



THE INFORMER

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FALL 2011

SPECIAL POINTS OF INTEREST:

- SAVE THE NATIONAL LONG-GUN REGISTRY
- STEPHEN LEWIS FOUNDATION SPEAKER - LEAH TEKLEMARIUM
- EFAP AND SUBSTANCE ABUSE CONFERENCE
- WATERLOO REGIONAL LABOUR COUNCIL SCHOLARSHIP WINNER



Port Elgin, Ontario



Niagara falls



TORONTO ZOO,



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President's Report:

Bargaining Update:

Revera – We now have an arbitration award for this group, the details will be given to the members at Columbia Forest on October 26th at an information meeting.

Saugeen Villa/ Sprucewood Ct. - We have October 25th for the proposal exchange and November 28 and 29th for bargaining dates, taking place in Owen Sound.

Forest Heights – The proposal exchange has now been moved up from November 25th to November 4th at the Holiday Inn on Fairway Rd.

Canadian Mental Health Association- Has a tentative agreement bargained on October 18th, ratification will take place at two meetings on October 24th.

Caressant Care Harriston - We are waiting for an arbitration date as we were unable to bargain a collective agreement with this employer.

Winston Park - We have October 13th for local issues and October 21st to meet for the master issues proposal exchange.

Victoria Place - We still have outstanding issues after three days in October and will need more dates to complete bargaining with this employer.

Group 20(Trinity) - We now have an arbitration award for this group and details will be given to the members at Trinity as soon as the information date can be arranged.

Judy and I were unable to attend the leadership meeting September 19th, about the upcoming provincial election, or the Local 1106 membership meeting September 26th as we were on vacation in Memphis. Yes, we did visit Elvis's home in Graceland, toured the Sun Record Studio and spent some time on Beale St. relaxing and enjoying the blues musicians in the various clubs. We also spent a day at the National Civil Rights Museum, located at the site of the Lorraine Motel in Memphis, where Dr. Martin Luther King Jr. was assassinated on April 4th, 1968. The purpose of the museum is to help the

public understand the lessons of the civil rights movements and the impact on human rights around the world. A number of the exhibits are of events that took place in the sixties and were subject to some of the most violent reactions to people trying to bring about change.

Birmingham- 1963:

It was proclaimed "the friendly city" that was not extended to the African-Americans that sought access to city parks, libraries and jobs through peaceful demonstrations. The authorities released police dogs and used fire hoses on demonstrators before arresting them.

Freedom Summer-1964 :

Civil rights activists had a campaign to register voters in Mississippi. Hundreds of northern college students came to support efforts to make sure that people had access to vote. That summer three students were murdered James Chaney, Andrew Goodman and Matthew Schwerner.



In 2005 a former KKK member, Edgar Ray Killen was convicted on three counts of murder. He was sentenced to sixty years in prison.

*Story Continued
on pg. 4*

President's Report Con't:



Selma — 1965: The majority of the population in Selma was made up of African Americans, but made only 1% of the registered voters. They used a variety of intimidation tactics to discourage black voters. Activists and followers held a march across the Edmund Pettus Bridge. The Selma march was known as “Bloody Sunday” because it ended in violence and jail for the protesters. This did result in the signing of the Voting Rights Act of 1965.

There were many other important dates and exhibits in this museum but the last one is Room 306.

Memphis- 1968: The sanitation workers in Memphis were denied the

opportunity to join the union. Due to unsafe working conditions, less pay and no opportunity to have their grievances heard by city leadership, they went on strike. Dr. King came to Memphis to help these workers and to bring attention to the greater human rights injustice in Memphis. On April 4th Dr. King was assassinated while standing on the balcony of room 306 at the Lorraine Motel.

On September 28th 1991 the **National Civil Rights Museum** opened for visitors, there are many more exhibits and much more history in this museum that follows the legacy of the Human Rights

movement nationally and internationally. I would recommend that anyone taking the time to visit the Memphis area, spend a day at this historical site. After which I don't believe anyone would take the right to vote for granted.

