

# 444 News



**Building our Union – Strengthening Our Communities**

**EDITION NO. 4346**

**WINDSOR, ONTARIO**

**APRIL 2022**



**The Windsor Assembly Plant will  
have the ability to build on  
Three Different Powertrains.**

**#uni444bargaining**

# The Electric Vehicle Revolution

**T**he auto industry has come a long way from Henry Ford's Model T, which ushered in the mass transportation era and drove many companies servicing the horse-drawn carriage trade to extinction.

Today the global automotive sector faces another seismic shift, driven by the rise of electric vehicles.

Local 444 made sure we were poised to be ready for the new wave of transportation jobs. We set out bargaining and lobbying hard with governments and key non-government organizations (NGOs) to make this a reality. WE came out of negotiations with a billion-dollar investment for our Windsor Assembly plant to be able to produce new electric vehicles. The work immediately began to lobby the production of those batteries to be built right here in Windsor.

It is incredible what can be done when federal, provincial, municipal, private sector and labour are all on the same page.

Last year I went on circuit telling all the critical players that our Windsor-made Chrysler Pacifica halted productions because we were awaiting batteries from overseas. We should not have to go abroad to get batteries when we have the country's best production workers right here in the world, **and now we will prove it.**

This 5-billion-dollar investment

**By DAVE CASSIDY, President,  
Unifor Local 444**

**E-mail: [dcassidy@uni444.ca](mailto:dcassidy@uni444.ca)**

(the largest auto investment in the country's history) will build a state-of-the-art facility that will be one of our suppliers, **the home of 2500 jobs, that will supply the Windsor Assembly Plant long into the future.**

Make no mistake; our membership played a considerable role. Stellantis would not have suggested Windsor for this massive investment if they did not believe

If you want it built right, you build it, Windsor!

This announcement is just one piece of the puzzle towards our absolute focus: bringing back all our members who are still on lay-off. You are not forgotten; you will not be left behind. More announcements to come...

## Caesars, Let's Go!

We understood the financial situation of Caesars, but at the same time, we know that this virus will not be here forever, and we were not about to let that be an excuse to lower the worth of our excellent membership.

Our bargaining team, led by VP Darryl Desjarlairs and Caesars' Chair Dana Dunphy, did incredible work! They made significant gains in wages, benefits, pensions, paid time off, a signing bonus and sig-



nificant improvements on contract language that reflects a greater worth in our members in these unprecedented times. We tried our best and never forgot our laid-off members, ensuring they were included in signing bonuses, an unparalleled extension of benefits for our laid-off members and making moves to help bring more of our members back.

With restrictions continuing to lift at the border, shows coming back, and our constant push to open our famous buffet, and open all our amenities our goal is to get our members back to work doing what they do best.

Our gaming members are a massive part of our local 444 families, and it was essential to all of us to bring them a contract that correctly represented their worth. With 93% approval and the Highest ever Casino Ratification, we believe we are going in the right direction. Local 444 Family, Let's Go!

## How to Ruin a Great Week!

Just coming off a great Caesars' ratification meeting and the biggest auto investment in the history of our country only to be soured by breaking news out of the Unifor

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## **Dave Cassidy** ... cont'd

National. An independent investigation into the allegations against former National President Jerry Dias revealed that : “on the balance of probabilities,” Jerry had breached the union constitution... ..supplier of COVID-19 rapid tests had breached the Union's constitution by accepting \$50,000 from a supplier of COVID-19 rapid tests then promoting the test kits in December 2021, and January 2022, to various Unifor employers. Dias is being charged with violating the code of ethics and democratic practices of the Union's constitution.

Let me be clear this is not business as usual! This news is sickening and highly disappointing. Our Local supported the national Union's decision to investigate the allegations against former president Jerry Dias using an independent organization, to ensure a fair and transparent process. The constitutional tools in place identified the problem, outside independent investigation was called in, and the situation is being dealt with. Local 444 recognizes that checks and balances have worked in this instance; however, we believe more oversight can only help secure that this never happens again. Like us, we are sure our members are disappointed, and it is our job to restore your faith.

## **Mandatory Vaccine Policy**

We, as a union, fight for all our members. That is who we are. We fight for you and your job. We, as a union, believe the mandatory vaccine policy is unfair. We have said

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***Dave with Flavio Volpe, APMA Automotive Parts Manufacturers' Association & David Buckingham President and Chief Executive Officer - Stellantis Canada at the battery plant announcement. #Jobs***





## **Dave Cassidy** ... cont'd

from the beginning we are dead against people losing their job for refusing these vaccines. We believe in choice and know other accepted measures, such as testing, can be used if needed. As a union, we are offered few tools to fight workplace policies. This is how the system is set up. The tool we must use to fight this policy is the grievance procedure. There are several steps: the last being you meet with a labour arbitrator who decides the outcome. We have hired strong outside counsel to fight for our members who are off and collecting zero dollars. We are one of the few locals who have begun this fight and have stayed in this fight. We understand the anxieties and agree

with you that this is a slow process, know we as a local are doing what we can to bring our members back to work. The current date slated in front of the labour arbitrator is May 17.

### **Getting back to Normal**

No winter lasts forever, and no spring skips its turn. Good weather, new beginnings, and renewed hope are on the way.

It is my absolute pleasure to write to you knowing we may soon be finally out of the grasp of this terrible virus. This virus has taken too many, divided our families, our members caused many of us to live and fear, and there is nothing I wanted more to finally see this day when we have begun to get back to normal. Under the direction of the country's and provinces' top doctors, we are finally clear to gather again. Gathering inspires us to be more hopeful, strengthens our soli-

darity, comforts our souls and is the needed source of sustenance and nourishment we have longed for over these last three years. It is my pleasure to announce that The Annual Retirees' Spring Banquet, Charlie Brooks Golf Tournament, in-person Membership meetings, in-person Committee Meetings, and more than likely our annual family Picnic are back! I urge all of you to find a place on a committee or volunteer in many of the events coming back up. We need you. **This is your local and there is a place for you here.**

*May the hope of Easter bring peace to your families and in your homes.*

From my family to yours . . .

**Happy Easter.**

***In Solidarity and friendship***

***Dave***



***Caesars Windsor Ratification Vote. Great to see everyone in person again.***

# Our Spring is Coming

By  
**JAMES  
STEWART**



*Secretary-Treasurer, Unifor Local 444*  
*Email: [jstewart@uni444.ca](mailto:jstewart@uni444.ca)*

**I**t's been a long and hard winter for our members, and I'm not talking about the weather. So many factors like covid lockdowns causing some workplaces to remain shut or only to have a minimal workforce, employer-mandated vaccination policies, part shortages, microchip issues resulting in the announcement of a pending loss shift etc., have caused more divisiveness in our communities than ever before. Dave speaks on many of these issues in his report, and I won't rehash all of that here, but please know our union recognizes the toll all of this can take on your mental health, and we are available to help you if you find yourself in need.

## Owen Sound Transportation

The Pelee Island Ferries based out of Kingsville and Leamington now have three units represented by Local 444. These workers are highly skilled and provide 1st class service for those in our community that travel back and forth between Pelee Island and the mainland, either here in Canada or the United States. We are currently bargaining with all three units and intend to bargain a good collective agreement for these members by mid-May.

## University of Windsor Campus Community Police and Parking Services.

This is another relatively new workforce within the Local 444

family. I have been working along with the elected leadership of this unit to resolve some outstanding grievances prior to the start of our bargaining, which will start a little later this year. Preparation has already begun as we talk about some of the high-level issues we may face in this round of bargaining, like improving the pension plan for these members. Our members have made it clear this is an important issue for them moving forward, among others. We will continue this process until we have a deal in place for our members to consider for ratification

## Auto News

The recent joint venture battery plant announcement results from months of hard work behind the scenes to make sure Canada and

our region are prepared for the transformational change coming to the auto industry. This plant will supply batteries to the Windsor Assembly Plant, along with other plants in the region, as Stellantis begins the long-awaited move to BEV vehicles. We still have some significant issues to get by, like the recent part shortages that include microchips and the pending short-term loss of the 2nd shift at WAP as a result. However, our plant will return to 3 shifts of production once we are changed over to a new line of products. This significant investment in the battery plant is just the first step of great news for the community of Windsor.

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## James Stewart Report . . . cont'd

### Getting back to Normal

Starting in April, our local union will return to in-person meetings, including membership, retiree and standing committee meetings. Our local union building does fall under specific government guidelines that we have to enforce when

covid restrictions are in place. However, these government restrictions have been relaxed, and we intend to open up as a result. Should new restrictions come into play in the future, we will change our meeting schedules accordingly and notify our members of any changes that may happen. We do look forward to returning to these in-person meetings as this is the best way for our members to meet with the Local Officers, Plant Chairs and Standing Committee Chairs to find out what is going on

in and around our workplaces, our local union and to air any grievances they may have. It also is one step closer to returning to normal, which I think most of us want to see more than anything else.

With good weather on the horizon, I hope you can all enjoy some time outside in the fresh air. I wish you all a safe and healthy spring season.

**In Solidarity,**

**James Stewart**



# Post Pandemic

**By  
MANNY  
CARDOSO**

*1st Vice President  
Unifor Local 444*

*Email:  
mcardoso@uni444.ca*



## Southgate Residence

The recent elections have brought new faces to our committee at Southgate Residence in Kingsville.

Congratulations and a warm welcome to Erin Dingle, Chairperson, Kayla Brosseau, Committee Person and returning Committee Person, Nathalie Malott.

The local would like to thank Sharon Bento and Brenda Dejong for their years of service and dedication to our members while serving on the bargaining team. Both have decided to step away from their committee posts and focus on their families.

## Presteve Foods

This past Fall season, the company introduced two new species to be harvested for Roe ( eggs ) which brought some much-needed supplement to the then current earnings of our members.

