

October 2014 Fall Issue

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## THE GOOD JOBS SUMMIT WAS ONLY THE START



The weekend of ideas and debates ended with the formation of a Round Table group.

"The hard work of this Summit will continue with this Round Table group," Unifor National President Jerry Dias said. "We have here a group representing different parts of Canadian society, and we'll need all their best efforts and resolve to create good jobs in this country."

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# MUNICIPAL ELECTIONS - OCTOBER 27TH

## TAKE TIME TO VOTE



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**TIM  
MITCHELL  
  
PRESIDENT**

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**CONTACT  
  
CLIS  
  
FOR  
  
YOUR  
  
INSURANCE  
  
NEEDS**

Municipal elections will take place this month and these positions are some of the most influential when it comes to the industries and sectors that we represent. Generally voter turnout is very low for Municipal elections and I am encouraging all members and their families to please take the time to educate yourself on the candidates and get out and vote. Voting is one of our most important rights and doing so allows you to have a say in electing individuals that shape our communities and decide how our tax dollars are spent. The Waterloo Regional Labour council has endorsed a list of candidates that they feel are Labour friendly and will act on behalf of working men and women. The list is contained later in this publication and may assist those members living in the Waterloo region in making your selections. The list is part of a brochure called "Better Choices" and the full brochure will be circulated in your workplace for your review. Again please take the time to vote.

### **Negotiations**

Canadian Labour Insurance Services (CLIS) ratified a 3 year agreement in September that included wage increases in each year of the agreement. If you haven't taken the time to contact CLIS for a quote on your home and auto insurance please see the advertisement contained within and do so. These are our members and most people that have contacted them have been able to save money on their insurance needs.

Hauser Industries ratified a 3 year agreement in October that saw contract language improvements as well as a lump sum in the first year and wage increases in the 2<sup>nd</sup> and 3<sup>rd</sup> years.

BFI has their agreement expiring at the beginning of December and we are in the process of arranging some dates to bargain. Bennett Chevrolet Cadillac will follow BFI in March of next year.

### **E to Z Coatings and Technologies Inc**

We are in the process of negotiating a first agreement for approximately 90 new members at this workplace. This Company is owned by AG Simpson and operate in the same building as our AGS members in Cambridge. The Company has agreed to recognize Unifor and our Local as the bargaining agent for these workers. We have blocked out several dates in November for negotiations and will convene a meeting with these workers in the next several weeks to provide them with an update as well as holding nominations to elect 3 members that will form the bargaining committee.

### **Local Union Executive**

The face of the Local Union Executive is changing due to the retirements of 4 long standing representatives. Rob Pyne, Tod Spiegelberg, Paul Roeder and Karl Deforest have retired within the last year or will be retiring within the next month. These 4 members held various positions on the executive for many years and I wanted to publically thank them for their contributions to servicing the members of Local 1524. Whether it was picket line support, rallies or recreational activities, these 4 representatives were always there participating to the fullest extent. On behalf of the leadership and the membership, thank you and you will be missed.

### **National Union Representatives**

We also have 2 National Union Representatives that are retiring which will

*Presidents report continued.....*

change the representation for some of our workplaces. Jim Robinson who represented B&W Heat Treating, Bennett Chevrolet Cadillac, BFI and CLIS retired October 1<sup>st</sup>. Jim joined the then CAW when his previous union (UE) merged with the CAW and was also President of the Guelph Labour Council prior to becoming a National Representative. Bruce Toman who represents Hauser Industries and Jackson Skate will be retiring January 1<sup>st</sup>, 2015. Bruce joined the CAW when his former union (RW) merged in the late 90's and was originally the financial secretary of his Local union. It has been a pleasure to work with both of these gentlemen and they have provided outstanding service to the units they represented. On behalf of the executive and the membership I wish them well in their future endeavors.

**“I believe in the dignity of labor,  
whether with head or hand;  
that the world owes no man  
a living but that it owes every  
man an opportunity  
to make a living.”**