In Solidarity,
William McLachlan
President
CAW Local 1106



Women's Committee Report:

The women's committee has been very busy the past few weeks. On October 16th we were pleased to welcome Leah Teklemariam, Director of Programmes for the Stephen Lewis Foundation. She talked about the wonderful work this organization does in Africa. HIV/AIDS profoundly affects grandmothers and small children in this country. Many children lose their parents to the disease and grandmothers are raising them alone. In the Democratic Republic of the Congo, women and children are used as weapons of war and are brutally raped, it has become known as the rape capital of the world. Our women's committee is planning to join their grandmother campaign to raise money and help support the grandmothers to raise their grandchildren, send them to school and provide a better life for them.

On Dec. 6th we have a wonderful program planned to honour and remember all women who have lost their lives due to acts of violence. We have an aboriginal drumming group who will perform

for us, and our guest speaker will be Trudy Metzger from "Faith Girls Unleashed". She is an amazing, dynamic woman who has overcome a terrible abusive childhood and gives a message of hope for all survivors.

We are collecting toiletries again for Mary's Place. We will deliver these in December. They have evolved from just being a women's shelter to a shelter for families also. For this reason we ask that you donate toiletries for men and women, and also small teddy bears or toys for children.

We invite any women who would like to become involved in our committee to come out to one of our meetings, we always have room for more! Contact Shannon Tobin at: shannon@caw1106.ca.

Hope to see some of you at our next meeting which is on November 13th at 1pm.

In Sisterhood,
Yvonne Quigley VP
Women's Issues



the
Stephen Lewis
FOUNDATION

grandmothers to grandmothers
campaign

*how the women
of the world are
fighting to
provide dignity
and care to
people in their
communities
suffering from
HIV/Aids.*

Meeting with Leah Teklemariam:

It was an afternoon of reflection about how cultures can be so different worldwide and how the women of the world are fighting to provide dignity and care to people in their communities suffering from HIV/Aids. We had an opportunity to hear first hand, from Leah, the difference that the Stephen Lewis Foundation makes to many communities in Africa. It was sobering to look at the basic necessities needed by these caregivers which are just not available without the much needed assistance of organizations like the SLF. The one thing that struck a chord with me was that the money raised went straight to the people who actually needed it, they decide how it is to be spent, and not to some overpaid CEO.

The movies we watched were about women and girls sharing their stories from the Grandmother campaign and as you can imagine it was very emotional. I am looking forward to our increasing involvement with different fundraising initiatives so that we can be a part of helping the women reach the goals they have set for themselves. As the flyer said “an afternoon you will remember for a very long time” and it certainly was. It was great to be a part of the discussion. Thank you to the Women’s Committee for organizing such a great presentation.



Respectfully Submitted,
Mary Shooter
Sergeant at Arms





CAW Local 1106 2nd Annual Family BBQ:



On Sunday August 21st, CAW Local 1106 held their 2nd annual family BBQ.

This event was a hit, with families and their children gathering at our local union hall to participate in some fun games, enjoying some great food, becoming

knowledgeable of the to everyone who helped standing committees at our make our 2nd annual family local union, and meeting BBQ a hit! Looking forward the executive officers and to next years CAW Local fellow brothers and sisters. 1106 Family BBQ!

The winner of the door prize for two tickets to the Toronto Zoo was Sandra Leader. Congratulations Sandra! And thank you

In Solidarity,
Shannon Tobin
Recording Secretary & Chair
of the Women's Committee





Rally - Save The National Long-Gun Registry:

Sisters and Brothers met together in solidarity at speakers corner in Kitchener to have their voices heard

On September 21st 2011, members from CAW Local 1106 arranged a rally to save the national long-gun registry. Sisters and Brothers gathered together in solidarity at speakers corner in Kitchener to have their voices heard in support of this important rally.

Stephen Harper had made it clear that once parliament resumed in September, that with his majority government, he plans to rid the national long-gun registry.

