

444 News



Building our Union – Strengthening Our Communities

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WINDSOR, ONTARIO

OCTOBER 2022



Local 444 is on the March!

Renewed Focus

WAP Second Shift Extended

The second shift has been extended until at the least the end of June! The extension is great news! Our discussions and fights over the second shift are not done in vain, and we will continue to debate this issue until it is entirely off the company's radar. We have promised to bring back all our laid-off members and will not rest until everyone is back! You are not forgotten; you will not be left behind!

Just Let Us Do What We Do Best

The Semiconductors and parts shortages continue to plague our ability to assemble the best damn products in the Stellantis Portfolio. It did not have to be this way; semiconductors used to be created in North America. Our manufacturing footprint is a third of what it was a few decades ago. I have let the government know that this is a sad reminder of what happens when our countries fail to invest in our workers. They decided to save a *nickel and manufacture these parts overseas when they could have spent a *dime and manufactured it here. IHS Markit Automotive reported that last year alone, 1.5 million cars were not built due to the semiconductor shortage.

Early this year, the U.S. signed the CHIPS and Science Act of 2022. The new law signed by President Biden invests \$52 BILLION to bolster U.S. semiconduc-

*By DAVE CASSIDY, President,
Unifor Local 444*

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tor production, with two billion being prioritized for vehicle, defence, and parts manufacturing. Canada has also recently made \$240 million available to strengthen the development and manufacturing of semiconductor chips; now, they are starting to get it.

STLA Large

In 2020 bargaining, we secured a significant investment for the Windsor Assembly plant securing its future. This industry depends on investment, and the new auto revolution of electric vehicles requires new tooling for our plants to survive. Our ability to be flexible and produce high-quality products are keys to our long-term success. This year's two big announcements have been some of the most important to the security of our Canadian operations.

1. Five Billion dollars for an electric battery plant and 2,500 jobs,

2. 3.6 billion for retooling/investment/electrification in Ontarian plants securing the Windsor Assembly plant long into the future. That's 16,000 jobs maintained and created across Ontario and Quebec, significantly impacting Windsor and Essex County.

Three years ago, I went to the top of the company, letting them know we were not happy with the sunseting of the minivan (caravan)

It has been a privilege to have



been the caretakers of such an iconic vehicle that has not only made this company rich it put them on the map!

In return, I told them we want nothing less than to build a new product of similar caliber and if one vehicle can't get us there than make it two, or three whatever it takes!

The company has notified us that Windsor Assembly would be allotted products on the STLA large platform. A handful of beautiful new products are being launched on the STLA large platform Cars, Trucks, Jeeps, and SUV's.

However, they have not "officially" confirmed our plant's entire product lines but have recommitted that both Ontario plants will be running on three shifts in the near future. Let's go!

Something to consider if the rumours are confirmed about building a couple of muscle cars, they will be the first cars assembled at the Windsor Assembly plant since the New Yorker line in 1983.

Gaming

It is great to see our gaming floors back open to total capacity. We were still fighting with percentages and occupancy numbers less than a year ago. Shows are back,

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Dave Cassidy ... cont'd

and most restaurants are open, but there is still plenty of work to do. We have members laid off and games being played by management. The committee is constantly entangled with management over staffing issues, and it will come to a head shortly if things are not straightened out. The ArriveCAN was not helping to bring our American customers to our casinos, and Local 444 joined the chorus of citizens calling to do away with it. We are glad it is being and are strongly suggesting Caesars get the word out to our American friends so they can once again experience gaming excellence with a hassle-free border! We are also having meetings about getting the sports book open and continuing to push for the reopening of the buffet. A week rarely goes by when I am not asked if the buffet is coming back. People love the buffet.

Historic Local 444 Events Are Back

It is excellent to get our local back to where we were pre-covid. The Charlie Brooks golf tournament, our annual picnic and the labour day parade were all back! Gathering with our members and their families at these historical events is always good. Seeing so many of our members and their families from our different workplaces is always a pleasure. From the look on the faces, the messages, and the texts I have received, it is evident that everyone had a good time. These events do not happen without our fantastic volunteers. No other local on this planet can orga-

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Bargaining prep for MTS



Dave Cassidy ... cont'd

nize, set up, feed, and entertain the number of people as efficiently and well-spirited as our local 444 volunteers. I am proud of how well we work together and am pleased with how well we treat our members and their families with the utmost respect. Thank you all for your hours of volunteering in the hot sun to not only make these events tremendous but to set a standard for locals serving their members.