**John D. Rockefeller**



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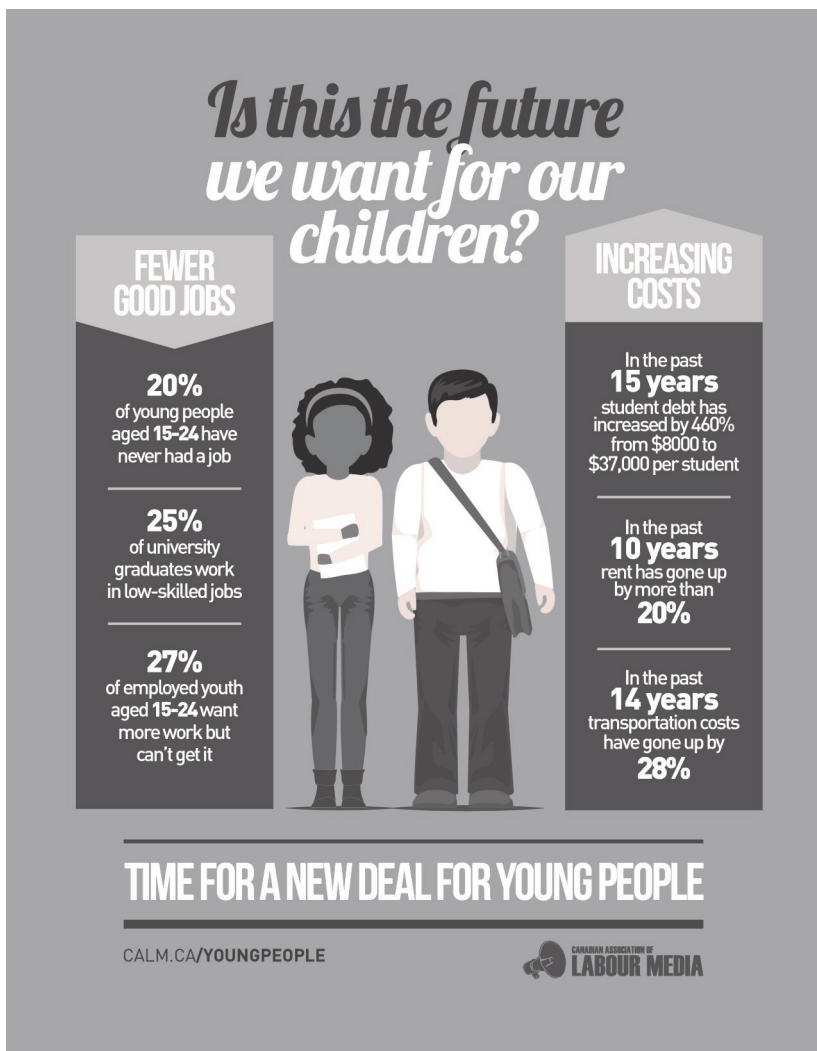


General Membership Meetings are every 3rd Tuesday of each month at 7:30 pm, at the Union Hall, with the exception of July and August.

# STATE OF YOUTH IN CANADA

Canada's youth are saddled with higher costs and have far fewer good job opportunities than previous generations.

There are significantly more young people looking for work today than there are available jobs. As of May 2014, one in seven (13.3%) young people aged 15 to 24, or 380,600 young Canadians, are out of work. But these statistics fail to capture the depth of the problem. Many more youth are under-employed in survival jobs or have given up looking for work altogether. Plans for a full time permanent job, a home to own, a family, and a retirement plan, have been sidelined.



Meanwhile, food, tuition, housing, and student fees are rising faster than inflation, and debt has reached record levels.

"People talk about the entitlement of the millennial generation," said Diana Bailey to Macleans magazine. Diana is a 24-year-old advertising student at Toronto's Humber College, who has found nothing better than an unpaid internship to sustain her after she graduates this spring. "But in most cases, the only option that's being offered to us is indentured servitude."

"It's easier to get a master's degree than it is to get a job," said Patrick Imbeau, 29, to the Globe and Mail. Patrick noticed that most his friends with masters degrees were going from contract job to contract job.

Youth unemployment and underemployment is a complicated problem, but groups are striving to tackle this growing crisis by calling for more government funding for job-creation programs, getting companies and businesses to hire youth at fair wages, and strengthening the union movement, which has played a key role in building a stable middle class.

*Written by Jessica Bell - Canadian Association of Labour Media*



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# TIM HUDAK DEFEATED!!!

I want to thank everyone who came out to help in the various Provincial Election campaigns and of course everyone who took the time to vote. All and all it worked out not too bad for us as the Hudak conservatives were defeated and he resigned as party leader. While we did get a Liberal majority this outcome was better than the alternative. I think the NDP's really need to think about their rational for forcing an election when they were clearly not ready for it, by examining their policies and possibly looking for a leadership change. Karl De Forest and I spend three weeks working on the Catherine Fife campaign along with many others from different Unifor Locals, and after a lot of hard work she did get re-elected. Catherine is a great lady and will serve her riding well. While we have been able to stem the right wing agenda in Ontario right now, it is time to start to get rid of Stephen Harper's Federal government. With a Federal election approaching sometime next year we need to be ready to elect a government that will actually work for and listen to the average Canadian and do what it needs to start putting good jobs back in this country. They need to stop signing free trade deal after free trade deal, not one of which I have seen any real benefit to most Canadians.

On the good jobs front, I was lucky enough to attend the Good Jobs Summit in Toronto along with seven others from the Local. It was put on by Unifor and several other partners including Ryerson University. The point of this meeting was to bring together Business, Government and Labour to discuss a strategy to bring and keep good jobs in the country, and how to train our young people for the jobs of the future. We had many speakers and discussion groups. Some of those in attendance where Justin Trudeau, Kathleen Wynne

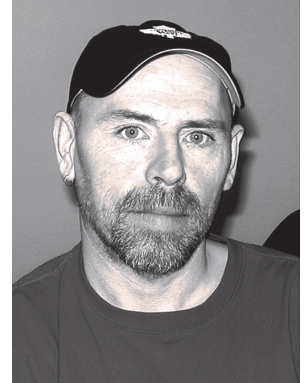
and several members from the NDP government side. Not one PC federally or provincially were in attendance which once again shows that they are part of the problem and not the solution. Some prominent business leaders like CEO'S from CP Rail and GE attended along with many students who also took part in the discussion. We also had one speaker from the US, Van Jones who is a CNN commentator who spoke to us about some of the things they are doing in the States, especially in the green jobs area. He was very inspirational and I recommend anyone who gets a chance to hear him speak to do so. All and all I think this was a good first step on the way to creating and sustaining good jobs going forward.