More recently, due to customer demand, new cuts are being introduced that require more time and skill, and we are currently bargaining a rate that compensates the members for their extra efforts.

There remain openings in our representation, and I continue to encourage members to volunteer themselves to support their coworkers and contribute to making our workplace a comfortable environment.

## Martin Transportation

With the May 6th bargaining deadline on the horizon, we are currently working on developing our bargaining demands from the proposals submitted by our members. This is a relatively new

unit working from a first collective agreement. As such, there remain a few desired amendments to the current language as well as improvements in benefits, working conditions and overall compensation.

The Windsor unit, located on central avenue, remains the only Canadian arm of the U.S.-based company and continues to evolve with the ebbs and flows auto manufacturing sector. We have attained additional lanes for our drivers, but the employer struggles to hire enough drivers to fill their needs. The company continues to take applications at [www.mtstrans.com](http://www.mtstrans.com).

## Angus Consulting

We are coming to the final months of our first collective agreement at Angus Consulting. Chairperson Tim

Bouffard continues to work with his counterparts on tweaking the “OK Alone” system and the concerns our members have due to the nature of their work and the potential isolated environments they work in. With the contract deadline approaching this July, members will be supplied with demand sheets in early June.

## Auto Transportation Systems

There seems to be no shortage of work for our drivers at ATS. We are short on drivers, for which we continue to press the company to hire. Currently, the company is accepting applications at [careers.fcagroup.com](http://careers.fcagroup.com), search Auto Hauler Truck Driver. Being Auto

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## Manny Cardoso Report . . . cont'd

Haulers, the training curve is more complicated than a regular "Pin to Pin" trucking job. Any hiring of untrained drivers will delay the much-needed capacity to move cars for the company.

Congratulations to our long-standing Chairperson, Dave Skidmore, on his recent re-election.

### Auto Transportation Systems Releasing Yard

Just over a year after FCA attempted to move our members' work to a lower cost, non-union operator, our members of the former Auto Warehousing Company continue to provide exemplary service to the Windsor Assembly plant under the ATS division. Congratulations to Mark Bourdeau for his re-election to the position of Chairperson. He, along with his committee and members, should be recognized for not only preserving their work with the new employer but their over and above effort in getting the operation running with little to no resources and their guidance to their new supervision that were unfamiliar to the workings of the yard.

Another example of the value of our hard-working and dedicated 444 members.

### AWC EC Row Railyard

With the loss of the commercial contract with Stellantis, AWC 's (Auto Warehousing Company) footprint in Windsor has been reduced to the rail loading operation at the CN yard on the North Service road. Our members continue to work under an extended contract as we continue to work on securing a new collective agreement. The issues that plague the site and the operations are not unlike what we face in the Assembly Plant, as well as our feeders,

with the on and off again production schedule of the past couple of years. Compounding the frustration is the inconsistent availability of railcars to be loaded when vehicles are available for shipping and the lack of room for storage when the yard overflows. Both result in the last minute scheduling of shifts, rarely entire shifts, with no benefit of a short work week provision nor a S.U.B. benefit.

The loading of railcars is not worked for the faint of heart. Still, these members remain committed to providing their service to their employer, even during these uncertain times, hoping that the steady work they once enjoyed will return the increase in compensation they so much deserve.

We have scheduled April 26th as the last day to bargain.

### Green For Life Environmental

We have just recently concluded negotiations with GFL Environmental that brought about a very overdue pay bump, putting our members in line with similar-sized waste disposal units in the region. In addition, the bargaining committee was able to secure benefit

improvements, enhanced premiums, and language improvements, including the recognition of mental health and substance abuse issues.

Congratulations to Scott Gillen and his re-election to the position of Chairperson. Scott continues to work tirelessly with his members and his counterparts in management to provide a safe and fairer working environment for all.

### Stellantis Windsor Assembly Plant

The Company has recently updated the Union with respect to the Covid Safety Procedures and, more specifically, the mask mandates. Masking will only be required in specific workplaces based on the number of positive cases in the facility and will be re-assessed, by the company, on a week-to-week basis.

The Local's grievance on the Mandatory Vaccine Policy is slated to be heard in arbitration on May 17th, 2022.

Supply chain issues continue to plague the company, as evidenced by the short notice of layoff the weekend of

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## Manny Cardoso Report . . . cont'd

March 23rd. Frustrating, to say the least, and only reiterates our members' feelings of disregard and lack of respect. There needs to be a better effort by the company to shore up their process of forecasting work in a manner less disruptive to our members' lives and ultimately more cost-effective to the company.

The announcement of the Battery plant will definitely secure Stellantis' footprint in Canada and only goes to reassure the commitments made, through bargaining, to the Windsor Assembly Plant and the Canadian operations as a whole. We eagerly await the announcement of the bargained investments and products destined to return the Windsor Assembly Plant as the "crown jewel" of the corporation as it once was.



The local will be conducting its first in-person Membership meeting, since the onset of Covid, on April 21st

The local 444 Retiree committee will be holding their annual Spring Banquet in May, and tickets will be on sale at the local on April 26th and 27th.

Finally, it was an honour to have worked alongside Jamey Daehn during my time as a committeeperson in the

plant. His staunch defence of workers' rights, his dedication and love of his family and his absolute adoration of the simple and peaceful serenity he found in the remote back woods of northern Ontario will forever be impressed in my memory.

He will be missed by many, our condolences to the Daehn family and his many friends and colleagues.



# Getting back to a new normal

**I**t has been a difficult couple of years for our members and their families, no fault of their own, from shutting the facilities down due to covid to layoffs due to part shortages. A chance to get back to normalcy is a must more than ever and with that said, what is our new normality?

Fortunately, we have had some good news recently with the announcement of the new investment from Stellantis and L.G. Solutions. Still, we eagerly await news from Stellantis on investment for the Windsor Assembly Plant.

Our Feeder Plants members negatively impacted by a layoff will at least know their jobs will

come back with an announcement on investment at WAP.

## Integram

This has been an interesting or, some might say, a challenging couple of years at Integram; through the pandemic, rules changed quite often, with your union office challenging the changes regularly. We still have challenges here, and we do have grievances in the system, and we will continue to challenge in the best interest of this membership.

With the upcoming layoff looming, the stress of losing our jobs weighs heavy on our members and our only hope is for Stellantis to

By  
**MIKE  
D'AGNOLO**

2nd Vice President  
Unifor Local 444  
[mdagnolo@uni444.ca](mailto:mdagnolo@uni444.ca)



make an investment announcement at WAP to help alleviate this.

We will be maintaining a two-shift operation in Foam.

## Z.F.

This is never an easy time with layoffs looming, but this facility continues to produce with the mindset that our jobs will be there tomorrow. Like our other facilities, our members are still struggling to get time off, and your union office is working diligently to help in this process. Masks have become optional in late March

## Dakota

The facility has had some issues as of recent with time off and the allotment afforded to our members with the recent hiring of thirteen new members, hopefully, this will help with the time off requests.

I know there have been questions regarding the masks in the facility. Why you are still mandated to wear them, all I can tell you is the company continues to look at the situation, and hopefully, soon, they will become an optional requirement.

I have had numerous inquiries into job rotations on male vs female jobs. To be clear, both genders should perform every job there, and if there is a job that a specific gender cannot do, then these jobs need to be re-evaluated to fit the needs of all. No one should go home at the end of the day hurt, and if this is happening when you are being

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## Mike D'Agnolo Report . . . cont'd

trained to do such jobs, you need to inform the company and the union office.

### HBPO

We have had a few issues in this facility with manpower. We have been working with the company to help facilitate this. I know that Jen Allard and her team have been working diligently to mitigate any issues that arise. The uncertainty of layoffs weighs heavy on our members, and if you have any questions, please reach out to Jen or me.

### Avancez

For the most part Avancez and our members have worked together to get through all the mandates that have gone on these past two years. Bill and his team have done a great

job through all of this. I want to congratulate Bill Ross, Gord Drummond and Josip Bartolovic on their recent elections. These three individuals were acclaimed, and I know they will work and fight hard for their members in this facility.

### North Star

As you are all aware, it has been a slow couple of years; it has been encouraging news to hear about Rolls Royce extending their agreement to 2025 and the announcement of new business with G.E. Aviation. Hopefully, this additional work will bring our eight members on layoff back into the facility.

### Cottam Diecasting

I want to welcome Cottam Diecasting to the Local 444 family. On January 23 2022, we ratified their first collective agreement. Vicki Doan and Nick Mohr were elected to their bargaining team and

ensured every need of this membership was addressed.

On March 3, we had elections in your facility, and Vicki Doan was elected to Chairperson, and Tyler Dittus and Anandhu Santosh will be your new committee persons. I want to congratulate all three and look forward to working with them and all the members at Cottam Diecasting.

### Peterson Spring

It has been a rough couple of years at this facility, and these members are no strangers to adversity. Saying that they work hard and overcome. We have recently had elections, and I would like to take this opportunity to thank Tim and John for their leadership as committee persons at Petersonspring. I would also like to recognize and thank Roxanne Stone for her unwavering dedication to her job and this facility.

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***Cottam Diecasting Bargaining their first agreement***

We have a new committee with the recent elections and would like to welcome Anthony Girard as your new Chairperson and Kellie Lindsay and Cheryl Stenhouse as your new committee persons.

I look forward to working with all three of these individuals.

## ElringKlinger

As of this writing, there will be an election run-off in your facility for the position of Committee person.

With heavy heart in your facility, the loss of Carrie and Jackie Steeman has affected all of us. I did not know Jackie, but if she was anything like her mother, and from what I am being told she was, she was one of the special ones. Carrie was one of those people who put other people first and always had time to listen and help. At bargaining, she was the one who asked as many questions as needed to make sure no rock was unturned. We

never know how long we have, but I do know that they left their mark on this earth and will live forever.

