in operation, and some very talented and long serving workers are now staring at what has to be a very uncertain future.

Local 1075 has ratified with Bombardier, and it must be noted that it was a fight very much worth having. They are extremely grateful to the financial and emotional support offered by you, the members of Local 112. C'mon up to the hall as they've sent a very large, hand signed banner in gratitude.

I recently had a conversation with a fellow activist over ethical shopping, and I found out there's a website for those travelling to the US called Labor411 that'll help you when making the right decisions when you're in the States. As well there's a West Coast equivalent called shopunion.ca for the next time you're out BC way. Show your support by supporting your fellow union members.

These are some of the highlights, but I'll allow those that truly know to tell you the real story...<sup>Ⓐ</sup>



# FROM THE FRONT

Scott McIlmoyle, President

With the Executive elections behind our local now, I would like to thank those past board members that served as executives for their time and effort during their term in office. Our Local now has six new board members, with three re-elected to their existing positions. I look forward to working with all of them over the next three years.

Since taking over in mid-May this summer has been a busy one for our local with four sets of negotiations, conferences, local union events, such as our annual picnic and our golf tournament just to name a few.

## Northstar Aerospace

My term of office started with negotiations with Northstar Aerospace. The company remembers the 4 week labour dispute that happened just 3 short years ago. There were many issues that your bargaining committee dealt with at the table to get resolved. The plant is extremely busy with work and our members are stepping up to the plate to meet that challenge. Our members are putting in long hours and many days to meet these schedules. Yet some company officials still seem very unrealistic in their demands and expectations.

We have had new hires happening there on a weekly basis over the last year, and it's been a pleasure to welcome all the new members to Local 112. My deepest thanks go out to Graham, Mike, Joe and Dave for their hard work and a positive outcome at the negotiation table.

## SPAR Aerospace

The company's decision to close the doors in Brampton on July 31, 2014 affecting 9 active 112 members and 10 more on lay-off that will not have an opportunity to be recalled to this facility. Spar Aerospace was a giant in

the aviation industry and that name signified quality, skill, remarkable workmanship that was built from our union Brothers & Sisters of Local 112. I would like to thank Jim Cherry, plant chairperson for his many years representing his members and being a sound voice on the executive as the chair of his unit. You will be missed.

## MDA

MDA negotiations also intertwined between the previous set and our committee was direct and straight forward with its demands that the membership put forward. Although the process did get dragged on longer than we felt was required to get this resolved. We're proud to report that we've had another successful outcome, with a sick day bargained in the collective agreement along with a bump in the pension and other increases to benefits and wages. Thanks to Dennis and Ray for their determination to get this done and to the members who supported the committee with a ratification of 100%.

## UTIL

Our members at UTIL had their first collective agreement up for renewal this past spring. The committee had numerous meetings with the company's bargaining committee over a period of several months and we were able to bring this to a final resolve and a new two year collective agreement that was ratified by our members. Some major gains were to bring up the wages of many members that had lower wages for years prior to having this workplace unionized. We were also able to resolve many outstanding grievances filed on behalf of our members against a specific supervisor for the unfair handling of the overtime situation and it's selective portioning.

## Local Issues

Our new web site was launched in August providing updates on issues around the local as well as at the national level. There is a section for retirees and for our current members about to make the shift to retirement. There is also a page with union apparel to purchase. We are constantly trying to improve and update the site so please sign up and browse.

As of writing this article we are currently looking at elections at some units. I'm also working with individual plant chairs to start scheduling unit meetings as needed. Our Women's Committee is having an evening to commemorate the 25th anniversary of the 14 women killed in The Montreal École Polytechnique Massacre, December 6, 1989. This event is open to all members and spouses and friends. On a lighter note there will be a Christmas dance being organized for Saturday November 29 at the Union Hall. This will be a fun night of dancing, socializing with members from around the local. Please look at the web site and posting boards for all info.

On behalf of the 3200 active members and the 1500 retirees I'd like to congratulate Brother Rolly Kiehne, past Unifor Local 112 President, and Brother Phil Fryer Skill Trades Chair who, in Rolly's case has been appointed to the National Office as the Director of Membership Mobilization and Political office, while from the Bombardier Unit, Brother Phil has been appointed to the National's skilled trades department. Again congratulations to you both, you have made us proud and I am sure you'll both continue in your roles with the National Office with the same passion and energy you demonstrated on behalf of us all. <sup>Ⓐ</sup>



# UNCONSCIONABLE

Merv Gray, Bombardier Plant Chair

It is with great disappointment that I found out recently a very sad situation. You see for years we have had the honour of giving our retirees a great send off as they celebrate their last days with us before enjoying their future years.

The send off parties are an important way to show our appreciation for the years spent with the company and to wish them well before they leave.

Many workers come together in the different areas of the plant for a fond

farewell, and by purchasing gifts and perhaps donating a little cash before they leave.

A recent retiree was no exception to our Brothers and Sisters generosity as they prepared to leave the plant, however an inexplicable and vile act occurred during this time.

