May 2014 Spring Issue

TIM HUDAK



NOT the leader we need for working people

For more election information read the various reports on the following pages.....

MARK JUNE 12TH ON YOUR CALENDAR - PROVINCIAL ELECTION



TIM MITCHELL

PRESIDENT

PLANS TO
ATTACK
UNIONS

Canadian Labour Congress has a new direction

lections both internally and provincially are the theme most prominent in the labour movement today for Canadians as well as Ontario workers. Wow! What an exciting time, Unifor was founded to be aggressive and to reshape the Labour movement. The CLC (Canadian Labour Congress) was founded in 1956 and represents 3.3 million workers today from all unions representing all sectors of the Canadian Economy. The CLC has been an active lobbying body on behalf of workers but has not been as visible in the general public as the labour movement had hoped. Therefore a decision was made by our President, Jerry Dias and the top leadership of our union to try and make a change in the direction of the CLC. In order to effect change typically you need to replace the leadership at that level. Ken Georgetti has been the president of the CLC since May 1999 and has steered our direction admirably. Hassan Yussuff is our new president and is a Unifor and former Canadian Auto worker staff representative. I have had the pleasure of working with Hassan on many occasions beginning in 2002 when he was elected to the secretary treasurer of the CLC and I was a committee representative in the Lear plant. We spent time lobbying Karen Redman the then Federal Liberal representative for Kitchener Center who ultimately went on to become the Liberal party WHIP. I was also fortunate enough to work with Hassan over the years in lobbying efforts on Parliament hill in an attempt to defeat anti-labour legislation bills. I believe he will take the CLC in a more aggressive direction as did Bob White and in fact ran on a platform that

said as much. Jerry Dias said Unifor needs to go on the offensive and here is move #1 in terms of reshaping the labour movement. It was the first time in the history of the CLC that the incumbent lost. How did that happen? Unifor and its partner unions were able to get delegates out to vote. Hassan won by 40 votes, Kitchener sent a bus of 50 people. We won change by one bus, ours I think, or that's my story and I'm sticking to it. You can effect change if you participate when we call you. Thanks to all that answered the call.

Provincial Elections

I shouldn't have to say a lot here but I will. The provincial election has been called for June the 12th. I can't impress upon you and you families how important it is to get out and vote. The labour movement and all of you have taken a bath because of the federal Tory (Conservative) government policies. I ask you, would it make sense to elect a conservative government in Ontario? Tim Hudak has policies to attack unions and try to eliminate them. He has already committed to creating 1 million jobs which is unclear as to how and for how much. He has committed to eliminating 100,000 public sector jobs. Not sure how that adds up as we must subtract 100k existing jobs from those that may exist....Hmmmm?, you do the math. The labour movement has always supported the NDP candidates However since 1993 it has been clear that the membership has asked those in leadership to stop telling them whom to vote for. However the world has changed, the economy has changed and therefore the leadership must change. We as unionized leadership can no longer fix the pressures that are put on us from globalization at the

Presidents report continued.....

bargaining table. The fix must be a political shift. If you are unhappy with the fact that you haven't had a raise and have to pay more, then please get out and vote for the party that will help you. The local will be sending bout material on suggested candidates to vote for. However if you feel the need or if your family has always voted conservative, we asking you to stay home and not vote.'

The Local

We have been able to ratify two agreements within the last 6 months. Ventra Plastics with 150 workers accepted a 3 year agreement by 87 percent which included a signing bonus and a lump sum in each year along with 5 retirement packages to the senior people. To date we have had 6 people accept the retirement incentive and the company has indicated that they are willing to offer it to all that want it. We also ratified the Dana Mount Forest agreement by a mere 57 percent. The agreement included corrections to the OT language which provided for more weekends off to the junior people, an adjustment to the benefit package to provide for more flexibility for usage and a commitment for the corporation to hold town hall meetings in June of this year to address ongoing equipment issues.

I want to congratulate both Bargaining Committees for embracing the current economic climate and crafting an agreement that moves their membership forward. Well done!

One Thought

"History is a great teacher. Now everyone knows that the labour movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labour miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labour forget these simple truths, but history remembers them."

-- Martin Luther King Jr.

On behalf of the local union executive board I wish everyone a happy and safe summer.

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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.

UNANIMOUS SUPPORT



BRIAN LITTLE

1ST VICE PRESIDENT

Hassan Yussuff for Canadian Labour Congress President

We're proud to support Canadian Labour Congress Secretary-Treasurer Hassan Yussuff to be the next president of the CLC. Hassan received the unanimous endorsement of the Unifor National Executive Board, made up of rank-and-file representatives from right across the country.