## Aboriginal Workers of Color Committee

We have upcoming in-person meetings on May 1, and June 5 at 10 am

*Wishing you sunshine, good times and a very happy Easter.*



## Local 444 Helping in the Community



# Fighting for Your Worth

By  
**DARRYL  
DESJARLAIS**  
3rd Vice President  
Unifor Local 444

E-mail:  
ddesjarlais@uni444.ca



I hope everyone is doing well. It's been a while since our last 444 News. During that time, our Local has added some new units adding new chairs and reps to fight for the member's rights. I personally want to welcome them to Local 444.

I'm glad we are getting back to normal with standing committee meetings in person, the Charlie Brooks golf tournament is coming back, the Spring Retirement banquet, Retiree Chapter meetings as well as our next union meeting at the Local in April.

## Casino's

Finally, with restrictions easing, business at the Casinos are starting to pick up, and our members are beginning to return to work. Not as fast as we would like, but the in-house representatives regularly meet with the company to get more recalls, return employees to full-time status, extend hours, and open all amenities.

Caesars just ratified a contract at 93 percent with gains in language, money, job security, and benefits. I want to thank the committee, Dana Dunphy, Diego Mazzone, Holly Cazabon, Len Armstrong, and Elias Feghali. Their experience and knowledge of their workplace were vital to the process and allowed our committee to focus on our member's issues. I also want to thank our Unifor Staff rep, Theresa Farao, for her work that contributed to

this agreement. President Dave Cassidy played a significant role in his discussions with the OLG the Ontario government and Caesars President Kevin Laforet to seal the economic package. As the gaming liaison for Local 444 this was a great bargaining committee who worked their tails off, and I cannot thank them enough.

## Gateway

Cascades Chatham has a new chair with Jason Kearns moving on to bigger and better things. I want to thank Jason for his work and dedication to his members and welcome Krista Lee as the new Chairperson. Krista has quickly adjusted well to her new role, and I am confident she will continue to do great things for her membership.

Gateway Casino Technical Operations contract expires in October of this year, and Gateway Point Edward, Sarnia and Chatham Cascades casino next year. **I am looking forward to bargaining with Gateway now that we are out of a pandemic.**

## Sterling Fuels

After the winter slow-down, Sterling Fuels is back up and running with everyone back to work.

## Windsor Machine

We were saddened by the news of long time Windsor Machine Plant Chair Mary Oriet. Mary was a true fighter for the rights of the people she represented and indeed will be missed by all.

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With the sudden loss of Mary Oriet Windsor Machine has a new Chairperson, Mike Emslie.

## New Addition to the Local 444 Family

We want to welcome Sarnia Library and Judith & Norman Alix Art Gallery to Local 444. Ann Helps is the chair and is doing a great job with the new role and the transition to a new local. Welcome to the local 444 family.

## Saying Goodbye

Recntly we lost several members/retirees in the last couple of years.

I want to send everyone my deepest condolences for those that lost their loved ones, friends or coworkers.

Last week, we lost another great one Jamey Daehn, my friend and long-time 444 elected representative. After a brave two-year fight with cancer, he is now resting in eternal peace. My deepest condolences to Tracey and family.







LOCAL 444 UNIFOR  
45<sup>th</sup> ANNUAL (1977-2022)

"Like Twigs, We can be Broken One by One,  
but Together We become a Bundle that  
Nothing Can Break." – Charles Brooks

# CHARLES BROOKS GOLF TOURNAMENT

SUNDAY JUNE 12<sup>th</sup>, 2022

**REGISTRATION  
DEADLINE:**

Friday APRIL 29<sup>th</sup>

**PLACE:**

Local 444 Unifor Hall  
1855 Turner Rd.

**Office Hours:**

(Monday-Friday)

8:00a.m.–12:00 & 1:00–4:00p.m.

Roseland

Golf Course

**ENTRY FEE**

\$130.00 per person (cash only)  
(Includes golf, meal, cart & draw prize)



♣ **4 PERSON SCRAMBLE FORMAT** ♣

*Applications are now available in your work place union office or at the Hall. Registration guidelines are provided with your registration form. You must be a member of Local 444 in order to participate. Registration is by cash only, no personal cheques. The lottery draw for starting times and dates will be held Sunday May 1<sup>st</sup> at 12:00 noon at 1855 Turner Rd. All tickets must be picked up by Thursday May 5<sup>th</sup>; unclaimed tickets will be resold!*

Dave Cassidy  
President  
Local 444 Unifor

Scott Richardson  
Chairperson, Recreation Committee  
Local 444 Unifor



Dave Cassidy  
President



James Stewart  
Secretary



Manny Cardoso  
1<sup>st</sup> Vice-President



Mike D'Agnolo  
2<sup>nd</sup> Vice-President



Darryl Desjarlais  
3<sup>rd</sup> Vice-President



Dany Dunphy  
Recording Secretary



Holly Cabazon  
Trustee



Kyle Longmuir  
Trustee



Dave Simone  
Trustee



Frank Harshaw  
Sergeant-at-Arms



Mike Stevenson  
Guide



Dwain Graham  
Mbr-at-Large



Todd Laliberte  
Mbr-at-Large



Frank Mosey  
Mbr-at-Large

LOCAL 444 UNIFOR  
EXECUTIVE BOARD MEMBERS



# Windsor Assembly Plant

## The Battery Plant is Another Piece to the Puzzle

The largest investment in Canadian automotive history! That was the announcement on March 23 here in Windsor.

A generational investment some news channels called it. This investment will supply thousands of good-paying jobs to its employees which in turn will help lift the entire community with spin off economics and spending within the area. Truly a great day in Windsor and I can't help but think that the membership at WAP and our suppliers played a role in that decision; maybe not directly but the leadership of Stellantis is well aware of the quality of our workforce; that our membership shows up day in and day out. We adjust and overcome any challenges thrown our way to ultimately produce the best

product in the world in its category. When companies look to invest, they look at these things, and as part of a leadership team, it makes it easy to sell our workforce as the best in the world because of our day-to-day actions here in the plant. Each of you should take some pride in the fact that we did have some small role in the decision of Stellantis and LG to locate their first Canadian battery plant here in Windsor, Ontario.

The battery plant is another piece to a larger puzzle that began back in 2020 bargaining with the negotiation of a \$1.5 billion investment here at WAP. What came out of negotiations was the announcement that Windsor Assembly will have the capability to build internal combustion (ICE) PHEV, and battery-powered vehicles (BEV). Having a state-of-the-art battery plant only miles away from our



## Chrysler Council

By  
**TONY  
GRECO**

*Chairperson,  
Windsor  
Assembly Plant*

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fcagroup.com*



plant serves to provide stability to the area and its workforce. While we still wait for the official “announcement” of what that specific product will be, the economics of the region we live in providing some realistic expectations of that announcement in the near future.

## Carlos Tavares Visits Windsor Assembly

CEO of Stellantis, Carlos Tavares, visited WAP back in February, which caused a stir on the shop floor based on his interpretation of his message. In our meeting with Mr. Tavares, he was very clear and to the point.

There are three key indicators that the company looks at for future investment. Transformation cost of the vehicle, 3 MIS (3 months in service warranty) and volume attainment (making the build daily). These key indicators essentially mean to us in the plant: make the build every shift, build the vehicle perfect in station every time, and do it as efficiently as possible. This is the message we should all expect from a CEO. Mr. Tavares also stated he felt that the Canadian workforce is excellent, well engaged and committed and he believes we will be successful in attaining the targets given for the success of Windsor Assembly into the future. As the leadership team we expressed that the company needs to ensure we can reach these targets

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## Windsor Assembly Report . . . cont'd

by ensuring we have the ability to run production and orders to make the daily build. There was a good engagement back and forth between the leadership and Mr. Tavares and the company fully understood our points regarding this matter.

### Part Shortages

While supply chain shortages continue to impact WAP, it is important for everyone to understand that as the leadership is notified of part shortages or shift cancellations, we pass that along to you as quickly as possible. Reps are notified immediately and the local uses its social media to inform our members of the changes as they happen. We realize this is frustrating to all of our members here at WAP and our suppliers. Still, unfortunately, these decisions are not made here in the plant and sometimes, late into the week, based on supplier issues, we will continue to inform you as the information is provided.

As you all know by now the 2nd shift has been extended until the end of June.

This is positive news for our members and the leadership continues to meet with the company to discuss the options for the future of the shift. Again as things develop, we will inform you of the latest information on this issue.

### Summer Shut Down

The company has decided that Windsor Assembly will only be down for one week this year for the

summer shutdown.

While this is new to many in the plant, the company does have the ability to reduce the shutdown to one week based on the business model at the time and the collective agreement. To be clear, this does not mean the membership has lost a week's vacation. By now, your representatives should have explained how a leave of absence will work, but if not please ask them for a LOA form and they will help you through the process of submitting it. The deadline for a leave of absence tied to the shutdown is May 2/2022. Please ensure you have yours submitted by then to ensure no issues.

### Policy Grievance

The arbitration date for the policy grievance submitted by the local on behalf of members who have been placed on suspension or unpaid leave surrounding the vaccine mandate is May 17/2022.

The local will update the membership as the arbitration process takes place.

### Jamey Daehn

Finally, I would like to take a moment to talk about the loss of one of our Committee persons here in the plant. Jamey Daehn passed away March 26/2022 after a 2-year battle with cancer. I've put a lot of thought into how to encompass Jamey's contribution to the Union movement and the membership through the 20 years he was involved and rather than say all the usual, he was a great rep and fierce defender of the membership, a great friend and confidant to many, I want to share a text I received

during 2020 bargaining. For those who didn't know, Jamey was the lead negotiator for the Local bargaining table. Jamey was placed in this role before his cancer diagnosis. Once we were informed of his diagnosis, the conversation took place in regard to having someone else take over this responsibility so Jamey could concentrate on his health and treatment. Jamey would have no part of this.