Local 444 Standing Committees

In October, local 444 Standing Committees will hold nominations. Nominations are held every three

years, so this is the perfect time to get involved. No local's committees are as active or as prominent in their union as ours. Local 444 committees are the backbone of this local and are open to all our members. New members and new ideas are what make our committees rock! There are plenty of different committees that you can explore to see what is the best fit for you. Covid put a hamper on our committees over the past couple of years, and now these committees are ready to take off and set a fantastic pace. This is your local, and there is a place for you here.

Thank You

I want to thank all our members for supporting my campaign to run for Unifor's National President. This election was always about charting a new course for the

National, putting our membership first and calling for accountability and transparency. Our platform focused on our Jobs, getting the National union more in touch with its members and assuring that the National Union was working correctly to service the members and their locals.

When this race began, we, as a union, were told who our next National President would be. I believed the chosen candidate was not the right choice and felt compelled to throw my hat in the race. Our bold move to enter this race opened the door for a historic democratic process that we believe will have lasting positive effects.

We ran for the right reasons; we highlighted vital issues that need to change and paved the road for



3.6 Billion dollars invested for retooling and electrification in Ontario Plants Securing the Windsor Assembly Plant long into the future.

greater democracy in our union. The result was not a hundred percent what we wanted, but we know it could have been far worse, and I am proud of what we accomplished together!

I heard numerous compliments about how our team positively and professionally conducted themselves, and I could not have been prouder. I will never forget your assistance and support in this campaign. Thank you.

Local 444 will continue to be a force to be reckoned with and the voice of labour for our communities! We will grow together in solidarity growing stronger every day as we continue the work of perfecting our great local!

Congratulations Lana Payne

Lana's success is now our union's success. These are challenging times for our union, and I pledge to do all that is in my power to help Lana lead us through the many hurdles we face.

Sister Lana has already begun to make changes at the national level. The national needed a good housecleaning, and it sounds like the process has begun. I am consistent with the National that they understand auto's historical role. We know that auto does not have the population we have had in the past, but we were the OG foundation of this union, and our industry still plays a major part in keeping the lights on at the National. Local 444 will continue to be the strong voice in auto, and with all the industries we represent.

Politics

We here in Windsor & Essex County are family. That is how we have always seen it.

There is a long history between local 444 and the other union locals in our area.

Since the beginning of labour day parades in our streets, all Union locals have marched shoulder to shoulder in solidarity. We always believed that if anyone picked a fight with one of us, it meant you were picking a fight with all of us.

I can't even think of a time in our history that Local 444 ever said no to a request by any Unifor locals in this city province or even the country.

If locals needed bodies to help hold the line if they needed help financially, local 444 was always there.

We fight for our members and the hard-working men and women in this community because we are all in this together. We fight for a just society and an equitable distribution of the wealth created through the working class's labour. We fight for our JOBS and to bring new JOBS into our community.

Many years ago, through blood, sweat and tears, our (UAW/CAW/UNIFOR) locals pledged to fight together because of the simple fact that we are stronger together! We created a Guardian Board made up of UAW locals (Now Unifor) in our area that would help the smaller locals with their publications and outreach and bind us locally together through solidarity. For fifty-plus years, we have not let politics come between

us. We have sometimes disagreed but never let it destroy what we have built together until this past Unifor national election.

Because of politics and political promises, some local leaders from the Guardian Board backed Scott Doherty. So great was their obedience to support a Doherty administration that they pulled out of the Guardian Board and cut ties simply because local 444 and a few others backed another candidate. It is unfortunate, and we hope they realize that we are stronger together in time, and labour needs a united front.

Local 444 continues to pledge as we have always committed to stand beside all our brothers and sisters and support them because we are all family, and this community is our home.

Detroit 3 Bargaining Less than a Year Away

Next year right around this time, we will be in Stellantis bargaining. Prep work has already begun and will pick up early in the new year. This will be an exciting set of negotiations as we bargain at the same time as the UAW and a new National President. Know that we will be ready and are eager to sit down at the table and fight for a greater worth of our membership. Look for those demand sheets and discuss amongst each other your priorities in order going into the 2023 round of bargaining. Together in solidarity, one way or the other, we are bringing home a contract worthy of our workforce.