Unifor believes that Hassan has the passion, drive and commitment needed to reinvigorate the CLC and the labour movement across Canada and Quebec. Hassan became a member of Unifor at Local 252 when he worked as an auto mechanic at the GM Truck Centre, located in Toronto. He came through the ranks as an activist, plant chairperson, joined the staff in various departments and then became the first National Human Rights Director with the former CAW.

Hassan was elected to the CLC in 1999 as the Executive Vice-President and then later as Secretary-Treasurer every term since 2002.

Hassan co-chaired the CLC Anti-Racism



Task Force, successfully pressed the Harper Conservative government to implement protection of workers' wages during bankruptcy, and was also elected internationally as the President of the Trade Union Confederation of the Americas. More recently, he worked closely with Unifor activists, providing the advocacy to try to improve the Canada Pension Plan campaign.

We are pleased to announce our support paid off by electing Hassan Yussuff to CLC President.



MONTREAL
— Delegates to
the Canadian
Labour Congress convention in Montreal have elected
Hassan Yussuff

as the CLC's new President and Barbara Byers as its new Secretary-Treasurer in contested elections yesterday.

The CLC's largest ever convention also elected Marie Clarke Walker and Donald Lafleur as Executive Vice-Presidents. There were 4837 delegates eligible to vote in Thursday's elections held in Montreal at the CLC's largest ever convention, which ended on Friday at noon. The Canadian Labour Congress, the national voice of the labour movement, represents 3.3 million Canadian workers. The CLC brings together Canada's national and international unions along with the provincial and territorial federations of labour and 111 district labour councils.

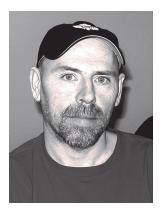
In solidarity,

Brian

DON'T BE FOOLED BY TIM HUDAK

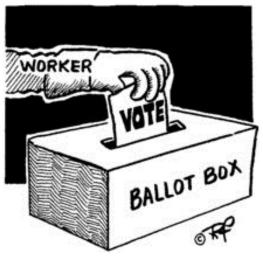
s we come to the end of a long cold winter, we are all looking forward to a few hot summer months to enjoy with our families and friends. But I have to tell you Brothers and Sisters, now that the minority Liberal Provincial Government fell over the budget, we are now facing an Election in Ontario on June 12th, and we need to be afraid. Afraid you may say, what is there to be afraid of? This is Ontario, this is Canada, all and all we still have it pretty good here. Well Brothers and Sisters we should be afraid of what a Tim Hudak Government will mean for us, with the 'right to work' legislation he would like to pass, which we all know means the 'right to work' for are voting for, now you are voting to take less. With the continuing attacks on working men and women by the right wing Federal Government this will be another foot in the grave for the Labour movement if the Provincial PC party was to get elected. Tim Hudak is further out there than even Steven Harper, so much so that even some members of the Conservative Party are trying to distance themselves from him and even some business leaders are telling him to back off on the changes he would like to make. Although in the papers he has said he will back off on some of the proposals he had in his white paper. Don't be fooled by this rhetoric, if elected he will push through with his agenda. Our Brothers and Sisters in the United States have lived this already with most recently 'right to work' legislation in Wisconsin and Michigan. There are now 25 'right to work' states in the US. They try to blame the job losses on the unions which is more rhetoric as statistics prove those losses have been about the same in unionized as opposed to 'right to work' states. The real noticeable difference is in wages, benefits and health and safety

laws which are better in the states that are unionized and look how much more poverty and lack of funding in such things as education and healthcare there is in the 'right to work' states. As I mentioned earlier, we cannot trust the right wing to keep their promises. An example of this was in Michigan when the Governor met with the labor leaders and promised them that there would be no 'right to work' legislation in their State but six days later he pushed it through anyway. This time, any of our Brothers and Sisters who would normally vote PC need to really think this through. If elected it's not just a few basic things like lower taxes you away your collective agreement, which at the end of the day is the only thing that gives us protection to our wages, benefits and pensions.



MIKE CAMBLIN

2ND VICE PRESIDENT



MAKE THE **RIGHT** CHOICE ON **JUNE 12TH**

In closing I want to wish you all a great safe and happy summer. So make the right choice on June 12th so we don't have a winter that never ends under a Hudak Government

In Solidary

Mike Camblin

THANK YOU TO ALL THAT SUPPORTED ME



DAYLE STEADMAN

FINANCIAL SECRETARY

would like to take this opportunity to L say thank you to those of you that supported me in the election for Financial Secretary. The job has a lot of responsibility and it has been quite a learning curve for me. I have been very fortunate to have a great person in Robert Pyne who has been taking the time to give me the training required to be effective in this new roll. I have settled in and I'm still learning something new every day. I have also had tremendous support from the executive board who has guided me to fulfill the duties and responsibilities of the job. I am excited to represent our local and all members of Unifor in the future

From a financial stand point the local is healthy at the present time; my plan is to go through all of the finances to see I am expecting that I will be able to reduce the amount of spending on the day to day expenses to allocate more funds for future activities within the Union and the labour movement as a whole, allowing our members to become more active and create greater participation within the local.