An amount of money was collected by one of our members in good faith from friends and co-workers. A very generous send off indeed but, in this particular situation, the money collected

was stolen from a desk. In an area with very, very few people around.

This is sad, very sad, and puts a very bad taste in my mouth. It cannot be condoned and under the circumstances is entirely both unconscionable and despicable.

Shame on you, whoever you are, you should know what goes around comes around and I must ask: How can you even sleep at night? 



# GIVING THANKS

Dwight Brown, Hewitt Plant Chair

Now the calendar says another summer has passed and another municipal election is upon us. We here at Hewitt are coming up to a contract negotiation. I think that most of us feel the same that time seems to move so fast and we just bounce from one deadline to the next, one project to the next or one contract to the next.

Although the Toronto election and its absolute circus are getting most of the headlines, the entire province is choosing new governments at the local levels. The municipal governments that are chosen are the ones that affect communities the most, yet usually have the lowest turnout of voters. The things we all take for granted, roads,

schools, parks, garbage services, transit and more are ALL are decided through your local government. If you have questions or want to know where the candidates stand on an issue, ask. It may effect you, or your choices in the future and without hearing from the people they represent, candidates will do what they feel not what you want.

Please exercise your right to vote and make your voice heard.

One of the unique things about our local with so many different units is the majority of the collective agreements throughout the local all come to an end in the same year or so. The collective agreement here at Hewitt

expires in February and preparation is starting to open negotiations with the company early next year. The feedback that is given from our membership is what guides our committee as I'm sure the feedback you provide to your bargaining committees when the time comes in your unit will guide them to bargain towards gains in what matters to you most. Just like this election when the time comes to head to the bargaining table your bargaining committee will be best able to move forward in the best interests of everyone if they hear from as many members as possible.

Simply another chance to have your voice heard, let's hear it. 



## CONSTANT CHANGE

Joe Rudnick,  
Health & Safety Representative

I would like to take this opportunity to thank our Joint Health and Safety Committee for helping to make this another safe year. We've worked well together.

I'd like to welcome Keith Milce back to the Joint Health and Safety Committee for another three years and congratulate Steve Parker as our newly elected member.

Our Local 112, Bombardier Joint Health and Safety Committee consists of myself, Joe Rudnick, Chair, my Alternate, Steve Szekely, Keith Milce as well as Steve Parker.

You can bring your safety concerns to any one of these gentlemen and they will be sure to bring it to my attention so that it is dealt with or you can contact me directly, at extension 33726.

As usual we deal with constant change in this facility and we ask that you take every precaution necessary for your safety around construction zones.

Roof construction should be complete soon and the work in Bay 10 around the 7000/8000 is well underway as work on that plane is set to begin in the New Year.

There are several construction projects that the company has in its plans for the near future, such as, Bay 4 & 5 where the company will be upgrading the lights to be the same as what they have in the east end of those bays. They may also be looking at installing the monster fans in Bay 5 at the same time.

Facility upgrades include major infrastructure upgrades to the main cafeteria with regards to the heating, lighting, electrical, plumbing, cooling, flooring etc.

The existing cooling tower over Plant Engineering will be removed and replaced. This work is set to begin around the third week of October. Along with this they will be removing two air handling units over Bay 2 and replacing them with new ones.

Please be mindful of all of the construction projects that are taking place and if you see anything that concerns you, please contact me or your supervisor and have it dealt with. Thank you. ⓐ



## BEWARE POLITICAL COMPLACENCY

Melrose Cornwall,  
Toromont Orenda Plant Chair

Labour Day weekend marked the one year anniversary of our new union, Unifor. What a difference a year has made! For the first time, we have seen our National Union President coming from Local 112, Brother Jerry Dias.

Brother Hassan has been elected President of the Canadian Labour Congress (CLC). Brother Hassan brings new vision, with a renewed commitment that promises to unite all the affiliates in our Congress.

The Labour Movement has played a pivotal role in Ontario's recent Provincial Election, in ensuring that Tim Hudak never got elected as Premier of this province. Tim Hudak Plans were to Eliminate the Rand Formula that works so well in this province, the formula that guarantees that any worker who benefits from a unions negotiated contracts must pay union dues. However we cannot afford to become complacent, we must keep the momentum going into the next Federal Election. Members of the Conservative Party spearheaded by Senator Jean-Guy Dagenais are trying to make changes to the procedures of the Senate, in an effort to fast track the adoption of bills C-377 and C-525. Bill C-377's aim is to force union to disclose sensitive financial information, which has already been disclosed and voted on by our members, at monthly general memberships' meeting. Bill C-525 is sorely to restrict the ability of workers to organize and establish a trade union. We must make sure that Harper Conservative Party do not get re-elected in Canada again! The only goal of Steven Harper Conservatives is to fatten big corporations on the backs of hard working Canadians.