In Solidarity,

Dave Cassidy

Long Term Outlook, Remains Very Good

By
**JAMES
STEWART**



Secretary-Treasurer, Unifor Local 444

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I hope you all had an enjoyable summer. Things continue to be busy here at the local union hall. We are experiencing and dealing with what seems to be an endless amount of issues as each of our workplaces face different challenges. Some of our workplaces continue to face extreme downtime and lost wages due to part shortages. Some facilities still feel the aftermath of the covid pandemic and are experiencing staff shortages and reduced hours worked as companies continue to cut back to eliminate costs. And other workplaces have continued to work excess hours regardless of the above-mentioned issues. We will continue to face these issues and work to resolve them as best as we can.

Windsor Assembly Plant

The long-term outlook at our Stellantis plants in Canada remains very good. The short-term problems seem never-ending; however, we are very much on track with a new battery plant here in Windsor that will feed both of our Canadian assembly plants (and potentially others) with batteries for years to come. The investment in Windsor is truly record-breaking and sets a tone that our plants have a promising future. With the announcement of the STLA Large platform at the Windsor Assembly Plant and a yet-to-be-announced platform at the Brampton Assembly Plant, we, along with the company and all levels of government, see an eventual return to 3 shifts of operation at

both of these facilities. We are less than a year away from bargaining with the Detroit 3, and we are committed to ensuring we continue to secure the future of our plants and make the important gains our members deserve. It's time to start thinking about the issues you want dealt with and improvements you want to see in the coming round of bargaining. Sometime either at the end of this year or early in the new year, we will be putting out our demand and proposal sheets to our members for the input we need to be successful.

Many of our WAP members are seeing their SUB credits running out due to the constant layoff weeks. We have Guaranteed Annual Income language that will give our active members with at least five years of seniority a bump-up in their sub credits on the 3rd Sunday of November. The formula

makes these bumps based on seniority, and everyone's bump will be slightly different. If you are one of these employees and don't see a bump in your SUB credits by the end of December, please contact the benefits office.

Owen Sound Transportation has had a busy year. We bargained a collective agreement with these members covering three different bargaining units during the spring of this year. There continue to be some growing pains regarding these units. Your elected reps are working on the issues, and we hope to have many of them resolved in the coming weeks. Jim MacPherson, Darlene Wiper and Joe Montgomery did a fantastic job at the bargaining table, closing the gap between the Pelee Island ser-

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James Stewart Report . . . cont'd

vice and other similar services in the province in terms of wages and benefits.

Another new unit to our local has just finished ratifying a new collective agreement. The University of Windsor Community Campus Police and Parking Services recently ratified their agreement by 90%. Unifor represents four different units at the U of W, and we worked closely with our counterparts from Local 2458. We made gains in almost every facet of that agreement, including wages, pensions, benefits, workplace issues and grievances. I thank their bargaining committee, John Dekok, Mike Rapaich and Andy Leroux. It was a challenging round of bargaining that took a lot of experience at the table to achieve these gains. I'd also like to thank Mina Sarajcic from the national union for her unwavering support of both workplaces throughout bargaining.

Employment Insurance has recently made changes that potentially give our laid-off members reduced coverage. Please read the benefits report in this edition of the 444 news so you fully understand how this may affect you.

These have been difficult times and some of our members are struggling. Please know that you are not alone, not today or any day. Sometimes asking for help is the hardest step to take. If you need help reach out to your rep, the local or me personally whoever you feel most comfortable with. Just know that you don't have to go it alone.

In solidarity, **James Stewart**



Moving in the Right Direction

By
**MANNY
CARDOSO**

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Stellantis

Congratulations to all those members fortunate enough to be in the position to retire. Combined with the extension of the second shift, the retirements should create room for the return of junior, laid-off workers. This in no way is a guarantee. Our members will have to be diligent while providing the quality of work that commands recognition, and our Representatives and in Plant Committee must continue to thwart the efforts of the company's job reduction mandate.

All the recent activities in the plant have brought about much inconvenience and challenges, but we must keep in mind the greater picture. The massive investments on the horizon, which will place multiple platforms in our facility, along with securing thousands of jobs at the new battery complex, will solidify the employment of our current and future members.

With the removal of most covid protocols and the continuing high price at the gas pump, we have commenced discussions with the company on re-instituting the commuter van program.