The leadership has displayed in your workplaces a poster of our new merchandise along with the prices. I would invite all members to come to the local union office at Wabanaki Dr to purchase your Unifor products. I am in the office daily from 9-5 pm. This is a great way to represent your local union and change up your baseball hat collection.

The Unifor organizing department together with the Toyota organizing committee is moving forward to get cards signed in the hopes of getting the workers of Toyota unionized. For a more detailed update refer to Toyota Workers Rally on page 15.

where it is possible to cut operating costs. Now that the Provincial election has been called it is time for us to stand together and put into action what we have been discussing about Tim Hudak and his Progressive Conservative Party. He has clear

> intentions to attack unions and everything we stand for. You need to educate yourself about the candidates in your local riding and vote for the one that will support workers in Ontario. It is more important than ever that you speak to your family, friends and neighbours to get out and vote, because believe it or not we can make a difference together. "Voting for Tim Hudak

is like a turkey voting for Thanksgiving" Have a great summer.

UNIFOR LOCAL 1524 APPAREL

Available at the Union Office 600 Wabanaki Dr 519-893-7484



GREAT WINTER FOR MTD

rothers and Sisters, we have had a good run since the last Amalgamated. With a long cold winter and with lots of snow, our warehouse was cleaned out by the end of the winter and it was almost impossible to buy any snow blowers in the stores. This should set us up for another great snow season at the end of 2014

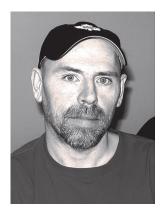
Lawn and garden has gotten off to a great start in both finished goods and in the service department. We had to bring in six temporary employees to help with the demand in service as we had reached the end of our seniority list and having sever- I want to wish Sue Cote a long and happy al retirements over the last few years. It has now slowed down a little bit and we are down to three temporary employees. But now we need the weather to start heating up a bit and to get that grass growing and stretch out the season so we can have another great year.

We have two grievances in the system, both now in the hands of the National Union to decide whether they will arbitrate them or not. There have been quite a es.

few disagreements with the company over these issues but all and all still a pretty stable relationship. We are also working with the local and the company on some temporary employee language with the ultimate goal of hiring some new employees properly sometime in the near future as opposed to going through temp agencies, as these places pray on the backs of working men and women. We also understand that we are a seasonal business and cannot guarantee year round work for a new hire, so there are some work to do on this issue.

retirement as she is leaving us June 1st with over 43 years of service. I know that Sue will be missed by everyone here. I also want to mention Tom Spiro who retired February 1st. Tom had over 39 years of service.

I hope everyone has a long and happy summer and remember for the election on June 12th, as I mentioned in my other article that we will make the right choic-



MIKE CAMBLIN

MTD CHAIRPERSON

POST-SECONDARY SCHOLARSHIPS NOW AVAILABLE

The Ontario Federation of Labour is awarding two scholarships worth \$2,000 each. Eligible scholarship recipients must be entering, in September 2014, the first year of a full-time course of study (leading to a diploma or certificate) at a public Ontario community college or the first year of an undergraduate program (leading to a degree) at a publiclyfunded Ontario university.

Scholarships are only available to candidates who have no prior post-secondary studies. The criteria for selection of the scholarship winners are the following:

- 1. A brief resume outlining non-academic interests and activities, such as community or political involvement as well as goals for the future.
- 2. Evidence of understanding of the role and significance of the Canadian labour movement.

For more information and applications contact the union office or go to www.ofl.ca..

The deadline for receipt of applications is June 16, 2014.

THE UGLY TRUTH



BRIAN LITTLE

LEAR CHAIRPERSON

s we all know, the manufacturing sector in Ontario has been on a steady decline as most corporations continue to embrace the 'low cost country' strategy in order to maximize shareholder versified product mix. Tier 1 plants norreturns. The creation of Unifor was designed to build a large union with a strong enough voice to stop the onslaught supply. In some cases, the same seat is of major corporations from moving all manufacturing jobs to 'low cost countries'. So our government will start to take notice that there is a need for the middle class in this country. We in Kitchener are faced with this reality everyday as we continue to re-invent ourselves in order to position ourselves for future business. When we look at our sister Lear Plants in Ajax and Whitby (and also at the former Oakville and St. Thomas facilities), it is clear that these locations are different from us. Each of these plants are referred to as 'Tier 1' facilities as they ship fully trimmed seats directly to General motors, Chrysler and Ford and as such, are located in close proximity to the assembly plants. Kitchener would be referred to as a 'Tier 2 and/or Trier 3' facility as we do not ship our stampings or assemblies direct, but rather to one of these Tier 1 suppliers. This is a double edged sword in that although we do have the advantage of not being tied directly to any one assembly plant, we are vulnerable to having our work relocated to any one of a number of other welding/ stamping facilities.