Toromont power system at Orenda Location, has had a year of peaks and valleys. Some management personnel seem to think that the remainder of the year looks promising. I hope everyone enjoyed the summer, and are looking forward to see the changes in the colour of the leaves as the fall season is upon us. Please do work safe as we also look begin to forward to Christmas and the holiday season. ⓐ



# INVOLVEMENT TODAY FOR A BETTER FUTURE

Joel MacDonald, Toromont Concord Plant Chair

It's been awhile since our last issue, and I must say we have seen a lot of changes in that time. First off I'd like to thank all my newly elected reps for showing an interest in making a stand in the labour movement, and standing up for our Brothers, and Sisters.

At the beginning of this year we lost a good brother in our tractor shop, Tim Johnson to cancer. Brother Tim, a mechanic in our Tractor shop for over 7yrs was a hard worker and a respected mechanic. As this is the 4th death over the past 10yrs relating to the same type of illness, it makes me wonder about the conditions, and emissions in our tractor shop. I would like to thank Tim's wife for putting in countless hours of research working with our Health and Safety reps and the Ministry of Labour to try to provide a better ventilation system to provide better air quality for the future of our techs.

April of this year we put in our first open division hockey team in the Unifor National hockey tournament at Westwood Arena in Rexdale. Although we didn't come in first place, I thank all the guys who came out and enjoyed 2 days of fast paced hockey, and got some really good union swag. Also it was nice to see we had 6 teams in this year's Local 112s' golf tournament at Bradford Highlands. I thank all who attended, and it is great to see so many members getting involved in what our local has to offer.

Finally I'd like to touch on some of our difficulties we are still facing here at Toromont. With the new WMS system in



our warehouse I'm starting to see a lot of frustration among workers due to how this new system is operating. This 2 million dollar investment was supposed to make everything more efficient, for picking times, parts tracking, and processing. Well since it's been installed and operating, they have hired more people in the 8 months then they have in the previous year, and are working unlimited overtime to keep up with the demand. Seems to be a great investment on our side, only downfall is due to frustration with this new system we are seeing a lot of disciplines. I urge you all to stick together and build solidarity, and with doing so we can make it a better place. <sup>(A)</sup>

## UNIFOR'S FIRST YOUNG WORKERS CONFERENCE

Seldom do we get the opportunity to be party to something incredible, but for young workers across the country, for three days this October, the incredible became a daily experience. 120 delegates under 35, representing the young workers committees of locals from as close as Toronto to the farthest coasts of this

great country, came together with the help of Ryerson University and Unifor National.

There, instead of simply learning about solidarity, we experienced it. All too often, talk of union membership, political engagement, or speaking truth to power seems to fall on deaf ears, especially among younger members. The Young Workers Conference was an astonishing break from that reality, and hearing impassioned, intelligent discourse coming from all sides seemed to amaze and inspire everyone in attendance. We realized that we were not alone.

The gravity of how much work remains, both at home and abroad did indeed loom heavily over the conference. Many of us are coming of age at a time when decent wages are under attack from both the cold, impersonal people of business and the politicians they put into office. We are a generation unable to consider home ownership, retirement or even children until much later in life because of the incredible amount of education we need in order to qualify for even a chance at a living wage and the debt we incurred to get even there. That being said, the discourse of the conference was based on solutions, not just the airing grievances.



# NEW CONTRACT AT MDA

Dennis Borden, MDA Plant Chair

Many changes have taken place within Local 112 this year that has impacted the makeup of not only the leadership of the local itself, but also the many units. Elections were held, collective agreements were negotiated and staff appointments were announced. Congratulations to all the new elected members and a sincere thank you those members that were not elected or chose not to seek a position, for their involvement in the local union. For me personally, the loss of Rolly Kiehne to the national office was heart wrenching. After many years of guidance by Rolly and his vast knowledge of union affairs I questioned what the way forward would look like. It was really a nonevent as there is still a vast knowledge base within the local and we are in good hands. I personally was acclaimed as plant chair and we have a new Health and Safety rep Rathan Balasingam. A special thanks to Clarence Duguay the past healthy and safety rep for his dedication to the membership.

I am pleased to report that we have been able to negotiate a new 3-year collective agreement with MDA that provides the membership with wage, benefit and pension increases unseen for many years. This round of bargaining, although unnecessarily long in duration resulted in a very favorable contract that was ratified on August 28th. Gains were made in all areas without concessions which, given the past history at this work place is a sign that perhaps we are now on the road to recovery as it relates to growth and new business. I want to thank the local and national leadership, as well my bargaining committee for outstanding dedication and unwavering patience throughout the process. Business at MDA continues to be somewhat unstable but showing signs of stability in the coming months as new programs begin to hit the shop floor. Currently we have enough work to keep most members busy for the regular work-week with potential requirements for some extra hours forecasted in the months ahead.