He would lead the table, and those who knew Jamey, once he put his mind to something, nothing was going to change it.

As bargaining began, so did Jamey's treatment. Please read below the text we received at the National table closer to the end of the bargaining from one of the local bargaining committee members who worked daily with Jamey on behalf of the membership.

"The last 2 months have been a great learning experience for me, but I watched something happen during bargaining that I am hoping can be recognized in some way. I watched Jamey Daehn each morning go for his treatments then immediately return to the bargaining table. There were days that you could tell he was weak and hurting but he battled through like a rock star. Never once did he put his health before his job. I don't know if I would have had the strength to take on those two battles at the same time."

I believe this statement sums up Jamey and I thought it important that the members he spent his life representing know that his commitment was always to put them first. Jamey will be missed.

# SKILLED TRADES REPORT



E-mail: paul.renaud@fcagroup.com



By **PAUL RENAUD**  
*Skilled Trades Chair WAP*

## *Roller Coaster of a Year*

### **Trades population: 526, including Apprentices**

The Skilled Trades have been on a rollercoaster ride in the last year, with many weeks of downtime followed by weeks of 12 hour shifts in many Trade groups. Weekends continue to be very quiet as most of the PMs and maintenance are being done during the week as the plant and the entire industry continue to struggle with part supply issues. Although the current situation in the plant seems uncertain as we navigate through these challenging times, the long-term future looks bright.

### **WAP**

The summer shutdown is one week (July 4th – 10th), and the vacation canvassers are starting to put together the vacation matrix and canvassing in each department. We have seen 29 Trades retire in the last year and four resignations, and we wish them all the best in their future endeavours.

Insourcing of work has been a major focus in the last year, and we have taken on many projects, completing them on time and on budget. Our Skilled Trades workforce is the best in the business, and we continue to prove it on every job we take on. The committee continues to push for more work to pre-

pare the plant for the future, and I would like to thank each and every Tradesperson and Apprentice for the hard work and dedication to getting the work done.

### **APPRENTICE UPDATE**

There are currently 42 Apprentices, with 21 able to write their C of Q exam now or in the near future. The company wanted to suspend the apprentice program, send the apprentices back to production, and pull them back in at a future date when required. This makes no sense as we are currently running with many Trades on 12-hour shifts and the projected Skilled Trade shortage in the next few years. **We have convinced the company not to suspend the program as the apprentices are a vital part of the Skilled Trades.** However, the company is pushing the apprentices that have completed their hours to get their apprenticeship completed and successfully write the C of Q exam. The new language that came out of 2020 bargaining states that the apprentice must successfully write the C of Q exam within 90 days of completing their apprenticeship. However, the previous language intended that the apprentice would complete the program and write the exam as soon as possible after completion. The last two years have made it difficult to schedule appointments with the

Ministry and schedule exams, which is why there was not a push for completion, but now that things are opening back up, it is easier to schedule.

In school currently, for level 2 training, are groups 4 and 5 IMM apprentices and scheduled to go in mid-April are groups 4 and 5 electrician apprentices; We wish them well. Group 4 plumber apprentices successfully completed their level 2 training recently.

There is no timeline for future intakes of apprentices, but it needs to remain on the forefront of everybody's mind since it is a 4 to 5-year timeframe for an apprentice to complete.

### **ARDC**

The Trades at the Automotive Research and Development Centre have remained reasonably busy over the last year. There have been some new projects and testing that we now do, and it seems like there is the potential for more to come.

### **FCAT**

A new fleet of trucks at FCAT is a welcomed enhancement, but the mechanics and trailer repair remain busy with a fair amount of overtime.

I want to extend congratulations to Mike Matthews, who will be replacing Bill Gawley as the Skilled Trades Training Coordinator. Bill has decided to retire in the coming months and we would like to thank Bill for his tireless work and wish him all the best in his retirement. He will be missed. Mike will be a welcomed addition to the training group, and we look forward to working closely with him.

Paul Renaud  
*Skilled Trades Chairperson, WAP*





By **DANA DUNPHY**, Chairperson  
E-mail: [unifor444caesars@hotmail.com](mailto:unifor444caesars@hotmail.com)



mum of 10 years of service. For those of you choosing to retire, I want to wish you all the best in your next chapter.

All departments are in preparation mode for our annual shift and vacation picks to take effect July 1, 2022. Each committee person will be meeting with the department regarding over-allotments and templates.

I want to thank all of you for your support and kind words of encouragement during these past two years. Things are moving in the right direction!!

In solidarity ,

Dana

## ***The Best Ratification Vote in our History***

We currently have 940 members actively back at work, with 702 still remaining on layoff.

I am very proud that we bargained for an amazing collective agreement to carry us forward for the next three years. Thank you all for the 93% yes vote!!! That was the best ratification vote in our history. Now it's time to move forward!!

Our Poker Room opened on April 1, and the box office opened on April 2 in preparation for the shows to start in May.

We currently have three shows booked in May, four shows booked for June, and five for July.

With no requirement of vaccine or masking to enter the Casino and no testing requirement at the land border, we have seen an increase in business on the weekends.

But ultimately, the Federal Government needs to step up and remove all requirements from the borders, and it needs to be free-flowing.

With the continued support of our Local Officers, we are continuously pushing the company to increase the hours of operation of all our Outlets. We are pushing the company every week to open the Market Buffet. We are constantly in meetings trying to recall more of you back to work.

We are in the process of canvassing for the enhanced retirement incentive. The deadline to submit the request is April 8, 2022. The company will work with those who

submit on a retirement date, but the date can't be any later than July 15, 2022. There is two round to this enhancement. Round one is a minimum age of 60 with at least ten years of service. Round two is for those aged 55 and up with a mini-





scott.richardson@fcagroup.com

By  
**SCOTT  
RICHARDSON**  
Recreation  
Chairperson

E-mail:



As the pandemic restrictions have been easing over the last few weeks, the recreation committee has been meeting to get our biggest events back on track for 2022. Discussions and planning have begun to host the annual Charlie Brooks Golf Tournament and our annual Family Picnic. Here are the details we have so far:

## BROOKS GOLF TOURNAMENT

Our Recreation Committee is preparing for the 45th Anniversary of the Brooks Golf Tournament, a major fundraising initiative held each year. This tournament started in 1977 in memory of our first and founding president of Local 444, Charles Brooks. His vision and work ethic are established in us today in our present way of thinking and actions of our Local Union. The proceeds generated provide substantial financial support to youth initiatives in the communities of Windsor/Essex. Still, those funds alone cannot meet the multiple and growing requests received each year.

The fee is \$130, including golf, cart, meal and gift bag. We stress that this is a fun tournament! It is a 4-person scramble format tournament.

The tournament is scheduled for Sunday, June 12th, at Roseland Golf Course. Entry forms are available in your work-

place Union office or at the Local 444 Hall with a return deadline of Friday, April 29th. Members must deliver their entry form to the Local 444 Hall during the hours of 8:00am-Noon and 1:00 pm-4:30 pm, Monday thru Friday, and at that time, you will receive a receipt. Only members of Local 444 are eligible to participate in this event. The draw for starting times will be on Sunday, May 1st at noon at the 444 Hall.

## TIGER BASEBALL

With the recent news of the relaxing Covid 19 test requirements at the Canada/ US border, we will be looking to acquire discount tickets for a Tigers game in the 2022 season. Watch your Union bulletin boards and the 444-social media for more details.

## ANNUAL FAMILY PICNIC

Sunday, July 31st, is our Annual Family Picnic day at the Vollmer Complex in LaSalle, where you can spend some time with your family; on rides, in the pool, ice skating, or just enjoying the day at the complex.

The cost to our members is only \$10.00 per family. Family means members living in the same household, usually an average of 2 to 4 children plus parents. Proof of additional family members may be required. Members



Watch your Union bulletin boards for more details on all events and others or visit the website:  
[www.uni444.ca](http://www.uni444.ca)  
(under the Postings Tab).



requesting additional wristbands can purchase them for \$3.00. You must buy wristbands in advance. No wristbands will be available at the event.

Wristbands go on sale at the Windsor Assembly Plant, Caesars Windsor, and the Local Union Hall, the date and times of sale will be posted in each workplace as we get closer to the event, so watch the posting boards for further information.

We need volunteers---it takes over 100 volunteers to make this event a success. For anyone interested or you know someone who is, — contact your Union Representative.



# INTEGRAM

By **DAVE SIMONE**

*Chairperson, Integram Seating*

*E-mail: integram444@magna.com*



## Waiting for Another Great Announcement

The current plant population is 694 members, with no one on lay-off when writing this report. As everyone is aware, Stellantis has announced that they plan on eliminating the second shift at the Windsor assembly plant. This directly affects us as a supplier; thus, we will lose a shift here at Integram. Currently, this elimination is scheduled to take place at the end of June.

The company handed out lay-off notices as per the ESA, with 280 members affected. Our goal as a union is to work to reduce this number to keep as many of our members working as possible. There are factors such as STA claims, resignations and more vacation time, to mention a few, that should help reduce this number, and we will be meeting with the company shortly to discuss this. We have approached the company to ensure that they have started to recruit TPTs to help with vacation requests.

Last year there was an issue with insufficient manpower in relation to vacation coverage. We will be meeting with the company to address this issue to ensure manpower is available to cover vacation requests this year.

We will need to run at least two shifts after June 30 to keep up with production in our foam dept. The supply of foam to the Windsor Assembly Plant and Detroit Seating for the Jeep and Durango programs account for this. The prospect of future foam business to supply the Ford Ranger program is still not finalized, but we remain hopeful that this will become a reality.

With the incredible news of the new electric battery Plant being built here in Windsor, we are looking forward to hearing an announcement from Stellantis as to what future program will be awarded to the Windsor Assembly Plant. This translates into business opportunities to help secure our futures here at Integram. We demonstrate daily through our commitment to quality that we are a world-class supplier, second to none!