In 2008, when General Motors announced the cancellation of the GMT900 truck program in Oshawa, Lear Ajax had no alternative but to close their plant because they were tied directly to this one program. In Kitchener, we were fortunate in that we continued to produce the metal

frames for the GMT900 program as we shipped to multiple locations. We were not directly impacted by this closure based on this fact and because of our dimally build only the model line to match whatever models the assembly plant they used over various models like the Chrysler LX/LC/LD platforms; EN/FN Ford Crown Victoria/Grand Marquis: GMT900/K2XX Sierra/Silverado etc. Once the final assembly plant discontinues production plans, the seat building plant has no option but to follow suit.

In almost every case, when a 'seat building' plant closes as a consequence of the final assembly plant ceasing operations. then it typically remains closed. The exception is Ajax and this only happened because the National Union had a rare opportunity during the 2009 bankruptcy protection bargaining to convince the Corporation to re-invent this facility under a new competitive labour rate. The new rate would be \$20.00/hr with a defined contribution pension plan and much reduced benefits. Lear Ajax's membership agreed. The plant was subsequently re-opened and re-tooled to perform the Chrysler work.

It has been 5 years since Ajax re-opened and since then, the St Thomas plant negotiated a closure agreement, we in Kitchener bargained a Collective Agreement that secured pension packages, transition monies, and increased severance among other things. In addition, the Whitby plant negotiated a status quo agreement that saw little change to their wage or benefit package. During this same period, the Ajax membership was keenly aware of these negotiated benefits

Lear Report Continued.....

and quickly got to a boiling point, demanding a leadership that would bargain these same improvements for them.

Ajax is currently in bargaining and went out on strike on May 1, 2014 with the first tentative agreement proposed by the Corporation being turned down by 74% of the membership at their ratification vote on May 4, 2014. They convened a second vote to allow the Committee an additional two weeks to continue to bargain while the membership returned to work and this was supported by 75% of the membership. The Ajax Committee is asking for the defined benefit pension credits back from 2009-2014, and to have the defined benefit pension plan re-instated moving forward. They also seek a significant wage increase along with \$40,000.00 in transition monies similar to what we negotiated in Kitchener. Finally, Ajax is requesting increases to all of the benefits that they had given up previously, concessions made to secure the reopening of the plant.

This is a very ambitious plan by the Committee with a price tag in excess of one hundred million dollars. The Committee committed to the membership that they wouldn't accept anything less from the Corporation and although I respect everyone's right to bargain, I question whether this Committee can see the potential damage they could cause to our plant should they be successful in leveraging the Corporation to these excessive demands. It is apparent that very little consideration is being given in this regard.

If Ajax is successful in there ambitious quest, it could make our plants too expensive to secure the next generation of metals/seating for the Chrysler business in Brampton. The undeniable result would be that Ajax will be closed once again and 60 - 80 of our members who are tied to the Chrysler program would be at risk. I can only be optimistic that the final outcome will leave us in a position to continue with Lear operations in Canada.

We will keep you informed to the outcome.

Kitchener Jobs

Through everything that is happening within the organization, Lear is being constantly reminded that they still owe Kitchener 50 more production jobs to complete their contractual obligations. Lear also understands that they only have until September of this year.

Retirements

We have 50 more retirements eligible for this year.

Elections, Departments 29, 31, 39

I would like to congratulate Tony Kocjan and welcome him to the Bargaining Committee, and also congratulate Guy Fortin as the newly elected Steward.

Tony Kocjan, Wes Buchholtz and Guy Fortin will be located in the union office closest to the inspection office.

With Joe Chartrand stepping down from the Committee and choosing to sever his employment, this has allowed us to have the election sooner. It has also alleviated some of the work load off of Mike Kempinski and he can focus more on departments 26, 60.

Have a safe and happy summer vacation.

In solidarity,

Brian

Pay attention to the provincial election.



The election could have a major impact on your collective agreement (the union contract). Your wages, benefits and your pension could suffer.

Why?

Because Tim Hudak's Conservatives are attacking unions. Hudak's U.S.-style policies are so extreme, members of his own party forced him to tone down his message.