I want to wish Karl Deforest a happy retirement. He has been a long standing member of our Local's executive board as Sergeant-at-Arms. I have had the pleasure of working with him on several issues from Election Campaigns to picket lines. Karl was always there to help in any way he could. The executive board has had three members retire this year, Karl De Forest, Rob Pyne, our former Financial Secretary and Tod Spiegelberg a long standing trustee, with more retirements coming next year. The face of the Local is changing. The people who have replaced these individuals are doing an excellent job and I am confident the Local will be in good shape for many years to come. I wish Karl, Rob and Tod a long and happy retirement and enjoyment in all of their new pursuits.

As this is the last newsletter of the year, I want to wish everyone a safe and happy Christmas and New Year. Also I would like to remind everyone that general membership meetings are the third Tuesday of every month and I hope to see you there.

In Solidarity,

*Mike Camblin*



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**MIKE  
CAMBLIN**

**2ND VICE  
PRESIDENT**

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## **"GOOD JOBS SUMMIT"**

The goal of the weekend, asserted Jerry Dias, was to reach across the table and invite business leaders and politicians to work with labour to create a good jobs strategy.

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# THE GOOD JOBS SUMMIT



**DAYLE  
STEADMAN**

**FINANCIAL  
SECRETARY**

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When Unifor was formed on Labour Day 2013, Jerry Dias said in his first speech as the president of Unifor that he would bring together all groups including Organized Labour, Business, Government, the Community and Youth to discuss how we can create good jobs in Canada.

The Good Jobs Summit was the first step to create the dialogue needed for this to be accomplished. On Oct 3<sup>rd</sup> our local Union sent 8 delegates to Toronto to participate in the discussion and to put their ideas forward to add to this important conversation. The Good Jobs Summit began Friday evening, and concluded Sunday at noon with the formation of the Round Table. More than 1,000 delegates debated the many challenges facing workers today in the face of low-paying jobs and increasingly precarious work. On Friday evening there was a panel of economists that explained how it is definitely possible to have good jobs in Can-

ada with different ideas and views, they addressed the crowd and later answered questions asked by the delegates and invited guests.

On Saturday morning a key note speaker, Elyse Allan CEO of GE Canada spoke about the business aspects of creating jobs from her perspective. We were then enlightened by former advisor to U.S. President Barack Obama and CNN commentator Van Jones. He shared his views on the country as a whole speaking about all aspects and perceptions of Canadians and what could be done to create good jobs. We then broke up into smaller groups and were asked to give opinions and suggestions on what we can all do together to get good jobs in Canada.

On Sunday morning we reconvened to get a summarized report of the discussions that took place throughout the weekend. Jerry Dias did a closing speech which included what the next steps would be to drive this initiative forward. The Summit was organized by Unifor, Ryerson University, the Canadian Federation of Students and the Canadian Centre for Policy Alternatives. Speakers at the Summit over the weekend included Ontario Premier Kathleen Wynne and Canadian Labour Congress President Hassan Yussuff.

The Round Table members, and more confirmed members of the Round Table include Jerry Dias, J.D. Irving, Ltd Co-CEO Jim Irving, Canadian Federation of Students National Chairperson Jessica McCormick, former Toronto mayor and World Wildlife Fund Canada CEO David Miller, Metro Vancouver Alliance Organizer Deborah Littman and CUPE President Paul Moist.

*Report continued on the bottom  
of the following page.....*



Left to Right  
Mike Camblin - MTD, Mike Kempinski - Lear, Ruth Gregory - Dana, Rosalie Nguyen - Ventra Plastics, Brian Little - Lear, Mary Ellen Dance - CLIS, Dayle Steadman - Ventra Plastics, Costas Patsiaouros - Hauser

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# HOPING FOR SAME WINTER AS LAST YEAR

With winter fast approaching we are looking forward to having a lot of snow and it coming early. We had such a good winter and sales last year that we were cleaned out of just about all of our inventory. This means we have had a reasonable start up to shipping snow blowers out, as most of our customers are filling up that pipe line again.

Lawn and garden also had a great season in finished goods and service departments, with just the right mix of sun and rain to keep the grass green all season without that burned lawn look that we have had the last few years. This combined with some new customers we have had a stellar year, although at our last quarterly meeting the company did say that the service department did not quite get a green light. I find this a little hard to believe working in this department and watching what has gone out and the number of people working. They must have over budgeted for what they assumed was going to go out this year. We all know it is not an exact science trying to guess next season's sales when you rely on the weather so much. As far as I'm concerned we had a great year in service and the other departments as well.

We had approximately ten people from the temp agency working on and off from January to August and we did hire one

person, hopefully more next year as people continue to retire. The company and the union still have to work on the language surrounding the hiring of these individuals that come from the temp agency. It will probably not get resolved until bargaining next year.

At this time we have five people on layoff as snow season is generally a slower time of the year, but hopefully an early snow will have everybody back before the new year or worst case right after.

We have one more retirement happening February 1, 2015, Brenda Smith who will have been here a month and a half short of 46 years. Brenda has worked in just about every department at MTD over the years. She started at what became our Assembly department when it was Sehl Engineering making construction wheelbarrows, among other things. Brenda has also been our Election chair for a number of years. I know she will be missed by all as she has been a close personal friend to many including myself.