**Meeting regularly with our local liaison  
VP Mike D'Agnolo**

# TransAlta

By **LUC CHARTIER,**

*Chairperson, TransAlta*

*E-mail: Luc\_Chartier@transalta.com*



## Hit by the Vid

Covid-19 may be considered over in many circles, but it is hitting our small group hard. Luckily, most have had relatively mild symptoms, and we have had only one sick at one time for the most part. Including management, our facility only employs 21 people, yet today we have 3 off sick with Covid-19.

Our Vaccine Mandate Policy grievance remains in abeyance, awaiting the results of a similar grievance

filed against Stellantis. Although at reduced hours, we negotiated an interim solution to get our members that did not provide proof of vaccination back to work.

Thanks to our team's great work over the last couple of years, the cogen plant is running at peak efficiency. Good timing, too, as it appears that we are required more frequently to be online.

At the powerhouse, we have a few efficiency projects going on, such as adding more frequency drives and integrating all our controls for ease of operation and maintenance.

We are still in dispute with TransAlta about 2020 negotiations outstanding issues. Recent meetings have given us hope that this will be the last time that this matter must be reported on.

In closing, the TransAlta Unifor 444 members would like to wish our liaison Dave Cassidy a successful run as National President of Unifor.

# Northstar

**KEVIN DUNN, Chairperson**

*Email: wunion@nsaero*



## Spring Showers Bring New Work!

After a long Winter, I would like to welcome everyone to Spring, finally! I hope everyone is enjoying the warmer weather.

Currently, we have 51 members, with 8 on lay-off and one grievance in the system. Work is still slow but steady, with only minimum overtime in select areas. The company has recently signed a

long-term agreement with Rolls Royce until 2025, which is excellent news for us. We will see more part numbers come back to the facility that we have not seen here for a while; production for this will start in early 2023.

We also were awarded new business from G.E aviation to support the LM500 program, which will begin later in 2022. Last month the company received the

Presidential Safety Award; this is forgoing an entire year with no recordable injuries. Every member will be receiving a hooded sweat-shirt to recognize our achievement as well.

Regarding the mandatory vaccination policy that the company put in place last year, this is now on hold, along with wearing masks that are now optional. In addition, other things are going on in the plant right now. The company is supporting another food drive to help during the Easter season, and also, the company is putting on another Annual Step Challenge to support wellness for the members.

I hope everyone stays safe and enjoys their Easter Holiday.

## LOCAL UNION ORGANIZER

The organizing department has been busy following up on leads and potential campaigns. There are currently three active probes underway in our region. This is a challenging and stressful process for all involved. The first step we take as organizers are to form an inside committee. Every successful campaign results from hard work and commitment from the inside team.

This is a tough spot to be in for all involved. The committee deals with both the threat from management and the anti-union sediment from unsupportive co-workers. My job as an organizer is to assist in this process and make sure the entire workplace is reached and has been allowed to have any concerns or questions answered.

We also need to respond to employers who take extreme measures and sometimes put false and misleading information out to flip

**By John Biekx,**  
E-mail: jbiekx@uni444.ca



votes or change our supporters' minds.

We usually put the application in at 60% to protect ourselves from this threat and then work tirelessly to pull the vote and ensure all supporters have voted. There has also been some change in the way we sign cards and the voting process since the beginning of the Covid-19 pandemic, which makes things a little easier.

We are now using an electronic e-card and the older style of a physical card. This simplifies the card signing process by simply sharing a link. Those who prefer the older method of physically signing still have this option. Another change is the vote.

The OLRB has now implemented electronic voting. This is a simple

process where eligible voters are given a pin and vote online. All and all, I believe these changes are for the better and provide more privacy through this practice.

As organizers, we are always asked what it is we do. This is a simple breakdown of the process. For sure, we are all organizers in our Union if we choose to be. It never hurts to spread the importance of Unions while with family and friends. Those conversations turn into leads, then probes, and hopefully campaigns. I want to thank all for the leads provided and the inside committees I've had the privilege of working with. It is working together that makes us all victorious in the end.





# ATS Releasing Yard

By MARK BOURDEAU  
ATS Chairperson

Email: [mbourdeau5@cogeco.ca](mailto:mbourdeau5@cogeco.ca)

## *Safest Car Handlers in the Business*

Since January 2022, we at ATS  
have experienced layoff periods

due to part shortages at Plt 3. We currently have 46 employees combined between the chute and Drive Away operations. As for the company, they have invested in two new Pro Master Vans for the Drive Away operations. Also, they have brought in a newer washroom facility connected to the city services. Our employee personnel have been working safely, responsibly and diligently when performing their duties when handling Stellantis vehicles.

We look forward to continuing to process and ship vehicles at the facility.



## Automobile Transport Services

By DAVE SKIDMORE

Chairperson, Automobile Transport Services

E-mail: [dskidmore@uni444.ca](mailto:dskidmore@uni444.ca)

## Three New Drivers

Currently, 23 drivers are working at ATS, with an additional five off on various leaves. As of this writing, some of the new equipment has arrived with modifications completed.

We are now waiting for the licenses and permits to start using the trucks. It has been a long process, from ordering to implementation. After years of discussion, there is now approval to hire three drivers. Hopefully, this is just the beginning, and we will continue with more hiring as we sorely need drivers. I'm sure they'll struggle to find people at our grow in rate, as there is an industry-wide shortage.

We continue to be very busy, and no layoffs have occurred even when WAP is down due to said lack of drivers.



# ZF/TRW

## LIGHT AT THE END OF THE TUNNEL.

The current plant population is 182 active employees, 15 on various leaves, six laid off and 15 tpts. Currently, we have three grievances in the system, with two others recently resolved. ZF has followed suit with Stellantis regarding downtime, which has been more steady, I am taking that

as a good sign.

The company also had initially sent out layoff notices at the beginning of February, informing 100+ employees that we would be going down to one shift; as of April 14th, 2022. As of right now, the 2nd shift has been extended until the end of June! Hopefully we can maintain the shift as long as possible for the employees that

By  
**KYLE  
LONGMUIR**  
Chairperson

E-mail:  
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will possibly be affected by this.

As of March 21, 2022, our facility made masks optional in the facility, which seemed to brighten the workforce's mood. We have an uphill battle ahead, but there are some signs of light at the end of the tunnel.

## Avancez

By **BILL ROSS**

Chairperson, Avancez  
Email: [billross@cogeco.ca](mailto:billross@cogeco.ca)



## Thank you for Your Confidence

As of this report, Avancez has 28 active members, with one member off on leave.

The announcement by Stellantis to continue the second shift until June was good news to hear.

We've had a couple of members leave to seek employment elsewhere, and I wish them the best of luck in their future. We were able to call a couple of the members back from the TPT pool to full-time status.

On March 23, 2022, we had our elections. Gord Drummond, Joey Bartolovic and myself were all acclaimed in our positions. I am looking forward to working with them during this next term. I would also like to thank the members for having confidence in their committee members.

Last week the production department was laid off due to the parts shortage.

In the maintenance department, we were able to work the down week to complete job assignments that couldn't be done during production.

## Sterling Fuels



**MICHAEL MERRY, Chairperson**

Email: [mike.a.merry@gmail.com](mailto:mike.a.merry@gmail.com)

Sterling Fuels has opened up for the season, returning to a 24/7 operation again as of March 17. The week before the 24-hour shifts, the staff completed a week of training. Again with Covid-19 in the past, some training had to be missed, so this week was an excellent opportunity to get everyone caught up.

During the winter, the company secured another contract with CSL to deliver Bio-diesel. This product is still relatively new in the marine industry as it has become a potential solution for the discontinuation of bunker crude oil. There are still some limitations, but it seems, for now, Sterling Fuels has positioned itself for success in the changing environment.

Sincerely yours,

Mike Merry

Sterling Fuels Limited Chairperson

Unifor Local 444



# elringklinger

By KEN BARRETTE, *Chairperson*  
K23barrette@yahoo.com



## We will Never be the Same

We currently have 14 probationary employees, which brings us to a total of 139 members in the facility. The company still has a covid policy in effect and will reevaluate it at the end of April. Expansion on our facility down the road isn't far away, and I'm so excited for our future here at Elringklinger.

Update on rotation and ergonomist, we have had some issues trying to get it started, but things are

in motion. We are hoping to have results soon.

We recently lost two members tragically to a car accident, one was a member for over 20 years, and an essential part of our committee. Her daughter who just got her time in and was a fantastic person and great worker. Our committee will never be the same. We also had another committee member leave for a management job.

I want to wish all of our members a Happy Easter.



***Our hearts were broken at the loss of our Local 444 sisters Carrie Steeman and her precious daughter Jackie who were both tragically taken from us today on their way to work.***

# GATEWAY CTO

PETER GOLINSKI

*Chairperson*

Email: thebogg@gmail.com



## Never a Dull Moment

It has been a busy year. Gateway Casinos called back ten out of fourteen CTO technicians on February 22, 2021.

The CTO team completed a large project at Casino Rama starting Feb 2021 and ending on May 27, 2021, with ten CTO Technicians. Following the Casino Rama floor project, many small projects were completed pulling many newer used slot machines for North Bay's new casino build and installing older slot machines into existing Casinos.

During the North Bay building, Gateway called back the remaining four laid-off technicians for two weeks to assist in completing the slot machine installation and laid them off two weeks later when the Casino opened. The ten CTO techs still working are now catching up on projects put on hold during the North Bay building, including pulling out newer used games and installing older games, for preparation for the Wasaga Beach new build slated for opening in the fall.

We have seven CTO technicians covering the Northern Casinos and three covering the southern Casinos, with four technicians still laid off with no word or plans for a recall.