I was able to attend the 2014 Aerospace conference along with the Bargaining Committee members of both Local 112 and 673 that was held in Vancouver recently. It was an opportunity to exchange information with other locals within Unifor that are part of the aerospace industry in Canada. This, as always is an important event for the local to meet with our fellow members from across the country and share the challenges that seem to be common to all work places. With the merger of CEP and CAW just over a year ago, this was the first aerospace conference where the Unifor members from Brampton were able to connect with the leadership from the MDA division in Montreal.

As a member of the Toronto Area Skilled Trades Council I would like to thank Phil Fryer for his dedication to the skilled trade's members in both our local and the Toronto area and wish him well in his new position with the national office. Ⓜ

Hard examples were given as working solutions to many of the problems facing young workers entering the labour market.

Germany's rich history of apprenticeship programs which put their youth to work straight out of post secondary stood as a legitimate alternative to the shameful unpaid internships that are becoming a Canadian legacy. Quebec's public daycare was heralded as a model from our own country that could alleviate the stress created for millions of parents across the country on account of its absence. The need to educate the voting

public about these options and the parties who would support them was clear though.

Each of us certainly left with a renewed belief that now, more than ever, the Labour Movement represents a powerful answer to unemployment and inequality, and remains the best way to promise youth a future and old age security. From all of us who attended, to all our Brothers and Sisters, Thank you

**In Solidarity,  
Brad Kean  
Youth Committee**





# KEEPING YOU INFORMED

Gord McAlpine, Benefits and Training

Another year has come to an end and thru that time there has been changes in the Benefits Department. If you need a short-term disability form you don't get it from the Employee Service Center (ESC) that is located across from the Credit Union anymore. Now you go to the nurses' center or you can still get it from me. The nurse will give you the form along with a cover sheet on the steps they want you to follow. If you get the form from me I will not give you the cover sheet. The reason I will not give you the cover sheet is because the union has not approved it. The company did not sit with your Bargaining Committee, they just started handing it out.

Did you know that you don't have to give the nursing staff a copy of your

Attending Physician Statement form (APS) to be into the company file? You will have to show them a return to work note from your doctor or the APS form so that they can see the date that your doctor wants you to return to work, plus if there is any restrictions or limiting conditions. To get paid from the insurance company for your time off you can submit the APS form to me by E-Mail, Fax or handing it to me and I will give it directly to Linda Weinberg the new company STD Benefits Rep.

Please be aware of Industrial Alliance sending out the wrong APS 1st claim forms and the wrong EXT APS forms. The Forms that are to be given to you is a 2 page for the 1st claim not a 6-page form. The EXT form is a 1

page not a 6 page, if you receive the 6-page form from I/A I need to be told. I have informed the company that I will be writing grievances against the company each time.

Green Shield is our other Insurance carrier and they have not been paying out for some of the drugs that should be covered by our OTC plan. To get covered under the plan of OTC you still need a prescription from your doctor to have Green Shield pay out. I have again heard the calcium drugs are not being covered by Green Shield but that should be corrected. If you paid for your OTC Drug, you can still submit the claim to Green Shield up to 1 year from the date on the receipt. ⓐ



# SEAMLESS REPRESENTATION

Des Rodrigues, WSIB Representative

I would like to take this opportunity to thank the membership for their overwhelming support in the May election for WSIB Rep. I will continue to endeavor in representing the membership, and fighting for your rights under the law. Behind

every injured worker is a family that faces the uncertainty of the circumstances and the effect this might have on them, not only financially, but the emotional and physical consequences. Together we will continue our fight against the injustices of the

Compensation system.

I would also like to take this opportunity to congratulate Steve Parker as the Alternate WSIB Rep. We will work together to ensure your representation is seamless. ⓐ



# 2014 WOMEN'S CONFERENCE

Kimberley Lloyd, Women's Committee



This was our first Unifor Women's Conference with over 300 Unifor Women attending. There are now over 85,000 women in our new union making up a total of 28% of the union, and now more than 300 Women's Advocates across the country. Canadian women make up more than 50 percent of the country's workforce.

Original goal of the conference, theme statement:

Women of Unifor can set the future direction of Canada, by getting involved in the political arena and in the union. With our action and our commitment we can achieve power in our society.

During the reign of the present government the National Child Care program was cancelled and replaced by \$100 monthly cheque. The National child care organizations such as Canadian Child Care Federation has received no funding or program activity in annual reports from federal departments. Council for early childhood development and childcare human resources council have now been closed. Social programs such as E.I. have had their hours increased to qualify for unemployment. Seniors now qualify for old age security at age 67 up from 65.

Funding has been cut for support for women facing domestic violence. In December 2013, Unifor with the CLC and Western University launched a survey to measure the impact of domestic violence in the workplace. The results will be released in a final report on December 6, 2014, the 25th anniversary of the Montreal massacre. Sadly, at our conference, we were informed by a Unifor delegate that one of our sisters from another Unifor local was in hospital and her 8 year old child was murdered, as these were, yet another, unfortunate victim of domestic abuse.