As this is the last newsletter of the year I want to wish each and every one of you a safe and happy Christmas and New Year.

In Solidarity,

*Mike Camblin*



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**MIKE  
CAMBLIN**

**MTD  
CHAIRPERSON**

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## **DAYLE STEADMAN'S REPORT continued.....**

The primary role of the Round Table is to build on the momentum generated by the Good Jobs Summit to ensure that we develop strategies and policies that will create the good jobs we agree we must - and can - have. The Round Table will be announcing new members in the weeks to come and shortly thereafter setting its meeting schedule and developing its work plan. For more details and to hear the full conference visit [www.goodjobssummit.ca](http://www.goodjobssummit.ca).

Information and canvass sheets were handed out to our members over the past month. If you haven't handed your completed canvass sheet back to your workplace leadership, please hand them in so that your Local and National Union can keep you informed and up to date on Union activities.

I would like to wish each and every one of you along with your families, to have a wonderful Christmas and best wishes for the New Year.



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# FIGHTING THE TIDE OF CHANGE

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**BRIAN  
LITTLE**

**LEAR  
CHAIRPERSON**

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**WE  
ARE  
AT A  
CROSSROAD  
WITH  
LEAR**

While auto sales have increased to 17 million vehicles you would think that our market share in Canada would increase, it hasn't. We have lost almost 10% of market share from the 9 million volumes recorded in 2009. You would think that our government would create tax breaks for major corporations to comfortably do business in Canada to keep the working class employed. Not only have they not been there to support the working class, they have structured free trade deals with South Korea. In Canada Unifor represents 390,000 members in the auto sector. The South Korean free trade deal could potentially wipe out 33,000 manufacturing jobs, 4,000 of those being auto parts jobs in Canada.

In 2000 the geographic center point for the auto industry was Illinois, today it's Texas. In the not too distant future it will be Mexico. In 1960 when the first auto plant was launched in Mexico many Canadians probably didn't even know that they built cars in Mexico. Today every car manufacturer builds cars and trucks in Mexico.

With the collapse of the banking sector in the United States of America and constant bankruptcy protections of major Corporations including Lear in 2008 and 2009, workers were the ones that suffered with over 3 million jobs lost and that's just attached to the auto sector in North America.

Since major Corporations have emerged from bankruptcy protection they have committed to themselves and their shareholders not to allow their past mistakes to be repeated.

With these sobering facts, this is exactly what is driving the growth in low cost Countries, its greed.

These are just a few challenges that we are being faced with today.

During the last two sets of bargaining we have come up with some creative ideas on how to keep our plant open and get people to retirement so more junior seniority workers could have an opportunity to work to secure more pension credits to get themselves that much closer to retirement.

Lear is constantly reminding us that they cannot compete with other manufacturers in Canada because their competition does not have the same legacy costs associated with their business.

We have now come to a crossroad with Lear.

We have made it clear that we have a collective agreement in place until January 29, 2016; the terms of the existing collective agreement will be honoured by this Company. We also reminded them that we have filed a grievance surrounding the issue of the replacement jobs they agreed would be sourced to Kitchener.

There is no resolution with the Corporation at this time but we have informed them that we will be scheduling an arbitration date to have this matter resolved.

We will provide you with an update once we know more.

Surgery;

I will be off work having back surgery and should be returning by mid December.

Please refer all Chairperson issues to Mike Kempinski as he will be my alternate.

In Solidarity,

*Brian*



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# AGREEMENT FINALLY REACHED...

After many hours of bargaining, we finally reached an agreement with the company before our deadline. This was a surprise considering the company's first offer was very discouraging. We were looking to receive a decent wage increase within the next three years because Hauser employees deserve a fair wage for a fair days work. We also made some changes in regards to discipline, layoffs, and recall articles. There is a change in language in regards to shortage of work. The company in the past had unlimited rights to the amount of time in closing down the plant during the slow periods of work, leaving employees at home throughout the year. Now, the company can proceed to do this but is limited to using up to only 8 working days through the calendar year.

We have also created new language for seasonal employees working in the upholstery department. The agreement indicates that seasonal workers will be included in our contract and will have the opportunity to become full-time employees after a certain amount of hours.

I would like to thank Tim Mitchell for his input and hard work. I would also like to thank Bruce Toman, our National Rep and wish him all the best on his upcoming retirement. Also, thanks to our committee person Jamie Cisneros for all of his hard work and support throughout this time.

I would like to remind all Hauser employees that it is very important to attend our local union meetings on the 3rd Tuesday of the month to keep yourselves informed.



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**COSTAS  
PATSAIOUROS**  
**HAUSER  
INDUSTRIES**

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## NEW WORK FOR 2015

It is a second season since our last newsletter. A lot of things have changed in our workplace. Through the summer the new crane was installed and machines were moved to make room for the new moulds we are getting. Currently we are doing trials for ford, which is scheduled to start production next year.

We are sad to say that we lost two of our sisters this year, Joy Horan and Ljubica Kolbas. Our thoughts and prayers go out to their loved ones.

On a happier note, we are getting closer to the holidays and I would like to thank everyone for their hard work and support.

I would like to wish everyone a safe and happy holiday and all the best in the New Year.