Our Sisters and Brothers made a lot of noise, the media was present and there was a

lot of support from the public!

Thank you to all our brothers and sisters who came in support of this very important rally.

In Solidarity,
Shannon Tobin
Recording Secretary &
Chair of the Women's Committee



Save The National Long-Gun Registry:



On Wednesday 27th of July, 2011 I was ask to join in a conference call, an exciting project where we will continue to educate and inform the broader public on the importance of the gun registry. Also, to expose Conservative MPs for their right wing policies that can harm families and our communities.

I discussed this with the Women's Committee, the VP of Women's Issues and the Chairperson to plan a rally. On Wednesday 21st of September 2011, the Women's Committee held a rally at Speakers Corner in Kitchener to Save the National Long – Gun Registry. An all candidates meeting was being held at the Four Points Delta Hotel. Although it was a provincial candidates meeting and this is a federal

issue, it was still important to get the message out on how valuable the registry is. As you know, the government mentioned its intention to scrap the long gun registry in its speech from the Throne. “The CAW along with the Coalition for Gun Control and other allies will strategically target Conservative MPs. This is one part of our long-term political strategy, building towards the next federal election in 2014” said CAW National President Ken Lewenza.

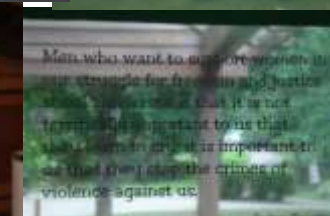
The facts on gun violence and the Long-Gun Registry, are that rifles and shotguns are the firearms most readily available and those most often used on spousal homicides, suicides and to kill police officers. They also figure prominently in workplace violence. Rural communities have high gun ownership rates and it is there that women, children and police officers are most at risk of firearm death and injury. Rifles and shotguns, also known to many as family guns, are the firearms most

often used in family violence. A gun does not have to be fired to inflict psychological damage. A study conducted between 2005 and 2007 on rural domestic violence found that two thirds of women who indicated that there were firearms in their home said knowing about firearms made them more fearful for their safety and well-being. Women were more likely to express concern for their safety when the owners of these firearms were not licensed, and the firearms not registered or safely stored.

Registration is a one-time only procedure, and it is free. The system is in place, and 6.9 million rifles and shotguns are already registered. Once the registry is scrapped and the data erased, there will be no turning back. While licensing and screening gun owners reduces the risks that dangerous people will have access to weapons, registration is essential to enforcing licensing, as it holds gun owners accountable for their firearms, and reduces the chances that their guns will be diverted to

*Story Continued
on pg. 12*

2011 Women's Conference: The Political is Personal!



2011 CAW Women's Conference: Making the Political Personal:

I had the opportunity to attend the Women's Conference from August 7th to August 10th, 2011. It was an energizing, learning experience for me. It was good to see young women come out and many with their children.

The guest speakers were informative and encouraged women to get involved in politics by speaking out and letting our MPPs know what is important to us.

Stephen Harper was portrayed as a liar with a nose like Pinocchio growing longer and longer. His promises are for the corporations who benefit from his tax cuts. He wants to end the Long-Gun Registry. Homicides are down 59% and suicides down 62% since this registry has been in place. There are many reasons gun control is important in a society where female violence is still very prominent. Harper is legislating workers back to work. He has many more restricting

ideas in taking away our freedom now that he has a majority. For more information on him Google "shitharperdid".

We took a survey to see where we stood with the Danish people who are the happiest in the world. We did not do well in the work related stress especially in the sexual harassment area.

The workshops included Writing, Public Speaking, Making Videos, Making Buttons and How to Mobilize members.

Women need to keep speaking out through letters to their MPPs, lobbying and letting their voices be heard. It is important for them to speak out in the line at the grocery store, with their families, friends, neighbours and fellow workers.

We cannot give up the fight for National Child-care, Pay Equity, Better Pension Plans, Abortion Rights and Female Safety. We must push forward



forming Women's Committees and banding together all across Canada.