Don't let Tim Hudak fool you. Even union members who usually vote Conservative are saying...



There's strength in numbers Refer a colleague

Breckles Insurance Brokers is Unifor's exclusive provider of group home and auto insurance. Being part of a union that is over 300,000 members entitles you and your colleagues to many insurance savings and benefits



Discounts of 15% on home and auto insurance when you combine your policies (Ontario Only)



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\$1 million in excess liability coverage[^]



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Refer a colleague for your chance to win a \$100 Visa gift card!

colleagues call
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for a home or auto quote
and tell us you referred
them, you'll
be entered into a draw
for a chance to win.
Prizes awarded monthly!

When your Unifor





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

THANKS TO THE MEMBERSHIP FOR SUPPORTING THE NEW AGREEMENT



RUTH GREGORY

DANA CHAIRPERSON

of this
election
could have a
major impact
on our
collective
agreements

am pleased to announce that Dana Lanada Mount Forest and Unifor Local 1524 ratified a very good new four (4) year agreement on March 22, 2014 by a 56% margin. On behalf of the Bargaining Committee, Bev Dowdy, Tracey Walsh, Brian Hubble, Tim Mitchell, Jim Woods and myself we would like to accepting this agreement. We went through some very tough negotiations with the company and the bargaining committee was successful in negotiating the following highlights: numerous language improvements, 2% GWI in years 2 and 4, lump sums of \$1300 in year 1 and \$1100 in year 3, \$1.00 an hour wage increase in years 1 and 3 for our skilled trades, increases in the first, second and third year for vision care, combining benefits to an annual maximum of \$1200 for physio, psychologist, osteopath, podiatrist, chiropractor, naturopath, chiropodist and massage therapy and an increase in safety boot allowance. This is at a time when the company wanted members to co-pay 10% of their benefits. Two main issues were overtime and vacations; the peak vacation time was reduced from June to September to July and August, and positive changes on how overtime is implemented. The company addressed the Union's concerns on training, job descriptions, pay period, and clarification of heat breaks to name a few. As Dana and Unifor are committed to operations improvement and growth at the Mount Forest Plant, Power Technologies' North American Operations Director and the Senior Director of Human Resources & Labour Relations Dana Holding Corporation will be visiting the Mount Forest facility to initiate joint shift meetings and round table focus-group sessions with all members at Mount Forest. The company

appreciated that Tim Mitchell and the Bargaining committee members offered to join in these meetings. We look forward to these meetings and the positive feedback that enable members to have a voice.

Walsh, Brian Hubble, Tim Mitchell, Jim Woods and myself we would like to thank the membership for their support in accepting this agreement. We went accepting this agreement. We went through some very tough negotiations with the company and the bargaining committee was successful in negotiating the following highlights: numerous language improvements, 2% GWI in years 2 I attended the April 24-26 Independent Parts, and Suppliers Sector (IPS) Council and Ontario Regional Council in Port Elgin. We had a great deal of discussion on issues surrounding the Health Accord, Medicare, and the possible provincial election, which has since Council, been set for June 12, and the impact on all Canadian citizens.

The federal Harper government is refusing to re-negotiate the Health Accord that expired March 31, 2014. Why should we be concerned? The Health Accord provides provinces and territories with stable health funding and sets national standards. These national standards are a set of common goals around wait times, home care, prescription drugs and team based primary care. What is Harper's plan for health care? Prime Minister Stephen Harper doesn't want even loose goals - in fact, he's refusing to negotiate another Accord. This abandonment of federal leadership in health will lead to 14 different and weaker health care systems. Access to quality health services will depend on your postal code and credit card balance. We had the privilege of hearing Dr. Danielle Martin, Founding Chair of Canadian Doctors for Medicare & Dr. at Women's College Hospital in Toronto, speak. She was fantastic, raising the concerns where this decision would result in less and less universal health care. Look her up. She spoke at the U.S. Senate sub-committee debate in March defending the health system in Canada.

NEW SEASON=NEW HOPE



BRANKA BRISKI

VENTRA
PLASTICS
CHAIRPERSON

Our winter season is officially over and spring is finally upon us. This season brings us new hope and cause for celebration. We take the time now to appreciate and acknowledge the following Ventra Union members retiring on May 9th 2014.

Ryszard Jozwiak (Aug 7, 1985)29 years of service Aniela Jozwiak (Jan 23, 1985)29 years of service Ewa Jasinski (Jan 23, 1989)25 years of service Maria Stylianov (Sept 5, 1989)25 years of service Edna Brett (Sept 9, 1989)25 years of service Huong Diep (Oct 16, 1989)25 years of service

We are all wishing them continued good health and best wishes for their new chapter in life.