Lastly, Local 444 has 2 of our members running for municipal elections here in the city of Windsor. Angelo Marignani, a worker at the Windsor Assembly Plant, is seeking election in Ward 7, and long-time activist and retiree Richard St.Denis "Radar" is seeking the seat in Ward 5. We wish them all the best in their endeavours to provide working people a voice in the direction of their communities.

ATS Auto Haul Away

The company has recently approved hiring Drivers for the unit, yet applications have been scarce. As of this writing, three new drivers are completing the training process and will be a much-welcomed addition to our depleted workforce. We have had multiple discussions with the employer in an attempt to find a resolution that would make the unit more attractive to applicants going forward to fill the seats of the new fleet the company recently invested in.

ATS Releasing Yard

Much like our members' issues at the Windsor Assembly plant, it has been an ongoing struggle with Benefits Link and the third-party company, Alight. The primary issue facing these members is the

loss of Dental and extended health benefits every time there is a disruption or layoff in employment. We continue working with the Company Benefits Team to manually reinstate their entitlement and work on a solution to the ongoing coding issue.

AWC Railyard

With the continuance of shortages plaguing the auto industry, our members continue to suffer short shifts or no shifts at all. The multiple plants that send cars and trucks for rail shipment have recently been down, all at the same time, leaving the yard completely empty. With no supplemental benefits to their unemployment, these members and

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Manny Cardoso Report . . . cont'd

many others at our parts facilities could face much hardship if they have not worked the minimum hours required to qualify for Employment Insurance.

Choice Nutritional

It has been a rough couple of years for most of our workplaces, but none have quite seen the deterioration of their line of business like that of our members at Choice Nutritional. When the unit first came to local 444 over ten years ago, they carried a membership of over 150 people in Kitchen staff, catering trucks and vending machine stock drivers. Through multiple changes of ownership, the shedding of catering trucks and the momentum away from vending machines, the unit is a mere flicker of what it once was. We are down to 2 member working and two on layoff. With the recent closure of the non-union prep kitchen, the company has moved the operation to a much smaller supply garage from where our members will gather their stock for their vending machine runs. We continue to encourage the ownership to explore further opportunities allowing our members to continue their service and eventually retire.

Green For Life Environmental

We have recently had a change of local management that has placed the Windsor Yard under the supervision of the GFL/WDS Management Team. The transition has occurred with minimal distraction to our members, and we continue to have an open line of communication with the employer.

Recently our members have suffered multiple incidents of unwarranted and unwanted confrontations with residents.

I would suggest that we all take a second to be cognizant of the weight per container of waste we put out on the roadside and that we let these members do their job free from harassment.

Martin Transportation Systems Canada

After a several-month-long marathon bargaining session, we were pleased to reach and ratify a new three-year collective agreement with the employer. The

new agreement brings raises that put our members in line, or above, pay rates in South Western Ontario and will aid in attracting and retaining Drivers, Dispatchers and Mechanics.

We are currently in the process of meeting with the employer to finalize the bid sheets and hope to have the bid complete by print time.

*“Wishing Everyone a
Happy Thanksgiving”*



Bright Future in Manufacturing

Although there is a bright future in manufacturing in this area, this has been a challenging year for our Feeder plants. Hopefully, the new norm will be no downtime until retooling at Stellantis. Most of our feeder plants do not receive S.U.B. and the struggles of living on E.I. is not easy. We have seen many of our members move on to different careers, creating an influx of hiring at these facilities.

Unifor National Convention

We recently had an election at our Unifor Constitutional Convention where our President Dave Cassidy threw his name in the race. This was a decision Dave made based on recognizing flaws in our Union and the importance of addressing them at the highest level to create change. Although our President didn't win, he was able to address these concerns at our Convention and, in turn, created the awareness needed for changes at all levels of our leadership.

I believe Dave would have made a great leader as the National President, and on a selfish note, we are all happy that he is here with us as our President at Local 444.

Standing Committees

Our committees are holding their monthly meetings again, encouraging all to participate in any committee that interests you. All are welcome.

Integram

Like all our other facilities, this

has been a challenging year for Integram. On a high note, the company has retained work with the Ford Bronco and Ranger and new business with the new products at the Windsor Assembly Plant.

ZF

It has been relatively quiet at ZF with all the downtime. Hopefully, we will be up and running on a more regular basis.

We know that ZF has bid on the new work going to Windsor Assembly, and all indication is they are in an excellent position to win the bid.

Dakkota

Dakkota has continued to hire at the facility to meet the demand of Stellantis. Time off requests have been a struggle, but with all the new members, this should help alleviate that.