Thank you to my CAW Local 1106 for giving me this privilege.

In Solidarity,
Laura Edwards
Steward for CAW1106
Clerical at GRH

*Women need
to keep
speaking out
through letters
to their MPPs,
lobbying and
letting their*



Speaker: Leah Teklemariam

I went to a meeting on Sunday October 16th to hear Leah speak from the Stephen Lewis Foundation about how they have been helping the women and children of Africa.

Through this Foundation they are able to offer medical aid, counselling and education.

I am glad that as a union we are able to offer money to help. The situations that the

Women and Children face on an every day basis is unbelievable.

Thank God for Human Rights and Women's Rights!

In Solidarity,
Shelley Tapsell
Union Steward

Save The National Long-Gun Registry:

Con't....



Women have told us that the guns used that are long guns are also used to intimidate, subdue and control them. We hear this over and over again, in small communities without RCMP and in larger communities with RCMP.

Women do not want these guns to be unregistered, but do not feel safe expressing this opinion other than in whispers to people who may be able to voice these unpopular opinions and who may be heard. Please make

it clear that it is not city-born, city living folks who are asking for this registry to continue; it is the voices of northern women who fear for their lives and their mental health who are asking for protection.

The cost of maintaining the registry on an annual basis has been vastly reduced to approximately \$4 million annually. This equates to less than 15 cents per Canadian per year - cost effective by any person's standards.

We will continue our fight to defend the integrity of our gun control laws, and to Save the National Long-Gun Registry.

In Solidarity,
Ruth Pryce
Vice-President

CAW LOCAL 1106 WALKING GROUP

**Come Walk With Us Every
Monday, Wednesday and
Saturday!**

Mondays @ 7pm

Wednesdays @ 7pm

Saturdays @ 9am

- We will meet at the union hall every Monday, Wednesday and Saturday (excluding Mondays when there is a general membership meeting)
- Cancellations, Location and time changes will be posted on the web www.caw1106.ca



Walk the CAW local grounds, local parks and other sites in Kitchener

Please visit www.caw1106.ca for updates!

Dogs are Welcome!!!



CAW LOCAL 1106

Women's Committee

Presents:

***National Day of Remembrance
and action against violence against women.***

"To single out and blame is not the answer
to educate is"

Please join us on,

December 6th, 2011 @ 6pm-8pm

For an exciting night of drumming together, food, and a guest speaker

CAW Union Hall
600 Wabanaki Drive
Kitchener ON



"Let's Beat Violence"

"Today we plant a seed that will not die;
A seed of hope and growth to educate
and create awareness of all acts
of violence."

Our guest speaker will be
"Trudy Metzger"
from Faith Girls Unleashed
and
Women Aboriginal Drummers



RSVP by email to: shannon@caw1106.ca



**Please Donate
Personal Hygiene
Products**

for

Mary's Place Family Shelter



Your donation is greatly appreciated.

Suggestions: Toiletries, razors, teddy bears, art supplies for children, children storybooks
Donations will be accepted by union chairpersons or take the local office @ 600 Wabanaki Drive Kitchener



RPNAO Conference:

“Putting knowledge & compassion into action”



RPNAO 53rd AGM
& Conference!

For more information on the
RPNAO Conference, please visit
<http://www.rpnao.org/>



CALM GRAPHIC

IF A NURSE BLOWS
THE WHISTLE ON
UNSAFE CONDITIONS,
DOES ANYBODY LISTEN?
BETTER YET - DO THEY
DO ANYTHING ABOUT IT?