Now, for some information on our Plant. The beginning of 2014 has been a slow start, particularly slow in March and April. This was a direct result of Ford and GM, retooling in their plant facilities. We have experienced layoffs, and short work weeks, which have had a very negative impact on our members. We are hoping that things will improve over the coming month. Currently we are doing trials for the jobs that were awarded to us by our customers. In the fall we should be very busy as we will be launching new parts for these customers.

As summer approaches, our plant shutdown is scheduled for the 1st and 2nd week of July 2014. Management has informed us, that we will have a skeleton crew working during the Plant Shutdown. This is due to the fact that Toyota will not have a shutdown.

As we all know the Provincial Election will be June 12th. Please, brothers and sisters ensure that you are educated and informed on what policies, PC: Tim Hudak stands for.. Hudak's policies in effect would result in the following:

- Weaken Union bargaining power in negotiations with employers
- Undermine wages, benefits and pensions of both union and non-union workers
- Reduce workplace safety and union representation
- Cut good jobs for the next generation
- Weaken defense of public services, human rights and the environment.

On that note, I wish you all a very happy and safe summer.

Dana report continued.....

As for the provincial election coming up the Hudak and Harper Conservatives are working together to lower the living standards of both union and non-union workers. Even if you are sick of politics, pay attention to the provincial election! The election could have a major impact on your collective agreement. Your wages, benefits and your pension could suffer, the biggest losers being working families. Why? Because Tim Hudak's Conservatives are attacking unions. Hudak's U.S. style policies are so extreme, members of his own party forced him to tone down his message. Don't let Tim Hudak fool you. Even union members who usually vote Conservative are saying.....NOT THIS TIME! LET'S DEFEND OUR RIGHTS AT WORK. MAKE SURE TIM HUDAK DOES NOT GET ELECTED, SAY NO TO TORY LEADER TIM HUDAK.

"REFER A COWORKER" **CONTEST CONTINUES TO THE END OF 2014**



MARY ELLEN DANCE

CLIS CHAIRPERSON

On line quotes are available at uniforinsurance.com

S pring is trying to get here and the snow is gone in our region of Ontario. But not so much on the way to spring council this past week, from Harriston up to Port Elgin there were still drifts of snow, in the many sheltered areas. Once getting to the Education Centre it was amazing to see the ice on Lake Huron at the shore. Our Unifor members working at the centre, said that there had not been ice on the lake for 7 years, that shows that we had a harsher winter than usual. I attended the IPS meeting, even though I am not in manufacturing any more. I am always interested in what is going on in the workplaces that I have worked in the past too see what is happening for my sisters & brothers.

We had a great guest speaker at IPS. Mary from Greenshield spoke on fraud in draw as well as the referrer. The entry the personal benefits plans that many unifor workers have. As time goes on the rise in fraud claims grow so there is a need to have audits done. These audits that are done for claims that we as members submit for ourselves and our dependents that are covered on our CBA. It is very interesting to see the criteria in which the audits of claims are done to make sure that, doctors, clinics, hospitals, and service providers are not filling their pocket and scamming the system and in turn causing our benefits to suffer or our premiums to rise because of these activities. Audits are done on every 200th drug claim, audits are done on every semi private hospital bed claim. Audits are done on every provider of services (chiro, massage, physio) to be assured that they are valid registered profession-

It was an amazing council, and great to see all the new former CEP delegates there. It was great to hear from Jerry Di-

as, Hassan Yussuff, and our other guest speakers.

I have great news from our 'small but mighty' membership of 4 workers. Here at Canadian Labour Insurance Services, our "Refer a Coworker" contest that ran in 2013 has been extended for 2014. This will give our strong Unifor membership, more of an opportunity to share with coworkers, the positive experience they had gotten when they called in to get a quote or two and bring their insurance coverage with us.

The "Refer a Coworker" contest is a two fold win for our members. The original member who calls in for a quote is entered into the monthly draw and each person that calls in and shares with us that they referred them, goes into the ballots and the chance to win can become huge, the more you refer. Please let me know if you would like me to email you the marketing flyer for this contest and I will. If you would like to do an online quote first before we speak with you, please go to uniforinsurance.com. Thank you and celebration is warranted for the members of these locals that have called in and supported our workplace and won \$100 gift cards, (30 winners) up to end of March 2014. Locals 27,195,222,303,306,414,444, 636,707,1075,1106,1285,1524,2027,222 8,2458,7378, and national office.

I also want to thank everyone for supporting me and voting me in for Council Delegate. Have a great summer brothers & sisters, looking forward to hearing from you when you call us (1-877-229-4677) for an auto, property & motorcycle quote.