Dave and I have met with the company on a couple of occasions to discuss training on all jobs in the facility, the company has been struggling with manpower, but with these new members, training should resume for our senior members in the near future.

HBPO

HBPO has had similar difficulties as some of our other plants regarding human resources, through dialogue with Jen and HR, I know they continue to interview to reign in the manpower issue.

The Company successfully attained new work from GM with

By
**MIKE
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the Rivian work and the work at Windsor Assembly Plant. This will create a solid future for HBPO.

Avancez

Avancez has had a few members move on because of the work shortage but is currently at total capacity. The company has recently bid on the new products at the Windsor assembly plant and is now waiting on Stellantis.

Heligear Northstar

This facility continues to bid on new work at Rolls Royce and GM, which indicates the workload will start beefing up in the new year. It has been relatively quiet at the plant, with no major issues. The good news is their contract will expire in May, and we can get back to the bargaining table.

ElringKlinger

I want to take this opportunity to thank Ken Barrette for all the late hours and hard work he put in as your plant chairperson. Ken has decided to step away from the position and wanted to wish everyone good luck in the upcoming election.

We are currently holding elections for two committeepersons, and a chairperson on October 3rd. I want to take this opportunity to thank everyone who put their name in to help represent this membership.

Peterson Spring

This facility is currently a two-shift operation, and all indication is it

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Mike D'Agnolo Report . . . cont'd

will remain this way for the long term. Roxanne Stone is your new Woman's Advocate. I want to thank Roxanne for her continuous work

in the union and wish her good luck in her new role.

Cottam Diecasting

Cottam Diecasting has been increasing their production numbers and are currently looking to hire laborers, diecasters and skilled trades. I would encourage anyone with family or friends that need a

job to send them there with a resume.

**Wishing you and your
families a wonderful
Thanksgiving.**

In Solidarity,

Mike D'Agnolo



Great Announcements!

By
**DARRYL
DESJARLAIS**
3rd Vice President
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After the last two and half years, we have had; it is great to finally see some positive news for our members. First, we heard about the massive investment of a new battery plant in Windsor that will produce electric batteries for our Assembly Plant and home to 2,500 jobs in our area. This news was followed by an invitation, from Prime Minister Justin Trudeau and Ontario Premier Doug Ford, to hear Mark Stewart, chief operating officer of Stellantis North America, announce the 3.6 billion for electrification in Ontarian plants. This investment will mean that our plant will be one of the very few assembly plants able to build internal combustion engines (ICE), Hybrid and fully electric vehicles (EVs). This is huge.

Then news came that they were extending the second shift until June 2023 and the plant committee and the Local are determined to continue to move that date until it is gone. Good things come in threes, and the third announcement that just came out was the government agreed to cancel the restrictions for crossing into Canada.

Goodbye ArriveCan

Although in certain circumstances at the time, I could see why the government thought it would be beneficial. The restriction soon became an unnecessary hurdle for US customers crossing the border. Statistics Canada reported that border crossings from the US in June of 2022 were about half of what they were in June 2019. That is a significant drop; our gaming facili-

ties have felt it both in Windsor and Sarnia/Port Edward. We are confident that removing the restrictions will improve business for our casinos and, in turn, get more of our members back to work, which is always our main concern.

Caesars

The Local, Dana and the committee have frequently been meeting to resolve the ridiculous staffing levels at the Caesars Windsor. As well as opening up hours in food and beverage and looking for different alternatives to meet the demand for our customers. Casino elections for your representatives will be held this October. Be sure to let your voice be heard and cast your vote for the representative

you want for the next three years.

Gateway

95% of the people are back to work, and the Chatham location is hiring from the street in certain classifications. With summer gone and fall blowing in, the very popular Match restaurant patio will be slowing down. They will keep the patios open as long as possible. They have fire tables and heaters for a cozy environment that complements their excellent staff.

The CTO contract expires on October 14th. We have already begun bargaining prep and look forward to getting to the table to fight for a deserving contract.



Sterling Fuels

We are running steady, everyone is working with new hires. Meetings will be happening regarding manpower for the winter slowdown. We are looking forward to putting together ideas ahead of bargaining, which is less than a year away. Please welcome Adam Laporte as our new in-term plant chair.