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**BRANKA  
BRISKI**

**VENTRA  
PLASTICS**

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theUnion | lesyndicat

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Breckles Insurance Brokers Limited has been providing insurance advice to Canadians for over 60 years. In 2006, Breckles partnered with the Canadian Auto Workers (CAW) to offer an exclusive home and auto insurance program to its members.

Since the formation of Unifor, just over a year ago, some members may not know about some of the exclusive benefits and discounts they're already entitled to.

Right now, and only because you are a member, you could be saving 15% on home and 10% on auto insurance when you bundle. That is the buying power of a union that is 300,000+ members strong.



Count on Breckles Insurance to:

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SAVE 15% ON HOME &  
10% ON AUTO insurance  
when you bundle.\*

**INSURE**

INSURE \$1 MILLION  
in excess liability  
coverage

**CONNECT**

CONNECT with a real  
voice through our HALO  
ASSISTANCE PROGRAM

**SUPPORT**

EXPERT SERVICE and  
advice by fully bilingual  
insurance professionals

**CUSTOMIZE**

Enjoy PREFERRED  
RATES customized to  
meet your home & auto  
insurance needs

**NETWORK**

Access HIGH QUALITY auto  
repair, contractors, property  
restoration vendors

More importantly, you'll benefit from our 24/7 professional claims service, which is backed by Aviva's Claims Service Satisfaction Guarantee. Take advantage of all of your exclusive member discounts and benefits.

Group coverage is underwritten by Traders General Insurance Company, a subsidiary of Aviva Canada Inc. Unifor Auto & Home Insurance is owned and operated by Breckles Insurance Brokers Limited.

\*The Aviva combined (bundle) policy is only offered in the provinces of Alberta, Ontario and P.E.I. Exact terms, definitions, limitations, coverage and discounts are different for each province. Contact your Unifor home and automobile broker representative for more information.



# There's strength in numbers

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**Unifor's group home and auto insurance program is administered by your fellow members at Unifor Local 1524**

Group coverage is underwritten by Teachers General Insurance Company, a subsidiary of Aviva Canada Inc. Unifor Auto & Home Insurance is owned and operated by Breckles Insurance Brokers Limited. \*\$1 million in excess liability applies to all personal lines policies insured with Aviva in all provinces, subject to maximum limits. Terms and conditions apply. Visit [uniforinsurance.ca](http://uniforinsurance.ca) for specific details. For current Rules & Regulations please contact Breckles Insurance.

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## ANOTHER GREAT WOMEN'S CONFERENCE



**MARY ELLEN  
DANCE**

**CLIS  
CHAIRPERSON**

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Spring and summer seasons have passed us by without our usual warm summer temperatures. Unifor Group Insurance members are servicing our current members and are continuing to quote new members in the hopes of them bringing their property and auto insurance needs to us. We have a great discount available right now. If a member has both insurance lines with us, there is an opportunity for an additional 5% discount. This could be a huge savings for some of our Unifor members.

Our "Refer a Coworker" is ongoing as well. We have two winners of \$100 each month, which is so exciting. Everyone loves to receive \$100 free to buy something special with.

I had the opportunity to attend our first Unifor Women's Conference, with more than 300 delegates and many of their children. It was a great conference, as many guests attended and spoke. Jenny Ahn spoke on behalf of Jerry Dias as he was out of the country, doing what he does best. It is always a pleasure meeting new sisters. This year I had the oppor-

tunity to share a room with a sister from Nova Scotia in the ship building industry. It is always great to share with sisters that you have never met before, in a different sector than yourself. We learn so much more when we network and chat about our different work environments. We had a corn and hot dog roast on one of the evenings..., it was a bit damp out, but it did not dampen our spirits or our singing voices.

Our women's conference is like going on a mini summer vacation. We meet new friends and sisters that create memories forever. The teens that were attending the conference with their moms, presented a skit at the wrap up of our final day. It is great to see how the kids have grown from the previous year. They have learned so much in the few days that they had been in Port Elgin and had built great friendships as well.

It was our year to go to the bargaining table again in August. I had Tim Mitchell and Jim Robinson bring their skills and expertise to the table with myself and the employer. Tim, Jim and I dug our feet in and stood our ground. We bargained smart and bargained hard, to make gains in wages over each year, a retention bonus for all and added effective new wordings to our agreement. We presented the agreement to our small but mighty unit, and ratified effective September 1st for another 3 years.

I also had the chance to attend the Good Jobs Summit in Toronto, October 3 -5. What an engaging weekend, with many speakers and panel discussions. There were workshops for us all to participate, communicate and share with our groups.

Have a great fall season everyone, enjoy your families, and the Christmas season to come.



CLIS raised enough money to donate four backpacks to the Send Em Off Smiling campaign. Local 1524 donated to this campaign as well. Todd Holinshead, Christine Gagnon, Mary Ellen Dance and Stewart Duckworth



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# EXTREMELY BUSY TIMES FOR DANA

**I**t has been a very busy year at Dana, Mount Forest. The plant has been working 24/7 since May due to increased customer requirements and upcoming new product launches. Thank you to the members for stepping up and working the overtime necessary to meet customer shipments, orders and demands.

Our membership currently has 220 full time members plus an additional 29 new hires since July and another 20-30 more hires are expected into November. I would like to welcome all the new hires to Unifor Local 1524. I am confident the membership will provide support, training and direction so they all will become part of the Unifor team here at Dana.