Toyota workers rally to celebrate important milestone

Toyota team members and their members and their supporters rallied with a renewed sense of union in their workplace.

Roughly 100 Toyota team members and Unifor supporters flocked to the Toyota sites in Cambridge and Woodstock to wave flags and circulate a new leaflet about the benefits of a collective agreement.

Rainy weather did not dampen spirits, and supporters huddled under bright red Unifor umbrellas. There was a steady stream of fellow Toyota team members driving home who honked their horns in support of the union drive.

The rallies signify a new energy the campaign, thanks in part to a visit from Unifor National President Jerry Dias on April 3.

"There is nothing stronger than the resolve of workers who have decided to fight for their rights and to secure a bright future—and that is what we have here at Toyota," said Dias at a press conference to kick off the next phase of the union drive.

After filing more than 3,000 signed cards with the Ontario Labour Relations Board on March 31, the team members learned that they fell just short of the number required after the company released their startlingly high employment numbers.

While Unifor could have chosen to engage in a lengthy legal battle contesting the numbers, team members are more interested in building support and getting more cards signed so a vote can take place sooner and with confidence.

Ken Cleveland, a maintenance team leader at Toyota's Cambridge facility, spoke at the April 3 press conference and emphasized the growing sense of determination among his fellow team members who want to have a vote.

"With the growing list of workplace issues ranging from pension security to line-speed, I can't wait to get back to signing more cards. Our concerns aren't being addressed and it's time for us to have a say at work. Democracy is clearly coming to Toyota," said Cleveland.

Despite a message from the Toyota President saying he wants a vote, the company filed a 54-page objection to holding the vote. There are growing frustrations amongst team members that remain unaddressed



This article is from UNIFORUM, out National Newsletter



RETIRED WORKERS REPORT

A s your new retirees chairperson, I will have a hard time following the great leadership of Janis Turenne, Joe Stroeder and the previous chairs. But I will do the best I can with the help of our present members-at-large. There have been a few officer changes.

Chairperson - Larry Ziegler Vice-Chairperson - Richard Atkinson Recording Secretary - Cora Corbett Financial Secretary - Norm White Sergeant-at-Arms - Gary Nicols Members-at-Large - Wayne Potter, Shirley Fletcher and Tod Spiegelberg

I would like to thank Richard Atkinson for assuming my position while I was vacationing in Florida for the month of March.

I was disappointed that I was unable to attend the bus trip to the CLC Convention in Montreal. I hope that the retirees that did go, had a great time.

Last month I attend one of the rallies at Toyota in Cambridge. It was great to see the Toyota workers handling the campaign themselves by handing out cards and brochures to their own members. Having Toyota become a part of Unifor would be very beneficial to us as this could potentially create more work for our manufacturing parts supply plants.

Congratulations to all the new retired members. It would be great to see you at our monthly meetings. They are held on the last Wednesday of each month at 1:00 pm with the exception of July and August. Come for coffee, donuts and good fellowship.

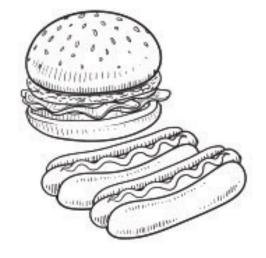


I hope everyone has a great relaxing summer and hope to see you all at our annual retired workers picnic. For the details see below.



LARRY ZIEGLER

RETIREES CHAIRPERSON



ANNUAL RETIRED WORKERS PICNIC

Wednesday, June 25, 2013 at 1:00 pm

Cost - \$5.00

Please remember to purchase your summer picnic tickets at the union office before **June 13th.**

You are welcome to bring a dessert.



September 2013	Raymond Kreutzer	Ewa Jasinski
Ventra Plastics	Greg Meyer	Aniela Jozwiak
Iris Mariapen	Scott Plant	Ryzard Jozwiak
Patricia Pilkey	Bruce Preiss	Maria Stylianou
	Paul Stemmler	
January 2014	MTD	<u>June 2014</u>
Lear	Thomas Spirou	Lear
Michael Collins		Stella Riley
	<u>April 2014</u>	MTD
February 2014	Lear	Sue Cote
Lear	Terry Grubb	
John Anderson		<u>July 2014</u>
Robert Pyne	<u>May 2014</u>	Lear
Lisa Stephens	Lear	Denise Meyer
	James Hammer	Mike Moniz
March 2014	Ventra Plastics	Steven Riley
Lear	Edna Brett	Colleen Soehner
Manuel Amorim	Houng Diep	Rowena Ward

On behalf of Local 1524 we wish everyone a Happy Retirement



Linval Livermore - Ventra Plastics - Oct 28, 2013

Richard Kunst - Bluewater Thermal - Nov 7, 2013

Andrew Mason - Dana - Jan 4, 2014

Brent Parsons - Lear - Jan 12, 2014

Mary Rose - Lear - Feb 6, 2014

Michael

Neil Spahr - Lear - Feb 6, 2014 Denis McComish - Lear - Feb 9, 2014 Arnie Churchhill - Lear - Feb 24, 2014 Adam Piotrowski - Lear - Feb 26, 2014 Michael Collins - Lear - Apr 27, 2014

On behalf of Unifor Local 1524 our thoughts and prayers are with the families and friends of all brothers and sisters who have recently passed.