Windsor Machine

I want to thank Mike Emslie for doing a great job as chair. I appreciate our communication and applaud his commitment to the Windsor Machine membership. Please check out Mike's report to see the latest movements at Windsor Machine

Sarnia Library Judith & Norman Alix Art Gallery

This membership is a great addition to the local 444 family. It's good to see the library and the Art Gallery are getting back to full swing. They both play a vital part in the Sarnia community, and the excellence in the staff amplifies that. We are also back to our in-person meetings with management. Here we can discuss critical issues and concerns together as a committee and with management and resolves issues.

Same old Lions

At this time, the Lions are currently only one win and four losses. Their offence has had glimmers of excellence, but their defence is killing them. Here is hoping they start to turn things around.

Thank You

I want to thank all of you who reached out with their condolences and came to the funeral for my mother. Your support and kindness have meant so much to my family and me. Thank you.



Windsor Assembly Plant

Brighter Days Ahead

While we still face challenges related to supply chain shortages, there are big changes occurring at WAP! As you can see by walking around the plant, the current focus is to create as much “white” space as possible.

This space will be used for the installation of new equipment as well as logistics for the next generation of vehicles to be built here at WAP, which will ensure the future for the next generation of auto workers and suppliers.

Multiple Projects

Throughout the plant, you will

see multiple projects underway, from the move of the water test in the front end to the installation of racking on the doorline and south body shop to accommodate the insourcing of material from Syncreon. Projects will continue to ramp up as we move towards the launch of our future products and turn the corner towards the electrification of vehicles.

These projects all are the result of the investment, investment that was bargained in 2020 negotiations and is now becoming a reality.

Union Office/Canteen

The relocation of the Union

By
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office from its old location on the main floor to the new location at 44-Q on the second floor was necessary to create space for what is to come. As well the relocation of the canteen from 98-O to 30-H again is necessary to free up space. We are currently meeting with the company to ensure a more even distribution of food service throughout the entire shop, so the current canteen situation is a temporary fix to a larger discussion going on. We will update the membership as things develop.

Short Notice

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 our members here at WAP and our suppliers, but unfortunately these decisions are not made here in plant and sometimes late into the week based on supplier issues, we will continue to inform you as the information is provided.



Unifor Constitutional Convention

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Windsor Assembly Report . . . cont'd

2nd shift / Retirement Packages/807's

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.

The retirement incentive program that started in August has now closed. Those who have elected to retire will be released based on the operational efficiency of the plant. To the members who have elected to take advantage of this program we wish you all the best in your retirement. With the large number of retirements across all departments in the plant, there will be opportunity for movement. Please ensure you have your 807's into departments you may wish to transfer too.



We are the Best at What We Do

As I stated at the beginning of this article, through the hard and consistent work of you the membership by showing up each day for work and building the best minivan in the world, there are brighter days ahead. Will there be road bumps, yes of course, but together we have already proven we can overcome anything and move towards an exciting and secure future



Local 444 Strong



SKILLED TRADES REPORT



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By PAUL RENAUD
Skilled Trades Chair WAP

Our Trades are the Best at What They Do!

Trades population: 517, including 34 Apprentices

Most Skilled Trades have been very busy over the past few months preparing for the future. The buy-outs for Skilled Trades are ongoing, with the period to accept or decline now closed. Based on operational requirements, Trades will be retiring or going on the grow-in over the next few months, beginning with September 30th. I want to thank all those retiring, for their many years of service and support and wish them the best in retirement.

The Union Office has moved to 44Q on the second floor to open up floor space on the 1st floor for the insourcing material. The canteen has been relocated to 30H, in the front end of the plant, where food service will be available on an interim basis.

WAP

With vacation season winding down, there is still a lot of work planned for the insourcing of the Syncreon work and preparation for future models. Over the next few months, our Skilled Trades will begin to visit build shops and work alongside the vendors to help ensure a successful future launch. Without the Skilled Trades' input

into future equipment, we will not be as successful as we need.

The Trades at WAP have taken on a lot of the work associated with insourcing and future re-tooling, which has shown the company once again that our Trades are the best at what they do. As we go through the ups and downs of the current industry-wide part supply issues, the Trades are focused on preparing the plant for the future.

The training department has been very busy scheduling various training courses in many of the Trade groups (IR camera, robotics, PLC, TSSA fuels, to name a few). There will be numerous training opportunities shortly in preparation for new equipment.