Since the last newsletter, two members have retired. We wish Doug Harrison and Carolyn MacGregor a happy retirement.

There have been many changes at the management level in the past several months. We have a new Plant Manager, a new Production Manager, DOS Engi-

neer, Quality Manager, Prototype Supervisor, and a new Human Resources Manager is in the works of being filled. We look forward to working together with these new managers and with a continued respectful Union/Management relationship.

The company remains committed to working together with our membership to resolve the many issues brought forward through the Focus Group sessions.

The first round of "Building a Respectful Workplace" took place the week of August 11<sup>th</sup>. It was an excellent half day course, presented by Phyllis Foster, through the Unifor Human Rights department. Next round should be sometime in November.

I would like to thank Local 1524 for giving me the opportunity to attend the Goods Job Summit held in Toronto, October 3-5. The speakers, workshops and panel discussions were terrific.

I want to wish each and every one a safe and happy Christmas and New Year.



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**RUTH  
GREGORY**

**DANA  
CHAIRPERSON**

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## TOYOTA CAMPAIGN

This campaign is a reflection of the commitment of Toyota team members to building secure futures for their families and stronger, more prosperous communities in which to raise their families. Toyota team members are leading this campaign themselves, with help from Unifor members at other auto plants in southwestern Ontario.

Our Local have joined the Toyota workers in support of this campaign.

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# Women In Our Canadian Workplaces



**MARY ELLEN  
DANCE**

**WOMEN'S  
CHAIRPERSON**

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**WOMEN  
ARE  
STILL  
EARNING  
LESS  
MONEY  
THAN  
MEN**

Canadian women make up almost 50% of the workforce and in some provinces have a much lower rate of unemployment over men. Canadian women have placed an increasingly important role in the fabric of Canadian workplaces. Women are more likely to be working multiple jobs and yet are still earning less money than men.

What hasn't been as great an increase is the role that women play in the board-room and executive level positions. Currently, women hold only an estimated 0.32 % of senior management roles. Canada is by no means alone in this sad fact. Since 1976 there has been a great deal of growth in the women's labour force participation. In 1976, 47% of women between 20 to 64 years of age who were either married or living in a common law relationship participated in the labour market. By 2009, the percentage had risen to 76%. In each province, the ratings are different, below is a breakdown of how things stand.

British Columbia - Women unemployment rate has been consistent since 1991 at 5.8%. Women have represented an increase in almost all managerial occupations, especially in fields like public administration where they hold over half of the positions (51%). Women currently make up 47% of BC's workforce.

Alberta - The difference in the average hourly wage between women and men was the smallest in Healthcare and Social Assistance, at \$0.69 and the highest in Professional Scientific and Technical Services, at \$10.34. In Alberta, women may have a very low unemployment rate of 4.7%, but unfortunately there is still a large average wage gap of an average of \$6.04 per hour.

Saskatchewan - has a low rate of female unemployment at 4.9%. Interestingly enough, women were more likely to be multiple job holders, with 9.5% of women working more than one job, while only 7% of men did the same.

Manitoba - has a relatively low female unemployment rate of 5.4%, as with the other western provinces. Manitoba has one of the highest rates of provincial female elected representatives in the country with 28% of the members of Manitoba's legislative assembly being women. Women also make up 44% of the province's senior management roles in the public sector.

Ontario - has one of the highest rates of female unemployment with 7.3%, women are faring better than men who's unemployment rate is at 8.2%. This could be in part, due to a rise in female ownership of small and medium size businesses with an increase of 18% since 1996.

Nova Scotia - Of the Atlantic provinces, Nova Scotia has the lowest rate of female unemployment with 7.8%. While employment is relatively high, the incomes in rural Nova Scotia are among the lowest in Canada. 14% of men and 24% of women who worked full time the entire year, earned less than \$20,000.

New Brunswick - has one of the largest differences between men and women unemployment, but not in the way you would expect. Of the province's population 8.3% of women are unemployed, while 12.1% of men are without jobs. Women's participation in the work force has increased a great deal over the past 30 years, while men's has declined. In 2011, 59% of New Brunswick females age 15



and over were employed or seeking employment, up from 39% in 1976.

PEI – like new Brunswick, has a strong difference in male and female unemployment 9.7% of women and 12.9% of men are unemployed. Much of the male population performs seasonal labour. PEI's women work fewer hours per week than men, averaging 36.5 hours compared to men's 45.5 hours.

Newfoundland & Labrador – has the highest rate of female unemployment in Canada at 11%. Women make up 50% of the total workforce in the province, in some sectors that number is staggeringly low, such as the skilled trades, transportation and heavy equipment operations where women make up 7% of those employed.

This information states the facts of how our working world is continuing to change over the decades!

Participation at “Take Back the night” Rally and March on September 25, 2014 was not as successful as I wish it would have been. There were about 300 in attendance to march our cities streets. It was a beautiful evening to support women, trans folk and children. The men that were there to support the women marching, had the opportunity to attend “Male Allies Workshops” while the women were “Taking Back The night” with the support of our universities and Waterloo Regional Police.