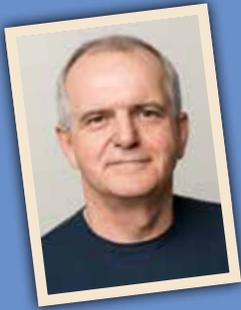
We can make a difference, and we can make change. We can bring forward issues that we care about; childcare, pensions and good paying jobs. We must educate ourselves and others about some of the issues and what political parties are supporting our needs.

Women's first right to vote, in Canada was in 1918, First Nations Women waited until 1960. You should know that voting is our way to power, in helping to set the futures for our lives as well as our childrens. 









# MANY THANKS TO ALL

George Botic, Retiree Committee Chair

This is my first article as Chairperson, Retirees Committee. I would like to take this opportunity to thank Sister Maurice Coulter for her 30 plus years of being the Chairperson of Retirees Committee and over 60 years as a UAW/CAW/UNIFOR member, as a labour leader, labour activist, feminist, social activist and political activist. Although Maurice has stepped down as the Chair of the Retirees Committee she accepted the role of being honorary Chair in order to provide guidance to myself and the executive. Thank you Sister Coulter.

The newly elected Retirees Executive Committee members are: Chair-George Botic; Vice-Chair-Marti Kontor-Taylor; Recording Secretary-Victor Pierrynowski, Sergeant at Arms-Helge Hartung; Member at Large #1-Anabel Delmao; Member at Large #2-Norm Smart.

This year Unifor Local 112 Retirees Christmas Luncheon will be held 11 December 2014 at Monte Casino Banquet Hall. The Local will be mailing invitation to all local retirees.

I would like to wish a happy and safe Thanksgiving to all retirees and active Local 112 members. 



# MEMO

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**DATE** August 22, 2014  
**SUBJECT** Long Service Ceremony and Gifts  
**FROM** Bombardier Toronto Human Resources  
**TO** All Bombardier Toronto Employees

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In light of the company's performance and our renewed need to be cautious with our expenses, the **long-service ceremony dinner will be postponed to 2015**. The **gift catalogue** that is customarily sent to long serving employees will also be **postponed** to next year.

We trust that you will understand the importance of keeping our expenses as low as possible in these challenging times.

We will notify all concerned once we resume the long-service activities in 2015.

Thank you for your understanding.

## LETTERS TO THE EDITOR

Above is a copy of the Long Service postponement and if you've been here any time at all you'll recall the Family Day postponement, the Summer shutdown BBQ postponement, and the Winter luncheon postponement, and this too will be long forgotten before it ever comes back again. It is NOT lost on us that we're the only ones suffering this, other sites are still full steam ahead with these celebrations.

How can you expect HR staff, who seem to think that being in one company for 6 months is some kind of achievement, to understand that surviving for 25, 30, 35 and in some rare cases 40+ years here is not just an achievement it's a MILESTONE and as such should be celebrated. See the problem is as soon as their 'LinkedIn' account offers them a job somewhere else, they're gone.

Still the expectation remains on the long service workers to not only teach the new hires, but to also guide the new supervisor who but two short weeks ago was asking "Would you like fries with that?"

With the contract approaching in under a year, you have to wonder what other shameful actions HR has planned for us.

# WOODBIDGE FOAM



Recently I had the chance to get up to one of our units, Woodbridge Foam, for a tour and a chat about various issues faced by both them and I would imagine all the units. The point I found both humorous and sad at the same time, is the H+S issues still arise. They are squelched as fast as they occur, but in this day and age to still be seeing them is somewhat disheartening. That said they are tirelessly watching for and correcting the same, some are quick fixes and others, unfortunately, take time.

One of the very good ideas brought forth was a very unique way of handling repetitive stress. They rotate jobs, sounds simple right? So if a particular job is somewhat exhausting or stress-

ful, they know they're not facing an 8 hour shift, but actually just an hour. The net benefit is they now have a very nimble workforce and they've cut a lot of the turnover issues they faced. Just so you know WE, meaning they, were instrumental in the concept and implementation in spite of initial resistance.

In a show of continuing solidarity they have implemented and continued a new tradition of 'Red shirt' Wednesdays, as the pictures show they do have a very high participation. When they got the new UNIFOR t-shirts it was decided as a show of solidarity that they'd all wear them the following Wednesday, and they've never really stopped. A sea of red to be sure, wish I could have seen it.

So what do your fellow brothers and sisters do? They make the headliners, seats and the A/B pillar sound dampening foam for a wide variety of vehicles, including supplying Ford in Oakville for the Edge and Flex and well as their Lincoln equivalents, and Chrysler in Brampton for the Charger, Challenger and 300 lines. So if you've a comfy and quiet ride home? You know whom to thank.