They will be sadly missed.

INTERNATIONAL WOMENS DAY



"Inspiring Change" was the theme for International Women's Day 2014. It encourages advocacy for women advancement everywhere in every way! It calls for challenging the status quo for women's equality and vigilance inspiring positive change.

There are a vast amount of communication channels, supportive spokespeople, equality research campaigns and corporate initiatives that mean everyone can be an advocate, inspiring change for women's advancement.

Thousands of events occur to mark the economic, political and social achievements of women. Organizations, governments, charities, educational institutions, women's groups, corporations and the media celebrate International Women's Day every March 8th. The first International Women's Day was held in 1911.

MARY ELLEN DANCE

WOMEN'S CHAIRPERSON Some groups select their own International Women's Day theme specific to their local context. For example, the European Parliament's 2013 theme was "Women's response to the crisis" and their 2012 theme was "Equal Pay for work of equal value".

United Nation's theme for 2014 is "Equality for Women is progress for all".

United Nation's also launched "He for She" a new equality branding campaign in which men all over the world are being encouraged to speak out against inequalities Faced by women and girls all around the world.

Quotes from men whom are speaking out for the "He for She" Campaign! "Domestic violence continues to be massive, unspoken about problem around the world."

"Real men do not hit women. I call for men to join me in standing up to the violence, directed at women and girls." - Antonio Banderas

In Support of





Join us for the Annual

WORKING CENTRE GOLF TOURNAMENT

Wednesday , August 13, 2014

Rockway Golf Course

Registration and Lunch 12:00 - 12:45 pm Shotgun Start at 1:00 pm

\$120 per golfer



AT DEFINITE WORTHWHILE BUS RIDE TO MONTREAL

n Wednesday, May 7th, I had the opportunity along with 51 other members from various locals, to attend the Canadian Labour Congress (CLC) Convention in Montreal.

The importance of our presence was to vote for the next CLC president. The Unifor National Executive Board believes that Hassan Yussuff, CLC's Secretary-Treasurer is the right person for this position.

"Hassan has a tremendous passion and commitment towards improving the lives of workers and their families," said Unifor President Jerry Dias.

Hundreds of new delegates were bused in from Ontario and Quebec specifically for the elections.

It was a long 8 hour journey, but it was well worth it. There were over 4,600 delegates in attendance and we were successful in electing Hassan by only 40 votes, so our presence and voice made a difference.

Jokes were made that it was our bus that made the difference.

On behalf of the members and myself we would like to thank Dayle Steadman for the hours of work that she contributed to make this bus trip a huge success. She did a great job. Great fun was had by all.

Below is a picture of our bus crew.

Have a great summer everyone!!!!



KELLY SIELING

EDITOR



Ontario Election Begins - from the National website

The election in Ontario, and the threat of provincial Progressive Conservative Leader Tim Hudak's attack on labour that were discussed at many Leadership Tour meetings over the winter, has been called for June 12.

"This is one of the challenges we were preparing for all winter with our Rights at Work campaign," Unifor National President Jerry Dias said.

"If Tim Hudak can back the clock on labour laws in Ontario, other provinces will be looking to do the same."

Dias and other national leaders made 21 stops across the country in the first few months of the year, meeting with local leaders and activists to tell them about the many threats to labour rights across Canada, including Hudak's Conservatives.

While Hudak has dropped his plan to kill the Rand Formula from the Conservative election platform, Dias pointed out that Hudak still supports the idea, and has many other policies aimed at weakening unions and driving down wages and living standards. The Rand formula sets out that while workers can choose whether to join a union, they must pay dues to the union they are covered by under the collective agreement it negotiates with the employer.

"Unifor will not only defend the laws we have, but will push for stronger laws in Ontario and in other provinces," Dias said. Unifor's plans for the Ontario election will be announced shortly, Member Mobilization Director Roland Kiehne said.



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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 VISIT OUR WEB PAGE AT www.unifor1524.org

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Metokote - Paul Butcher
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Wendell Motors - Pat Vallee

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

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

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