EFAP and Substance Abuse Conference:

EFAP & Substance Abuse Conference Sept. 16th to 18th, 2011. Attending the EFAP conference in Port Elgin was a good learning experience for me. The opening remarks were made by Stephen Watson who has contributed to furthering this important education program in the Canadian Auto Workers. Many families are affected by stress, substance abuse, addictions and other dependency disorders such as compulsive gambling. It is a very fulfilling and important job to assist in these matters. I had the opportunity to attend an AA and NA meeting. It is so heart warming to see the caring, supportive environment. People were encouraged to share their stories. The people who do not have the alcohol or drug problem just need to be present to listen and support. Some people would not be alive today if it were not for their EFAP representative in their workplace. It is also tremendous that so many families have stuck together through thick and thin while their loved ones are conquering their demons. I must also say

that an alcohol "free" weekend did not mean alcohol did not cost any money! I was impressed that we had so much fun without it. We enjoyed bingo, singing songs and sharing stories with each other. The food and snacks were wonderful. In the all day program about Non - Violent Intervention was an active course to show us how to defend ourselves. How to listen and have empathy toward someone we are assisting is very crucial. The facilitator is a manager at Iris Recovery Center for Women and did a remarkable job of teaching us many useful tools and tips. On Sunday we were shown a movie about recovering women in the program at the Iris Center. It was very well done and showed how women, many of whom are mothers are struggling with addictions of many kinds. Prescription medications can be a big problem not just street drugs and alcohol. "Children deserve a better mother" as some said. It was a realistic setting of women, their children and family members along with the centre staff

talking, playing and working together to tackle their issues. Also on Sunday, Stephen Watson made an important announcement of a "first time ever" Community Advocate—Level 1 course week long education at CAW Port Elgin being offered April 15 - 20, 2012. This is a long hoped for program designed by the CLC and delivered by staff of the Labour Community Services. It is for EFAP or Substance Abuse Reps to take part in to provide them with the tools to help their members in their workplaces.

I would like to strongly urge Local 1106 to elect an EFAP representative for our members. With Grand River Hospital being our biggest group of members I would like to suggest a representative of their own. An EFAP committee in our local would be essential in taking care of our members to the best of our ability. For members to be referred to available community programs, be respected and protected with confidentiality would be so important to their struggles.



I would like to give a special thank you for allowing me to attend this great conference.

In Solidarity,
Laura Edwards
Steward for
CAW1106
Clerical at GRH

*Some people
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representative
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workplace.*

Waterloo Regional Labour Council Scholarship Winner:

Jessica Leslie, daughter of Ken and Patricia Leslie of GRH Freeport site has been awarded the Waterloo Regional Labour Council annual scholarship award of \$500!

Congratulations Jessica and best of luck to you with your studies!!!



1106 Toronto Zoo Bus Trip:



CAW 1106 WORD SEARCH

G R H L W S I S T E R S S C E K Y T S
 N R O Y A H N U C H U C X G W V W N N
 P P I N M B R F G E N D O M A W F A O
 J O Z E X S O E V A O Z P B B G M Y I
 I G L B V K S U O L I J E I A E U B T
 S F N I Z A V E R T T Y N S N D N R C
 E E H I T M N M I H A T S W A U Q O E
 V U Z R N I N C X C I I I R K C N T L
 I E W C I I C U E A T L O U I A S H E
 T W T G G J A S Z R O A N N X T O E K
 U P B V N C R G I E G U O V Q I R R V
 C L C Z L A I N R E E Q I I O O G S L
 E C D K J E H A M A N E Q E C N A M V
 X Y L L A R W I O M B H U T N B N Q Q
 E Y R S O L F E M E M B E R S H I P J
 G X P O O A I V N O X D F C R C Z M D
 N A L H C A L C M Z D V E B U K I O T
 X A O Y G N F J Z V A D E Y N F N G L
 Z T A S O L I D A R I T Y G F I G F O

BARGAINING
 BROTHERS
 EDUCATION
 ELECTIONS
 EQUALITY
 EXECUTIVES
 GRIEVANCE

HEALTHCARE
 LABOUR
 LEWENZA
 MCLACHLAN
 MEMBERSHIP
 NEGOTIATION
 ORGANIZING

PENSION
 POLITICS
 RALLY
 SISTERS
 SOLIDARITY
 WABANAKI
 WSIB

Watch Your Body Language:

By: Noel O'Hare/Working Life/PSA Journal (CALM October 2011)

THERE'S MORE to getting ahead in the office than looking sharp and mastering phrases like "maximizing our synergies going forward." Body language, the non-verbal signals we all constantly transmit, can make all the difference in whether you're regarded by colleagues as a plonker or a player.