They've also begun the implantation of a new type of product that you'll see soon, but it bodes well the workers of Woodbridge Foam. <sup>Ⓐ</sup>

**In Solidarity**  
**Hugh Lynar**  
**Editor, Aircrafter**

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**PETER KENNEDY**  
National Secretary (Labour)  
Secrétaire National (Syndicat)

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April 28, 2014

To: All Unifor Local Presidents, Recording Secretaries, Unit Chairpersons, Rail Locals 100 & 101- R, Lodge Presidents, Human Rights Committees, A&WofC Committees/Caucuses

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## Aboriginal / Indigenous Workers and Racialized Workers/ Workers of Colour Conference - June 20, 21 & 22, 2014

### "Challenging Racism - Building our Union"

Unifor is fully committed to equity and inclusion. Equity seeking groups will be represented in the structures of the union at all levels. Our goal is an organization capable of vigorously defending ourselves, protecting and advancing our interest and fighting for all workers.

Solidarity is how we acknowledge that what we want for ourselves, we want for others. Unity is the process of transforming individual aspirations into collective interests building a unified working class organization.

Aboriginal / indigenous & Racialized / Workers of colour are building our union - fighting for equality and for political, economic and social justice. We are building a movement. We will organize, strategize, solidify confidence and build networks for moving forward at this year's Conference.

The Theme of this year's Conference is "Challenging Racism - Building our Union".

This is a historic conference for our equity seeking groups as well as our union. Unifor's Constitution directs us that at the first annual National Conference we shall determine the description and language that will be used to describe Aboriginal/Indigenous Workers and Racialized/Workers of Colour in the structures and communications of our union. At this conference we will also be electing our National Executive Board (NEB) representative.

Every local union is encouraged to send their full complement of Aboriginal/Indigenous & Racialized/Workers of Colour's leadership and activists. **Our union's commitment to the principles of human rights and equality can only be met with the total participation and involvement of our leadership and activists.** Please insure to involve women and young Aboriginal/Indigenous Workers and Racialized Workers/Workers of Colour activists in your delegation.

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# 2014 PICNIC

Saturday, July 12th, 2014 was a weather-perfect day for the 1st annual Unifor Local 112 Family Picnic. This year we had the picnic at Albion Hills Conservation Park in Palgrave, ON. Our site had water on both sides and the pool/splash pad was within walking distance, even the fishing was close by. It's a perfect location for all!

Main Event Fun Games Inc. made sure we had all the necessities for loads of fun. Many activities were to keep the younger kids really entertained including face painting, tattoos, clowns and their balloon animals, as well as a magician. We also had a snow cone and popcorn machines too. Older kids and adults also had many attractions to choose from, including El Diablo, the mechanical bull and he was a huge hit with people of all ages. We have to have to have him back for next year!

The food was simply amazing. It's always so neat to see the huge BBQ team pull in and then to watch them light the charcoal with a huge torch. There were loads of samosas, salads, burgers, sausages and chicken for everyone, and of course ice cream was served for dessert.

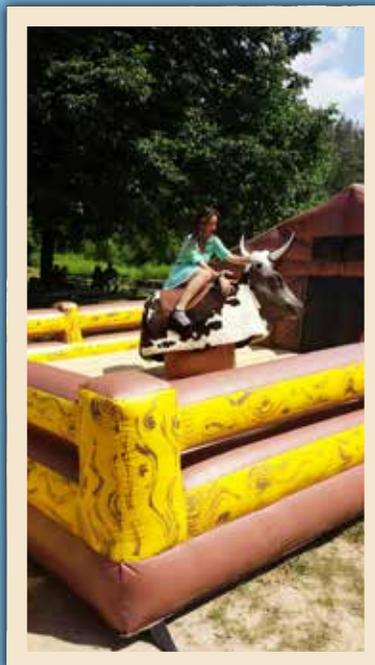
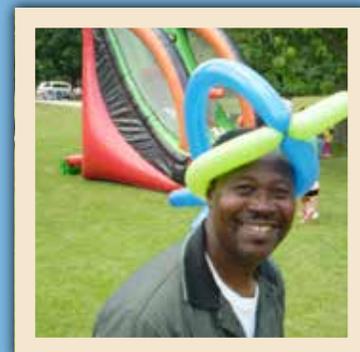
The day ended with the announcement of the winners of the jelly bean guessing contests. Some of the winners were only 1 or 2 numbers off the exact count. Great guessing kids!

The raffle prizes were announced next—everyone who won seemed happy with their prize.

I would like to thank my awesome committee for all their help and suggestions. If you see them walking around a thank-you goes a long way, but from me a great big thank you goes out to Maxine De Cunha, Angela Bresolin, Donelda Moore, Mark Grix, Bob Newby, Graham Davies and Melrose Cornwall. Without you the picnic would not have been such a success!

I hope to see more of our members at the 2015 picnic. Wishing you all a safe winter. <sup>Ⓐ</sup>

**In Solidarity**  
**Julia Loree**  
**2014 Picnic Committee Chair**



# SEARS NATIONAL KIDS CANCER RIDE

Gordon McKeddie, Bombardier

Recently I returned from an inspirational volunteer trip for the Sears National Kids Cancer ride or SNKCR organized by Canadian Children's cancer charity 'Coast to Coast against cancer'

SNKCR brought together a group of cyclists riding across Canada from Vancouver to Halifax, with a host of volunteers in supporting roles.