APPRENTICE UPDATE

There are currently 34 Apprentices with 11 (4 plumbers, 3 IMM and four electricians) preparing to write their C of Q exam. We want to congratulate the Apprentices that have successfully written their C of Q over the last few months and welcome them into their respective Trade groups. It is quite an accomplishment to complete the program, especially with the uncertainty of the previous couple of years. You should be very proud – well done!

ARDC

The ARDC remains busy and is preparing to be even busier. They have hired hundreds of engineers in preparation for the future. The new battery lab will be constructed, leading to years of stability for the group, and the current labs are running steady. The company is in the process of hiring two mechanics for the current workload and will be hiring more as we move forward with the battery lab. This facility has been continuously working regardless of the challenges faced over the years (bankruptcy, covid 19) and will continue to be a world-class testing and research Centre. We are dealing with the company on some growing pains of expanding the engineering workforce so quickly and training the experimental mechanics. Addressing the work rules between engineers and mechanics and the need for training on battery vehicles is a top priority.

FCAT

The mechanics and trailer repair Trades remain busy at FCAT despite the continuously changing production schedules at the various plants.

The Unifor National Skilled Trades Council sent a contingent of 8 Trades to Merritt, B.C., in August to help a First Nations community rebuild from the devastating floods and fires in 2021, in conjunction with the University of Windsor Men's hockey team. It was an enriching experience to be able to help the community and also mentor the young men from the University in assisting with the projects. I want to thank Bruce Pickering, Tim Norman, Adrian Harris and Duke Sawchuk for their hard work and dedication to the project and the community.



At the First Nations communities in the Nicola Valley, the U of W Lancer mens hockey team players are helping, along with members of Unifor Skilled Trades, doing restoration of homes following flooding and fires last year.





By **DANA DUNPHY**, Chairperson

E-mail: unifor444caesars@hotmail.com



Keeping the Pressure On

At the time of this writing, approximately 150 members remain on layoff and 140 are working with recall rights back to their original status. Recalls are happening but at a very slow pace. The areas where our members are still on layoff are as follows, Food and Beverage, Transportation Department, Culinary, Table Games, Trades, Locksmith, Uniform Attendants, and Store Clerks.

The Local Vice President, Darryl Desjarlais, the Committee and I are constantly meeting with the Company pushing them to get everyone back to work. We are also pressing the Company to post jobs in all the classifications that are running short-staffed but that have no one left on layoff to recall. We are pushing them to increase the hours of operation of our outlets, to open the Market Buffet, to open all the

entrances for our customers. We are pressuring them to hire more Security Officers as we have a definite problem with safety concerns in our parking garage and the ongoing issues in Valet. We have stated that one Papa unit in the garage, when it's available, just isn't cutting it.

The Committee has filed grievances demanding recalls in several classifications. Those classifications are Key Attendants, Door persons, Legends, Beverage Bartenders, Beverage Servers, Hotel Janitors and Tailor. The Committee monitors schedules weekly, and as soon as the company violates Article 23.3, which is scheduling part-time or full-time hours in excess of 45 calendar days, a grievance will be filed. A grievance will also be filed when a full-time Utility is scheduled 40 hours a week for an extended period of time to push for

a more permanent full-time.

I believe the Company will have no option but to recall more people in the very near future with the announcement from the Federal Government that, effective October 1, 2022, they are finally lifting the Covid restrictions at the border, and they arrive can app will no longer be mandatory. This can only help us as we have been waiting to welcome back all of our American Customers. This, along with the plans for our Sports Book, will only increase our patron levels. Darryl, the Committee and I will meet with the Company in the coming weeks to nail down all the details surrounding the Sports Book.

Congratulations to all of those that chose to take advantage of the enhanced retirement package that was bargained. There were approximately 100 members that submitted the retirement paperwork. All the best to you in your retirement!!!

We had three Reps that also chose to retire, Beth Adams, Charie Virga and Leonard Armstrong. Thank you for all your hard work, dedication and support.

Please welcome Renee Beaulne to the position of Equity/Benefits rep. Renee has been a great addition to our union office.

We held the nominations last week for our Election Committee. Congratulations to all of those that submitted their names. You are all now a part of our election committee!

Our Union Office elections will be held in October. Those that get elected will hold office for the next three years.

Lastly, I want to thank everyone for all the encouragement and support you have shown us during the most challenging time in our history. I have no doubts that with the elimination of the covid restrictions and single-game sports betting on its way, we are in for better days ahead.