In their latest book, *Body Language in the Workplace*, body language experts Allan and Barbara Pease analyze the work situations where we need to pay attention to the non-verbal messages we're sending.

Meetings, the staple of any working day, can be events that enhance or lower status. Pay attention to seating. Sitting beside someone suggests cooperation, while sitting opposite means possible confrontation. Sit next to the boss on the right for "extra perceived power."

If you want to know how a meeting's going, watch the coat buttons, the authors advise. "Analysis of video-taped confrontations, for example, between unions and corporations, show a higher frequency of agreement is reached when people have their coats unbuttoned... When a person suddenly unbuttons their jacket in a meeting, you can reasonably assume that they have also just opened their mind. " Or it could be time to turn the air conditioner down.

Some men feel the need the need to assert themselves with their body language. There's the seat "straddler" who wants to dominate and uses the back of the chair to protect his front.

One of the best ways to deal with this is to conduct the conversation standing up, looking down on him and moving into his personal space. "This is unnerving for him and he can even fall backwards off his chair in an attempt to move away."

Another classic dominance position is the "catapult" where a man conducts the conversation with his hands behind his head. This is commonly used by chimpanzees, lawyers and accountants and managers who feel superior. A good way to counter this if you are male is to mirror it. This tactic, however, doesn't work for women: their best option is to stand up.

Another typical male gesture is the "legs-spread" a favourite of apes who want to establish their authority. In office males, it's sometimes unconscious but has the effect of putting women on the defensive, leading them to cross their arms and legs. The best response, the authors say, is to try talking to his crotch, making a remark such as "I can see where you're coming from."

The handshake is another gesture to be alert to. A handshake with your palm up gives you authority; with the palm down you're signalling submission. The best handshake for establishing rapport and mutual respect is making sure that your hand and the other person's is in the vertical position and you are applying the same pressure that you receive. The best way to deal with someone who wants to dominate with a handshake is the double hander. Put your left hand over their right and straighten the handshake.

"This is particularly good for a woman to use on an aggressive man, as it switches the power from him to her." The handshake to avoid if you want to make a good impression is the limp "wet fish."

The authors have some general hints about making a good impression in the office. If you work in an open plan office, you should keep your cubicle uncluttered and free of personal effects. And, regardless of what HR says, ignore "dress down Friday" shorts and T shirts will do nothing for your professional image.

And one last thing: "the number one workplace rule. Remember the boss's jokes are always funny."



Representing Healthcare In Kitchener Ontario & Surrounding Area

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Standing Committees

- Education
- Elections
- Health & Safety, Environment
- Civil, Peace & Human Rights
- Skilled Trades
- Constitution and Bylaws
- Communication
- Union in Politics
- Recreation
- **Women's**
- Youth
- Aboriginal & Workers of Colour
- Grievance
- RPN
- Community Service

CAW Local 1106 Units

- A.R. Goudie Eventide Home
- Aramark Canada —Freeport Health Centre
- Canadian Mental Health Association
- Caressant Care NH/RH Harriston
- Columbia Forest LTC
- Forest Heights LTC
- Grand River Hospital
- Groves Memorial Hospital
- Haldimand-Norfolk Community Senior
- Support Services
- Participation House
- The Village Seniors
- Sunbeam Centre
- Sunnyside Home
- Trinity Village Care Centre
- Victoria Place
- The Village of Winston Park
- Waterloo Regional Homes for Mental Health

**TO MAKE A
SUBMISSION TO OUR
LOCAL
NEWSLETTER PLEASE
E-MAIL:
Shannon Tobin
at
shannon@caw1106.ca**

Please include your name and workplace with your submission.

Thank you!

WE'RE ON THE WEB!
WWW.CAW1106.CA