# Benefits Report

## Windsor Assembly Plant



By **KEN  
KWIATKOWSKI**

E-mail: [ken.kwiatkowski@fcagroup.com](mailto:ken.kwiatkowski@fcagroup.com)

### CERB Overpayments

Many Canadians received a notice of debt from Revenue Canada regarding CERB overpayments. The issue dates back to March 2020, when Ottawa distributed a \$2,000 advance payment to many who applied for benefits through Service Canada. The funds were in addition to the regular benefit of \$500 per week. It represented a four-week advance of future payments in an effort to get money into people's pockets as quickly as possible per the government.

If you have any questions about your debt contact Service Canada @ 1-800-206-7218. Questions regarding repayments or setting up payment plans, contact CRA @ 1-833-253-7615. Repayments will appear on your T4A slip for the year you made the repayment.

### C.P.P. & E.I. CONTRIBUTIONS

Starting in 2019, the Canadian Pension Plan is gradually being enhanced. This means you will receive a higher benefit in exchange for higher contributions from the employer and employee. From 2019 to 2023, contribution percentage will gradually increase by 1% from 4.95% to 5.95% of the max pension earnings (2022 - \$64,900).

2021 contributions: C.P.P. - \$ 3,166.45, E.I. - \$ 889.54

2022 contributions: C.P.P. - \$ 3,499.80, E.I. - \$ 952.74

### Life Insurance Beneficiary

Whether you're active or retired, keeping your beneficiary

designations up to date is important. Named beneficiaries on insurance policies and retirement plans usually supersede instructions in wills. By periodically reviewing your beneficiary designations, especially after life events such as marriage, death, divorce etc. you can rest assured that your assets will be distributed according to your wishes.

### Change a beneficiary

You can review and update your beneficiary designations by contacting Benefit Link by phone 1-877-854-5465 or online: <http://resources.hewitt.com/benefit-slink/>

If you choose to go online, a pin # is required from benefit link to access your account. To obtain a

pin # contact Benefits Link. The following is an example of your beneficiary page.

If you make changes to your beneficiaries, Benefits Link will send you a Beneficiary Designation Form. Review the form for accuracy sign and return to Benefit Link.

Please take the time to review and update your beneficiaries to protect your loved ones.

### Health Care Contributions

We are experiencing difficulties with health care contributions (\$33/month) due to multiple coding changes because of our layoff schedule. Employees who missed payments will receive a notice from Benefit Link (by mail) explaining the amount owing and how to make payments. Payments should be paid ASAP to avoid disrupting your health care benefits.

We are working with the company to rectify coding issues and identify modern and convenient ways to make payments.

### Employee Life Insurance

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	xx-xx-xxxx	0-100%

#### AD&D Insurance (accidental death and dismemberment)

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	xx-xx-xxxx	0-100%

#### Optional Group Life Insurance (If elected)

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	xx-xx-xxxx	0-100%

#### Pre-Retirement Death Benefit (if applicable)

Current Beneficiary	Birthdate	Benefit %
XXXXXXXX	xx-xx-xxxx	0-100%



# VETERANS' COMMITTEE

By **ROB LINDSEY**, Chairperson  
*robert.lindsey@fcagroup.com*



## Pray for Ukraine

In Ukraine, where soldiers and civilians are dying because of the desires of a dictator to expand Russian borders to his vision of a “glorious” time before democracy, it makes it clear that, as always, the brave young soldiers and the innocent civilians die for the dreams of glory, wealth, and power of the

political elite. Heaven help us if it escalates and we become embroiled in another world war. Pray for peace and a swift end to this horrific conflict. If you can help, please donate to the charity of your choice that does what it can for the Ukrainian people. Will the wars never end?

With restrictions lifted, we are

looking forward to supporting the Vietnam Veterans memorial event, the Peacekeepers/ Afghan Veterans memorial event, and hopefully the Veterans Day Luncheon once again. There is the 13th Annual Trooper Mark Wilson ride in London on May 14th for those Motorcycle enthusiasts out there and for those members and friends that bought tickets for the raffle Good Luck!

Please support Corporal 4 Life at the mall, Adopt-a-Vet, and your Local Legion, supporters of veterans in the community. Wear Red on Fridays to show support for our troops and to show those who sacrificed for our freedom that they are not forgotten!





# Gateway Point Edward

**LINDA SPENCE,**  
Chairperson, P.E.C.

[Lindaspence99@gmail.com](mailto:Lindaspence99@gmail.com)



## *Stay positive! Stay safe!*

The current population for Sarnia is 36, and Point Edward, 154. There remain 28 employees on layoff and ten others on various leaves to date.

Now that COVID restrictions have been lifted, the union continues to push for more staff. Our

patron counts have steadily increased, and we need all employees back to work!

Marketing has been busy reactivating new and old membership cards many American.

Table play has also increased.

The lowering of limits and opening of roulette have directly resulted from returning customers. Hopefully, by the end of April, we can offer extended hours for tables, thus bringing back our full-time positions and those that are displaced. And, with the warmer weather upon us, the reopening of the patio.

It's time to look ahead, but it will take time to get to where we were two years ago.

Stay positive! Stay safe!



**DAKKOTA INTEGRATED SYSTEMS**

By **DAVE DELLO, Chairperson**

[dwd.dakota@gmail.com](mailto:dwd.dakota@gmail.com),



## **FRUSTRATING TIMES**

What a rollercoaster of a ride our membership has been on over the last couple of years.

We all know what has taken place, with COVID leaving its mark and the elimination of the third shift, along with the announcement of the second shift, has by far impacted all of us, along with all down weeks over the last two years and no SUB for any of the feeder four plants.

## **THIS MUST CHANGE.**

Currently, the plant population is 116 employees, with 20 on various leaves and 12 TPT's.

The company continues with CI moves across all three zones. Our maintenance and materials

Departments are quiet at the moment. I realize that you have been frustrated with how the com-

pany has been dealing with vacations and EA's. Hopefully, moving forward, it will become easier for the company to grant us our time-

off requests with the additions of the new hires and TPTs.

As the province is easing its restrictions, so has the company, such as realigning the barriers and eliminating our temperature checks. Let's all hope this trend will continue.

I hope everyone stays safe and healthy.







## Chatham Cascades Casino - Gateway

**Krista Lee, Chairperson**  
kleecascades444@gmail.com

### *Glad to be Getting Back to Normal*

We currently have 87 members working and 26 off on various leaves. With the proof of vaccination mandate being lifted on March 1st, 2022, and the mask mandate being lifted on March 21st, 2022 for both employees and patrons (employees and patrons can still wear masks if they wish to do so), the business has been steadily increasing. As a result, our members are getting back to work. We have and continue to post for various jobs within the casino and Match restaurant.

### *Hours of operation are as follows:*

Casino floor - open daily from 10:00am - 2:00am

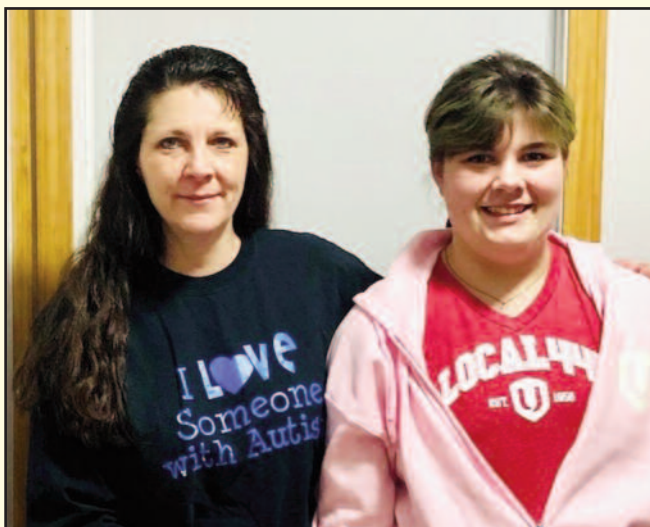
We are currently training new dealers to open all tables.

- Match Restaurant hours are as follows:
- Sun to Thurs from noon to midnight
- Fri and Sat from 12 noon to 2 am
- Brunch will tentatively start Mother's Day in Match on Sat and Sun only.
- Hours will then be Mon to Thurs from noon-

midnight

- Fri from noon to 2 am
- Sat from 10 am to 2 am
- Sun from 10 am to midnight

As this pandemic comes to an end, we are thrilled to see our members coming back to work and look forward to welcoming new ones.



## *World Autism Day*

## Windsor Machine & Stamping

**By MIKE EMSLIE** Chairperson  
mikeemslie26@gmail.com



### *Excited to Represent You*

Hi, my name is Mike Emslie.

I am the newly elected Chairperson for the Windsor Machine group. We have two plants currently up and running. At our plant 1 location, we have 33 full-time members, 14 probationary members with seven probationary members on layoff and one member on maternity leave.

At our plant 3 location, we currently have 65

full-time members, four probationary, with two members on maternity leave and four members on medical leave.

This year has been a lot better than the last year with the pandemic. Mid-January of 2022, we started to run two new power headrests for Ford and set up 12 more jobs at the Plant 1 location. We have also been able to get overtime at both plants, with some weeks running seven days a week.

With the sad passing of Mary Oriet, who will always be remembered and who I will try to fill her shoes, we held an election for our Chair and committee spot.

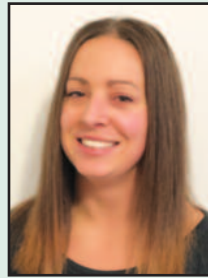
This resulted in 4 elections for the Chair and the committee was acclaimed. We now have a chairperson, and one committee person at both plants.

## YOUTH COMMITTEE

**HALEY ROUNDING**

*Chair of Youth Committee*

*Email: [Haleyrounding125@hotmail.com](mailto:Haleyrounding125@hotmail.com)*



### *Youth Committee Team raises \$5,299.44*

Hey Everyone! Over the last couple of years, it has been a real challenge to meet and be involved due to the COVID-19 pandemic. In February, the Youth Committee and the Local 444 executive participated in the Coldest Night of the Year event in Amherstburg.