## TAKE BACK THE NIGHT RALLY AND MARCH



## WOMEN'S CONFERENCE 2014



Mary Ellen Dance - CLIS and Jane Gingrich - Local 1106

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# ANOTHER GREAT RETIREES CONFERENCE

First I would like to thank our local union and executive board for letting my wife and I attend the Retirees Convention in Port Elgin last month. The convention was very inspiring and informative as usual. There were 131 delegates, 48 spouses and 4 staff members in attendance. Speeches were given by Hassan Yussuff, President of Canadian Labour Congress and Sid Ryan, President of Ontario Federation of Labour with emphasis placed on "the job and the fight". Unifor held a conference called the "Good Jobs Summit" in October, which is a campaign designed to bring together workers, students, governments, employers and community organizations to find new approaches and solutions to create new jobs here in Canada. Unfortunately, Jerry Dias our National President was unable to attend.

The Convention opened with a Labour Day Parade, which was the largest in Canada. Our local and 1451 were able to bus some of our retiree members for this event. Great fun was had by all.

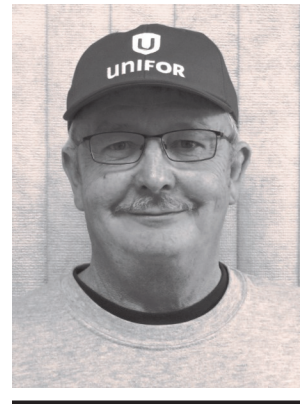
October 1<sup>st</sup> is Seniors Day and a banner was hung to recognize that day.

I would like to mention that our brother Norm White, Financial Secretary of our retirees chapter has been ill for the last 4 months at Freeport hospital. He is on the mend and has been released recently. We wish him all the best for a speedy recovery.

Also, congratulations to all the recent retirees. Please join us at the Union hall on the last Wednesday of each month for coffee and donuts. You will be able to catch up on the recent events and socialize with your retired brothers and sisters. At our meeting on November 26th at 1:00 pm, we will be having a guest speaker, Roland Kiehne, Director of Unifor Retired Workers.

Our annual Christmas party is Thursday, December 11<sup>th</sup> and we would love to see you there. Details are listed below.

If I don't see you there have a great Christmas and New Year.



**LARRY  
ZIEGLER**

**RETIREES  
CHAIRPERSON**

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## RETIRED WORKERS' CHRISTMAS DINNER

THURSDAY, DECEMBER 11, 2014

6:00 PM COCKTAILS - 6:30 PM DINNER

Held at the Unifor Union Hall

600 Wabanaki Dr  
Kitchener, ON

\$15.00 - Member  
\$17.50 - Non Member

Tickets are on sale now and can be purchased at our chapter meetings or at the Unifor Union Office.

All tickets must be purchased before the end of November.





July 2014

**Dana**

Doug Harrison

August 2014

**Lear**

Linda Erdelyi

Scott Hennick

Tom Kudoba

Patricia Medeiros

Marino Rovina

September 2014

**Dana**

Carolyn MacGregor

**Lear**

Mike Friel

Alex Kozomara

**Ventra Plastics**

Huong Nguyen

October 2014

**Lear**

Jim Dueck

Darryl Esch

Jon Ferguson

Rick Gelata

Ron Hartleib

Joe Medeiros

Boysie Ramjattan

Randy Reidt

Dennis Smallwood

Ron Zimmerman

November 2014

**Lear**

David Cook

Karl De Forest

Klaus Heller

Doug Lawrence

Bruce Lepp

Silvana Miller

John Moniz

John Pacheco

William (Billy) Reist

Paul Roeder

Larry Smuk

Blaine White

Tracy Weiss

Allan Witmer

**On behalf of Local 1524 we wish everyone a Happy Retirement**

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## IN MEMORIAM

Murray Miller - Lear - June 14, 2014

Larry Godfrey - Lear - Aug 31, 2014

Joy Horan - Ventra Plastics - Aug 21, 2014

Ljubica Kolbas - Ventra Plastics - Oct 6, 2014

**On behalf of Unifor Local 1524 our thoughts and prayers are with the  
families and friends of all our brothers and sisters who have recently passed.  
They will be sadly missed.**

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**Better Choices Waterloo Region** is a broad, non-partisan coalition of progressive individuals and organizations committed to building a better Waterloo Region through active participation in the 2014 Municipal Elections. We value an inclusive, vibrant, and accessible community that recognizes the inherent worth of each one of its members. We acknowledge the important role that municipal government plays in creating and protecting quality jobs by building SAFE, SUSTAINABLE, GREEN COMMUNITIES.

## ENDORSEMENTS

BETTER CHOICES WATERLOO REGION RECOMMENDS...