This cross Canada cycle ride helped to bring attention to, as well as raising funds for and awareness of Children's cancer research programs as it travelled through cities, towns and communities across the land.

100% of all the money raised by SNKCR goes directly to help support the children and their families across Canada who are affected by childhood cancer. SNKCR also supports pediatric

cancer research, hospitals and clinics. As well SNKCR supports sending children who are undergoing cancer treatment to amazing camps where these brave children and their families get a much needed break from the fear and uncertainty that shadows their every waking moment, and at the same time creates some precious family memories.

This trip involved an endless series of early starts and late evening finishes, and each person involved in this charity was there for often very personal reasons, but the common goal was to fight children's cancer.

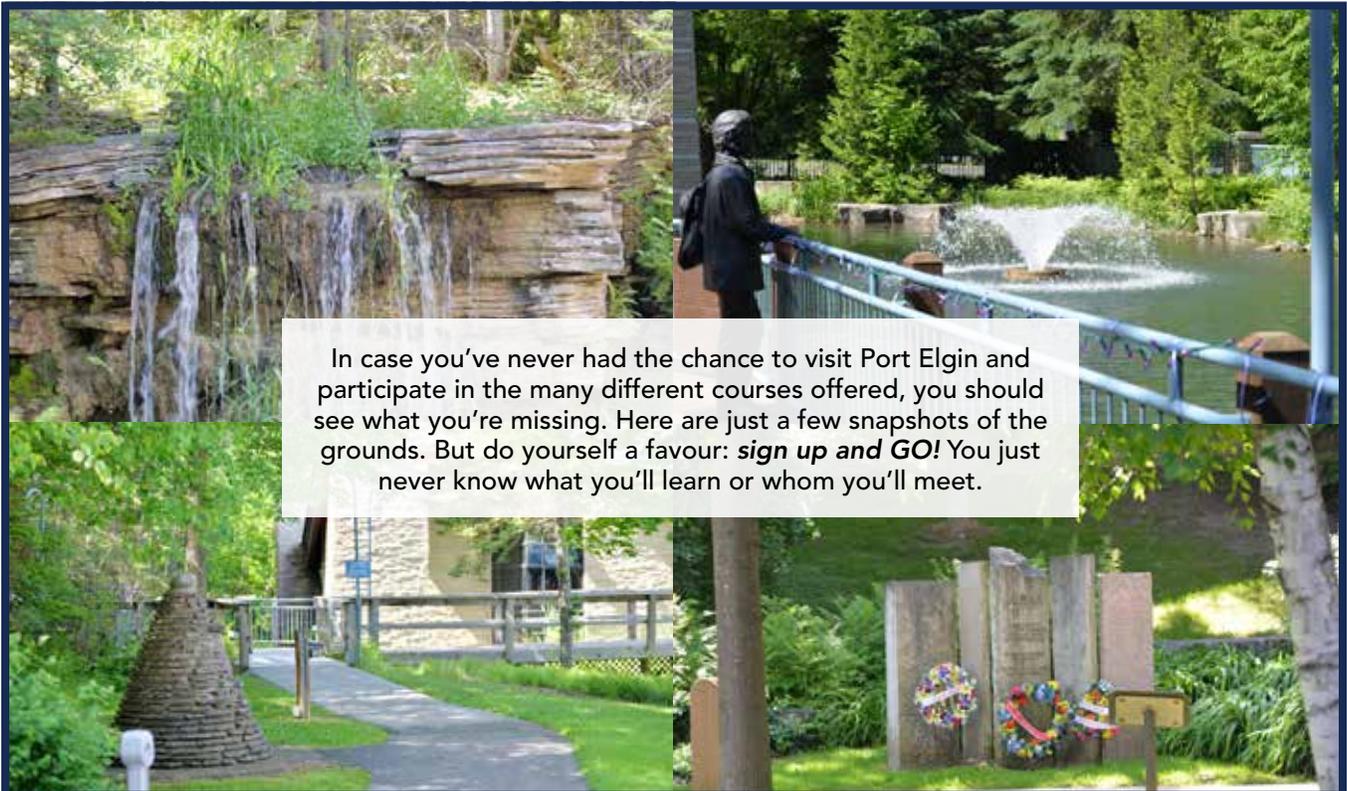
As many of you know my son James lost his fight against this insidious disease, and this year he was made ambassador for the 2014 ride. I volunteered in memory and honour of my son and all children afflicted everywhere in or-

der to make a difference in the fight to end childhood cancer.

Every morning before we started the ride, the group made dedications to the children who have fought, who are fighting, and those who have lost their fight. We all had many tears, but it also motivated and inspired us to make a difference with each and every mile we travelled.

I joined SNKCR for the last week of the ride. I drove a support RV following the cyclists thru Ontario Quebec, New Brunswick, PEI and Nova Scotia. It was an incredibly emotional and memorable trip, as it is a worthy charity to look into.