The Coldest Night of the Year is an event that is held in many locations all over Canada. The walk is to help support local charities that

assist people experiencing hurt, hunger and homelessness. All proceeds raised at the CNOY Amherstburg will be donated to the House of Youth. The House of Youth is a centre that has dedicated the last 50 Years to serving the community by supporting, encouraging and empowering youth.

The House strives to maintain an atmosphere welcoming of all youth, regardless of their culture, beliefs, ethnicity, or

lifestyle.

The House runs weekly peer-support meetings for youth in Grades 9 – 12.

The Local 444 Youth Committee team raised \$5,299.44.

We want to thank our generous friends, family, members and the Local for donating to our team to support this fantastic cause. Now that restrictions have been lifted, the committee plans to start meeting in person again

To see what the Youth Committee is up to, please check out our Facebook Page <https://www.facebook.com/Local444ywc>.

From myself and the committee, Happy Easter!





# Women's Committee

## Our Most Important Mission Ever: Stop Violence Against Women

By **SUSAN  
McKINNON**

Chairperson,  
Women's Committee

E-mail:  
[womanscommittee  
444@yahoo.ca](mailto:womanscommittee444@yahoo.ca)



### *Ten Dollar a Day Child*

Great News! Ontario signed the Canada – Ontario child care agreement!! Ontario signed the Child Care Agreement of 10.2 billion dollars for five years and an additional 2.9 billion for the sixth year. This will reduce child care (children five years old and younger) fees starting April 1 by 25%. Then by the end of this year, fees will be further reduced by 50% on average. Then by the end of March 2026, on average, \$10 a day of childcare. The rebates are retroactive to April 1 and will begin in May. We already received 15,000 spaces in 2019. It will now be 86,000 new licensed early learning and child care spaces. We still need a workforce strategy to include a higher wage grid starting at a \$25 minimum for registered ECEs.

Equal Pay Day is to raise awareness of the gender pay gap. This year is April 12, reflecting how far into the year the average woman must work to earn what the average man had earned in the previous year. Indigenous women face a 35 percent pay gap. Women with disabilities face a 46 percent pay gap. Racialized women face a 33 percent pay gap.

Join in on Social Media STORM on Tuesday, April 12th  
#EqualPayDay2022  
#DemandBetter #CloseTheGap





## Environment Committee



By **RICHARD LABONTE**

*Environment Committee Chairperson*

[local444environmentcommittee@gmail.com](mailto:local444environmentcommittee@gmail.com)



### *Earth Day is Back*

#### *Greetings,*

It's been a while since I wrote for the 444 News because of Covid and many good reasons to delay handling the physical news during 2020 and 2021. During that time, your Environment Committee has continued to be engaged on the issues. Rest assured, we have been swamped lobbying with the local leadership to encourage investments and implement many 'green' ideas to benefit our workforce and community.

We are very excited about Stellantis and LG Energy Solution planning to build a large-scale electric vehicle battery plant in Windsor. This investment of over \$5 billion will be the largest amount in Canadian automotive manufacturing history.

The battery facility will employ about 2,500 people. Construction is set to start this year, with a goal of being fully operational by 2025. If you like to stay on top of what's going on in terms of investments, developments, or other related environmental news, join our Local 444 Environment Committee Facebook Page.

After two years of cancellations, we are happy to announce that the EARTH DAY celebration is back at Malden Park on Sunday, April 24. From 10 am to 3 pm, there are many vendors and displays for our members and their families can attend and participate in. Our committee will be there hosting our "Environment In Jeopardy" Game and giving cash prizes for the winners.

I like to congratulate Allison Kozolanka (Unifor Environment Rep) and the Windsor Assembly team for their latest 2021 IBIS Award from Wildlife Habitat Council. No assembly plant in North America has received as many Environmental awards as possible as the Windsor Assembly Plant. Also, I like to congratulate our active retiree Richard St. Denis who was acclaimed as the President of Unifor Windsor Regional Environment Committee (WREC). He may be retired from the workplace, but he has not stopped being involved in our community on environmental issues. Hats off to the other 444 delegates elected on the WREC; Allison Kozolanka (Recording Secretary), Brad John (SGT-At-Arms), and Kevin LaBonte (Trustee).

I like to conclude my report by asking our members to sign our online petition to help save Ojibway Shores by becoming a National Urban Park. The link is available on our Facebook page and the local web page. Thank you, and remember . . . "Think Globally, Act Locally".





# Employee Family Assistance Program

By **TANYA KELLY**

*E.F.A.P. Committee  
Vice-Chairperson*

*tanyapower76@hotmail.com*



## *Helping Those in Need in Our Community*

The EFAP committee has met in person and over Zoom for the past year. We recently participated in the Coldest Night of the Year 2022 for the 5th year in a row, under the direction of our awesome Team, Captain Ken Szaucsek. This year, our committee and friends and family members met at the local on Turner Road and walked to Downtown Windsor and back again (5kms total). While we walked,

some gave out gift cards, hats and mittens to those who might be in need. With a total of 62 sponsors, we raised \$3,750.00 to help those hungry or hurting. Participation in this particular event feels like a special day for our committee. This year, it was extra special that we could be together again to walk and participate. It is no doubt these past few years have been extra difficult for so many people, so giving back

even in a small way feels good.

In speaking of giving back, here is a good reminder, let's not underestimate the importance of our words and daily actions.

"A lot of people just need someone to be kind to them today"  
-Brené Brown

Our following meeting dates are scheduled for May 1 and June 5, at 9 am at the local (downstairs in the boardroom). All are welcome to attend.



## *Participating in the Coldest Night of the Year*

# Retirees' Chapter

## Back in Business

As of this writing, we are preparing for our first face-to-face meeting. The pandemic has been very challenging for the last two years. Times are changing, but we also understand we still must be careful and make sure we keep our retirees safe. We will have masks for those who want to wear them. Hopefully, all have had their shots and booster.

Our first meeting since March 2020 will be on the second Wednesday of April (April 13th), and all meetings will take place every second Wednesday of the month. Please note that there are no meetings for July and August.

Since our last meeting, we have had Chapter executive meetings and doing things that needed to be done. One of the issues has been about our community concerns. We have donated to causes such as food banks, United Way, and many other charities within our community and Essex County on behalf of our members.

With the help of our Local executive, we were able to take on some initiatives surrounding our Health Care Trust. They were successful in gaining some enhancements to our benefits for our retirees. We have no more co-pays for most of our benefits – drugs, dental, vision, etc. We also have more long-term care in addition to other increases to benefits. All in

By **PETER PELLERITO**

*Chairperson,  
Unifor Local 444  
Retirees' Chapter*  
ppellerito3@cogeco.ca



all, the improvements have been well received!

There have been many positive announcements that will provide additional jobs for our community and Essex County, thanks to work by Local 444 leadership. These include a new product for

Windsor Assembly, a battery plant, and resulting spin-off jobs for our community.

We are also working on our banquet for all Local 444 Retirees and other events sponsored by Labour Council and our community partners.

Please note our election for your Retired Chapter Executive Board will be at our May meeting.

We hope and pray that everything improves and that our members remain safe.

I hope to see all of you at our upcoming meetings.





# Education Report

By  
**WAYNE  
MacLEAN**  
Education  
Committee  
Chairperson

E-mail:  
[wmaclean@uni444.ca](mailto:wmaclean@uni444.ca)



It has been some time since the Education Committee has been able to meet in person, and we are hoping that will change in May as we plan for our first in-person meeting in over two years.

The spring schedule for Port Elgin is available now; please remember when looking at it that you will need to adhere to our local deadline, NOT the deadline the national has online. Please get the

application from the local union hall in order to apply to attend any classes you are interested in.

The Unifor Scholarships are back and applications are now being accepted.

Please go to the Unifor national page under education to find the criteria and have your child fill out

the online forms. You will need to print a page to have a signature of verification signed by a local union officer.

McMaster studies programs are back and you can see the available programs online.

Contact me for any questions regarding these programs.

If you are interested in attending the Family Education Program, applications are now available at the local union hall. The two available weeks are Sunday, July 3rd – Sunday, July 10th or Sunday, August 14th – Sunday, August 21st. The deadline to apply is Friday, April 22nd.

## GFL Unit

### ***Moving in the Right Direction***

**Scotty Gillen**  
Chairperson  
[sglilduck@gmail.com](mailto:sglilduck@gmail.com)



Hello everyone, it's been a busy year for this unit. I want to thank our local liaison VP Manny Cardoso and President Dave Cassidy and our entire bargaining team. We bargained hard and got our second CBA ratified with gains for everyone. We continue to move

in the right direction. I want to thank all our members we re-elected me to represent you as your chairperson. It is an honour to represent some of the hardest working individuals in this entire city.

We currently have 49 full-time employees and two probationary

drivers. Yard waste season is right around the corner, which will bring us new challenges with an influx of new workforce not accustomed to the pace of the collection's sanitation/recycling/yard waste lines. I have faith in our crew, and I know we will persevere and pull-thru.

With the change in weather coming, make sure to acclimatize and drink lots of fluids. Hydration is essential. Stay safe, everyone.

In solidarity,

Scott Gillen



# Human Rights

By **BARB LOWE**, Chairperson  
Email: local444humanrights@gmail.com



## *Have Compassion and be Kind to Each Other*

**2022** is beginning to improve in a lot of ways. Covid being normal now still affects us daily and still presents challenges to many people. That said, what is the new normal? We are making choices as individuals directly that will still impact others, such as masking, immunization, travel, self-care, workplace safety, etc., which can significantly affect physical and mental health. We still need to watch out for each other to protect everyone's loved ones.