### City of Cambridge

*Mayor:*

Doug Craig

*Councillor:*

Ward 1 - Donna Reid

Ward 2 - Mike Devine

Ward 3 - Brian Santos

Ward 4 - Jan Liggett

Ward 5 - Pam Wolf

Ward 6 - Colin Slingsby

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### City of Kitchener

*Mayor:*

Dan Glenn-Graham

*Councillor:*

Ward 2 - Grayson Zeilstra

Ward 5 - Kelly Galloway-Sealock

Ward 6 - Wanda Kampijan

Ward 7 - Fauzia Mazhar

Ward 8 - Margaret Johnston

Ward 10 - Sarah Marsh

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### City of Waterloo

*Mayor:*

Dave Jaworsky

*Councillor:*

Ward 4 - Diane Freeman

Ward 5 - Mark Whaley

Ward 6 - Jeff Henry

Ward 7 - Melissa Durrell

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### Woolwich Township

*Councillor:*

Ward 3 - Lisa MacDonald

### Region of Waterloo

*Regional Chair:*

Ken Seiling

*Kitchener Regional Councillor:*

Cameron Dearlove

Elizabeth Clarke

Greg Burns

Tom Galloway

*Waterloo Regional Councillor:*

Jane Mitchell

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### Waterloo Region District School Board

*Kitchener:*

Ted Martin

Kathi Smith

Doug McKlusky

*Waterloo/Wilmot:*

Carol Millar

Shelly Reed

Kathleen Woodcock

*Woolwich/Wellesley:*

Scott McMillan

---

### Waterloo Catholic District School Board

*Kitchener/Wilmot:*

Anthony Piscitelli

Amy Fee

Joyce Anderson

*Waterloo/Wellesley/Woolwich:*

Melanie Van Alphen

Janek Jagiellowicz

**Better  
Choices**

**ELECTION DAY IS...**

**MONDAY, OCTOBER 27**

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# MISSING AND MURDERED ABORIGINAL WOMEN WE NEED A SOLUTION

Indigenous women are going missing and being murdered at a much higher rate than non-indigenous women in Canada. According to a study done by the Commissioner of the RCMP in late 2013, there have been 1017 murder aboriginal women and 164 missing between 1980 and 2012. Of these, there are 225 cases still unsolved. Aboriginal women are almost three times more likely to be killed by a stranger than non-aboriginal women are.

The vast majority of the women were mothers. This has affected more than 440 children and very little is known about what happens to these children following the loss of their mother.

After the death of Manitoba aboriginal teenager Tina Fontaine in August, Prime Minister Stephen Harper said the issue of missing and murdered aboriginal women was a crime problem, not a “sociological phenomenon.” The Conservatives have so far resisted calls for an inquiry.

There needs to be justice for these women. We need to call on the government for a public inquiry. To do this you can go to the Unifor website at

[www.unifor.org](http://www.unifor.org) and click on the link .

December 6th is the **Day of Remembrance and Action on Violence Against Women** in Canada. This day marks the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal. Let us not forget this tragedy. We need to continue to work on ending violence against women.

As some of you may know I will be retiring next year so this will be the last edition of the newsletter that I will be publishing. So we will need someone to fill the editing position. In January of 2015 at the general membership meeting is when we hold the election for this position. This will then give me time to provide any necessary training for the new editor.

I have enjoyed my time as your editor, providing you with all the news and updates over the last 7 years. Thanks to all of you that have submitted articles and having patience with me. I have greatly appreciated it.

I want to wish all of you and your families a great Christmas and a Happy New Year.



**KELLY  
SIELING**

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**EDITOR**

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## JUSTICE

for Canada's missing & murdered  
Aboriginal women and girls





600 Wabanaki Dr  
Kitchener, ON  
N2C 2K4  
Phone: 519-893-7484  
Fax: 519-893-8673

#### **EXECUTIVE BOARD**

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1st Vice President - *Brian Little*  
2nd Vice President - *Mike Camblin*  
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Trustee - *Mike Kempinski*  
Sergeant-At-Arms - *Karl De Forest*  
Guide - *Don Robins*  
Retirees Chairperson - *Larry Ziegler*  
Election Chairperson - *Steve Becker*

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BFI - *Jason Scully*  
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Metokote - *Paul Butcher*  
Brinks - *Bryan Holst*  
Wendell Motors - *Pat Vallee*

The Amalgamated is an official publication of Unifor Local 1524. All opinions expressed here-in are those of the author only. We encourage discussions of any nature, but reserve the right to refuse those letters that we judge abusive, sexist or racist. All submissions must be signed. Please include your phone number and e-mail address.

#### **SUGGESTIONS OR COMMENTS**

##### **E-MAIL**

[ksieling@unifor1524.org](mailto:ksieling@unifor1524.org)

##### **VISIT OUR WEB PAGE AT**

[www.unifor1524.org](http://www.unifor1524.org)

#### **LOCAL UNION SOCIAL SERVICES AND SUBSTANCE ABUSE COMMITTEE**

If you need help, call:

Brian Little - Lear - Cell - 519-465-9465  
John Willcocks - Lear - 519-895-1600 Ext 3340

#### **WOMEN'S ADVOCATED**

Anna Either - Lear - 519-895-1600 Ext 3505  
Rosalie Nguyen - Ventra Plastics - 519-895-0290 Ext 300  
Donna Tagliabracci - Dana - 1-519-323-9494

#### **STANDING COMMITTEES**

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Environment - *Paul Butcher*  
Education - *John Hawkins*  
Recreation - *John Hawkins*  
Human Rights - *Dayle Steadman*  
Social Services - *Brian Little*  
Editor - *Kelly Sieling*  
Organizing - *John Hawkins*  
Women's - *Mary Ellen Dance*  
Skilled Trades - *Don Robins*  
Youth - *No One*  
Flying Squad - *Karl De Forest*  
Goodwill and Welfare - *Kelly Sieling*  
Health & Safety - *Rick Riopel*