For further information, videos and photos just type SNKCR 2014 into Google to see all the wonderful people involved. 



# SPACE FOR RANT

Not too long ago while passing one of the new ‘fish bowls’ that have been crammed hither and yon throughout the plant, and while I didn’t stop to wonder what THAT cost in a time of austerity, I noticed one of our ‘change agents’ pondering the complexities that is the Ouija board system. At a glance he seemed to be reprioritizing issues. All I could think of is “Seriously?” So how’s new plan #49 working out? Any better than new plan #48? Oh we turned the pyramid upside down this time? That’ll help....

If you had actually listened to what was coming off the shop floor in the past, for the most part, all this reading of tea leaves would be superfluous indeed. And the associated cost savings incalculable. Because as of this point we have yet ANOTHER layer of bureaucracy now firmly entrenched with their goal being survival, rather than being helpful and getting us all to the finish line.

Much has been made about this is the way all great companies work, really? The hell you say. A preponderance of change agents, changing what you ask? We have no frikken idea either, OUM’s in charge of dust bunnies, a plethora of cubicle dwellers, with a seemingly insatiable appetite for trees, what with all the paper we push ad infinitum, actually I stand corrected ad nauseum in fact.

I know of another top-heavy organization that functions this way, and everyone in this room knows just how pathetic they are. It’s called government. If we’ve modeled ourselves after that monolithic bureaucratic money burning disorganized incompetence, no amount of applied ESP, tealeaf reading, divining rods or Ouija board whatsis will ever save us.

Mind you that’s not entirely the only issue plaguing us. After an interesting report from the shop floor I can now, unequivocally state, why we fail. The subject of numbers left in fabrication vs. what the expected workflow would be anticipated is, as you can imagine, a hot topic.

So after a chinwag with someone at/near/above director level about same, this was overheard.

Us: “How many people do you think they’ll leave in area X?”

Mismanagement: “I’m thinking two, we’ll want to provide support across 24/365..... yadda yadda yadda, and on they prattled about the usual BS they throw at these times.

Really Mr. Hawking? Do much math lately, or ever for that matter? Far as I know 24 divided by 2 equals 12. Cool, lots of overtime for the survivors. Of course we can now never go on vacation, get sick, be late or any of that jazz, but who’s paying any attention to that little detail.

I’m hoping someone higher up the food chain finally realizes that as long as this type of intelligence is loose in the plant, we’re doomed, and FINALLY clears out the cobwebs as it were. Now if you’d like to see a list.....

See it occurs to me they are far more interested in self-preservation than in actual management. They are far too inept or lazy to succeed as hands on workers, so they enter upper management where buzzwords and wishful thinking are acceptable rationales.

God help us all.....



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**DOMINIC PASQUALINO**  
*President*

**CARL HOGARD**  
*Financial Secretary*

September 26, 2014

Scott McIlmoyle  
Local 112  
30 Tangiers Road  
Toronto, Ontario  
M3J 2B2

Dear Scott:

Once again I would like to thank you for your support during our difficult strike with Bombardier. It was the support of local unions that gave us the encouragement that allowed us to withstand the attacks of the company. We very much appreciated the wonderful campaign of support, the leaflet whistle handout, the very generous monetary donations, the warm hospitality and the banner that was signed by so many of your members. To show our great appreciation of your local's kindness towards us, we have made up a banner with our members signatures as a way to thank you for all that you have done for us. Please accept this banner with our deep gratitude. Let it be a reminder of our unity and solidarity for each other.

In solidarity  
Dominic Pasqualino  
President Unifor Local 1075

A graphic with a red header containing a whistle icon and the text "Blow the whistle on Bombardier's Corporate Greed". The main body is white with black text. At the bottom, there is a red box with white text. The Unifor logo and tagline are at the very bottom.

**Blow the whistle on Bombardier's Corporate Greed**

*Bombardier is doing well. Really well.*

The company's net profits from last year alone were \$572 million - up 22 % from the previous year. And the future's looking bright for Bombardier, with \$32 billion dollars' worth of orders on the books.

CEO Pierre Beaudoin is certainly enjoying the success. His total compensation last year reached \$6 million, and his stock holdings rose by 53% to a whopping \$18 million.

The rail transportation division got a new president in the middle of 2013. This 'new hire' not only got a defined pension plan - it had a value of \$641,500 after just six months.

Meanwhile, more jobs are being outsourced to Mexico every year, putting good jobs in Ontario at risk. And Bombardier is attempting to gut the pensions and retiree benefits of our members.

900 members of Unifor Local 1075 have been on strike for a fair contract since July 14. We are striking to protect our pensions and retiree benefits.

**In solidarity with Local 1075, let's send a clear message to Bombardier to stand up for Canadian jobs:  
Blow the whistle on Bombardier's corporate greed today just before morning break (9:30) and afternoon break (5:30).  
Let's make sure they hear us loud and clear.**

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