The war Russia has imposed on Ukraine tears at our hearts as we watch helplessly, a tyrant taking the livelihood and freedoms away from an undeserving country. We stand by with helpless guilt of not being able to do the right thing due to fear of a much greater threat. This weighs heavily on us all. Even if it's flawed, living in a democratic country, many of us do not understand the true horrors of what is happening over there. We have never experienced the fascist force

of what Putin believes is within his rights. The bravery and determination of the people of Ukraine are admirable, and the same can be said of their President, who fights alongside to save that country. We pray, hope, and support these people and their families and those here in Canada and worldwide.

If we have learned anything during this strange period of time it this: Have compassion and be kind to each other as you can never be sure of what another person is going through. Kind words and gestures may do more than you think.

The next committee meetings will be held in person as long as it is safe to do so and will be on May 1, 11:00 am, June 5, 11:00 a.m. at the local.

# HBPO

By **JENNIFER ALLARD**

Chairperson,  
HBPO Canada  
Email:  
jen.abee@hotmail.com

## *Riven on 2 Shifts*

The plant population is 77, with no one on layoff, and we have six members on probations. Two outstanding Grievances  
We are in the process of hiring 10 TPTs for summer vacations.

### ***RIVEN Program***

Starting in June, the numbers are supposed to go up. If this is the case, the company will begin running riven on two shifts. The company is in the process right now training four more members for that area.

### ***Summer Shutdown and Vacations***

The summer shut down is only one week, July 4.

Vacations, as long as you submitted your requests by March 30, it

goes by seniority. After that day, it is a first-come basis.

### ***Collections***

Just in case all the members

don't know, we have a bin outside my office for any clothing or household items you are looking to contribute. You could put in the bin, and it will be given to CUP to help families.

### ***Covid***

With the covid restrictions, the company and health and safety team will be looking at it every couple of weeks to see how things are.

Happy Easter to all members and their families.





# Rainbow Crosswalks Coming to Windsor

Our committee is working with Windsor Essex Rainbow Alliance. Stefanie Pest is the lead on this project at WERA. There has been a proposal made to the City for crosswalks, and Ouellette and Riverside have been identified as the location. The proposal is for four different crosswalks. They would be four different 2SLGBTQIA community flags.

One would be the new Progress Rainbow flag, a unique Trans flag and two unique Indigenous-themed flags representing two-spirit and Indigi-queer communities. The planning is proceeding to possibly have the crosswalks installed this year by the first week of August, just in time for our Pride Week.

Our next goal is to plan a meeting to talk about the Windsor Essex Pride Parade.

By **DANA DUNPHY**  
Chairperson

E-mail:  
unifor444caesars@  
hotmail.com



# LGBTQ



## Local 444 WORKERS ADJUSTMENT CENTRE

**Dan Bedard**

local444adjustmentcentre@gmail.com



### Help is a Phone Call Away

In November 2020 the Local 444 Adjustment Centre opened its doors to the approximate 780 laid-off workers from W.A.P and its suppliers, offering help and support to the workers. In the 17 months since opening the centre, 65% of the laid-off workers have either been recalled, found full-time work, part-time work or have returned to school (2nd careers).

The response from our laid-off members has been very positive with many success stories. The coordinators work very hard and will continue to meet the needs of all laid-off workers.

The Adjustment Centre offers great services • Resume & Cover letter writing techniques • Mental health support/resources • Information on re-training (2nd career opportunities) • Job Posting Board • Access to food banks and many more • Every month the co-ordinators reach out to our members, via phone call, email and on our daily Facebook job board postings.

To get in touch with the **Adjustment Centre Email: local444adjustmentcentre@gmail.com Phone: 519-818-5017 519-818-5018 519-818-4997 519-818-2293.** The hours of the centre are Monday to Friday 8:30-3:30 and is located downstairs at the Local (1855 Turner Road) all inquiries are private and confidential.

I would like to send out a big thank you to our Coordinators for their hard work and dedication, and to the executive board for their continued support. The Adjustment Centre would like to wish everyone a Happy Easter.

# Angus Consulting Ltd.

## *New Contract on the Horizon*

At time of writing, we currently have a full-time assistant opening with interviews going on. We would like to wish Ethan French the best of luck in his new adventure.

The company has chosen to use a casual employee to fill his position

at night and the operator to work alone on day shifts. H&S Rep Karel Zouzal and I are also trying to work with the company on using a man down button. The current method we feel is not the safest for us.

We are also pushing that ALL employees receive first aid training

By **TIM BOUFFORD**  
*Chairperson*

Email:  
[timboufford@cogeo.ca](mailto:timboufford@cogeo.ca)



ing and not just the shift engineer.

We will be soon canvassing, fellow brothers, for new contract demands as our contract is up on July 18.

I would like to wish everyone a great spring and summer ahead.

## **MTS** REPORT

### *New Work and Hiring*

Good day Sisters and brothers. I just want to say congratulations to all who have reached an agreement with the employer. Our contract with Martin Transportation Systems will end on May 6, 2022.

We will start working with the committee to go through the proposals from our membership and hope to have a proposal to send to the company very soon.

We have been swamped the last six months and are looking at some significant new contracts coming to Martin. We currently have no layoffs and are looking to hire drivers, mechanics and dispatchers.

If you know of anyone interested, please send them to Martin Transportation at 2425 Central Ave, Windsor, ON N8W 4J4 or call 519-948-7175 and ask for Jeff Simons.

**Dan Coatsworth**  
[dancoat1955@gmail.com](mailto:dancoat1955@gmail.com)



### **Sarnia Library**

Judith & Norman  
Alix Art Gallery  
[ann.helps@countylambton.on.ca](mailto:ann.helps@countylambton.on.ca)



### **Restrictions Lifted**

The Sarnia Library & JNAAG employs 19 full-time, 11 part-time and two casuals. We will also be welcoming back the hiring of a few student pages.

The Sarnia Library theatre has reopened to total capacity with no restrictions.

Patrons are taking advantage of the restrictions being lifted through the Library and enjoying in-person programming being offered to all age groups. We can once again do in-person programming for some of the retirement

homes. The Gallery is open to total capacity and showing two exhibitions:

One Wave which runs until September 10th & Facing North which ends July 24th. The Gallery also offers lectures and programs for youths and adults.

Some of you may or may not know, but we are relatively new to Local 444. We want to thank everyone for welcoming us in and for all the help we have been given along the way.

Take Care and Stay Safe!





# OSTC Pelee Island Unlicensed Division

We recently ratified a 3-year agreement with OSTC in Oct, 2021.

Through determined hard work we believe we set the groundwork for improvement going forward.

We are right back into bargaining now in 2022 for a new collective agreement.

We are working on improving on our foundation we have established, going forward.

There has been a change in management in OSTC and we are encouraged that the new group will correct flaws of the past and improve the collective agreement

**Jim  
MacPherson,**  
EMAIL- macpher-  
son@  
hotmail.com



for all our members going forward.

Thanks,

***It is with heavy, heavy hearts that our  
Local had to say goodbye . . .***

. . . to one of our outstanding Windsor Assembly Reps~Jamey Daehn.

After two years of bravely battling cancer, Jamey is now forever at peace.

Our thoughts and prayers continue with his partner Tracey and children Paul, Courtney, Abbey and those who had the pleasure to know and work with Jamey.

Jamey Daehn took

care of people for a living. He cared for and



helped people every day on the plant floor and outside of work at all hours of the day and night. This is who he was, and there is no doubt he will continue to watch over us from above.

Eternal rest grant unto him, oh Lord and may perpetual light shine upon Jamey, May he Rest In Peace.

**Local 444**

## Cottam Diecasting

# Glad to be Part of the Family

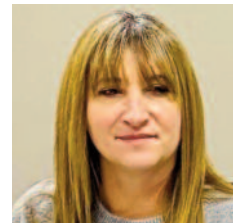
**F**irst, I would like to introduce myself. My name is Vicki Doan. I am the chairperson for Cottam Diecasting. I want to begin by saying that I am excited to be a member of our local 444. family.

I believe that now my Sisters/Brothers and I will have a fair workplace and a future with the company. Cottam Diecasting has had some ups and downs over the past couple of years, and we

are starting to see that we are back on solid ground thanks to the hard work and dedication from our members!

We are new to having a union in our plant, and we are all learning our new collective agreement. I look forward to the training that Unifor will provide for myself and our union representatives, Tyler Dittus and Anandhu Santhosh, so we can represent our brothers and sisters the best that

**VICKI DOAN**  
Chairperson



**Email**

**[vdoan@cottamdiecasting.com](mailto:vdoan@cottamdiecasting.com)**

we can.

Lastly, I would like to thank our President Dave Cassidy, our liaison VP Mike D'Agnolo and the entire local 444 officers for all you do to make sure we are treated fairly and treated with the respect we deserve from our management team.

In solidarity,

Vicki Doan





# Community Services Committee



Sue Najem  
snajem@uni444.ca

## *In a World Where You Can Be Anything, Be Kind.*

Although we spent most of 2021 in a lockdown, the Community Services Committee members stayed connected over zoom meetings and emails. We were so fortunate to collect bikes in July and refurbish and give back to kids in the community. We also held a drive-thru Santa visit in December.

We are happy to report that we will be collecting bikes on April 23rd at

Devonshire Mall for our Annual Bikes 4 Kids Campaign. This is alongside the Annual Recycle day at Devonshire Mall. This is our 19th year of doing the Bikes 4 Kids Campaign.

We are fortunate to have such a caring and giving community that makes it possible to do this project year after year.

So come on out and see us, donate and help put a smile on a kid's face in our community.

We are resuming in-person meetings, April 10th being our first in a long while. Please check your posting boards and the local's website and social media pages for details of upcoming

meetings and events. All Local 444 members are welcome to attend.

Many have struggled in this past year emotionally, financially, and mentally. Please reach out if you or someone you know is in need. Remember, in a world where you can be anything, be kind.