Recreation Report

By
**SCOTT
RICHARDSON**
Recreation
Chairperson

E-mail:
scott.richardson@fcagroup.com



ANNUAL FAMILY PICNIC

On Sunday, July 31st, we had our Annual Family Picnic. It was a hot and sunny day, perfect weather for the return of the Annual Family Picnic. This event continues to be well attended by our members, as was shown by the number of families seen enjoying the bouncy castles, pony rides, splash pad; swimming; skating and face painting. Over 1500 of our members and their families had fun, which was the goal. The Recreation Committee and all volunteers take great pride in volunteering on this day, and they are all greatly appreciated.

SPITFIRE TICKETS

The Windsor Spitfires are offering discounted ticket prices for home games in October. Red zone tickets for \$16.80, Blue Zone Tickets for \$18.80 and Gold Zone tickets for \$20.80. Game dates are Oct 1 vs Sarnia, Oct 6 vs Sudbury, and Oct 10 vs Sault Ste. Marie, Oct 20 vs Saginaw, Oct 23 vs Niagara and Oct 27 vs North Bay.

If you are interested in any of these games, see your Union representative or come to the Union hall. For a ticket, visit the following link www.wfcu-centre.com/password. Use the promo code "boysrback."

Watch your Union bulletin boards and social media for more details on these events and others.

Change of Address & Phone Numbers

Recently we have been getting mail returned to the union hall and are having a hard time reaching some of our members. If you have changed your address or phone number please contact your employer and the union hall immediately with your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out to you on behalf of your employer and your Union.

Union Hall: **519-258-6400 Ext.# 0**
or
Email: **info@uni444.ca**

Upcoming Events

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

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



INTEGRAM

By **DAVE SIMONE**

Chairperson, Integram Seating

E-mail: integram444@magna.com



Much Better Times Ahead

When this report was written, the plant population was 669 members and only 9 TPTs in the building. The company struggles to find TPTs to help build up our pool. The unstable working conditions negatively affecting the industry are a significant part of the TPT shortage.

The employee barbecue scheduled to take place the week of September 12 has been postponed due to the recent down weeks announced. The company is looking at having the barbeque when we return to work.

Our foam debt has continued to run a reduced production during the continuous downtime. This is due to supplying foam for the Jeep and Durango products. Our foam department will also produce foam pads for the Ford Ranger and Bronco programs. Production of the foam will look to start sometime in 2023, but an official start time has not yet been secured. Hopefully, shortly we will have a better timeline for the official start of these programs.

Along with the new Ford Business, there is still more good news to report. Integram has secured new business for the latest products coming to the Windsor Assembly Plant that was recently announced. This

includes both the seating and foam for these products. This gives a good indication that there are much better times ahead.



TransAlta

By **LUC CHARTIER,**

Chairperson, TransAlta

E-mail: Luc_Chartier@transalta.com



This Year has Been a Mess

As the 2nd anniversary of 2020 negotiations approach, our contract has yet to be signed due to remaining outstanding issues.

TransAlta has generously given every employee an extra \$1000 as a thank for the company's success and to help its employees with the increased cost of living as of late. They have also given every employee a paid holiday on September 19th as a day of Mourning for

the passing of Queen Elizabeth II.

TransAlta has also implemented what they call "Boost." It's a program where every employee receives \$50 in an account every quarter, which can then be used to donate to a co-worker to show appreciation for different levels of recognition.

This year has been a mess trying to have a full complement of unionized staff. With the Covid-19 vaccine mandate behind us, next month, we will finally be back to full complement. The TransAlta unit has worked hard to help each other out to ensure the plant needs were fulfilled and allow each other to get time off. Going back to full compliment will ease the tension on everyone.

In closing, I would like to congratulate John Simpson on retiring after more than 27 years of service.

Northstar

KEVIN DUNN, Chairperson

Email: wunion@nsaero



Our Plant's Future is Good

I hope everyone had an enjoyable summer with more places reopening and returning to normal.

Currently, we have 45 members, with two on lay-off and two off on various leaves. Work is still slow but steady, with only minimum overtime in select areas. We have seen the workload slowly increase as we are getting closer to the end of the year with the recently

signed long-term agreement with Rolls Royce and also the new business from G.E for the LM500 program. The company just recently had some machines moved around on the shop floor to help with production flow, and there are three students that we have had with us since the beginning of the summer, helping with updating setup sheets and organizing the shop floor.

Last week the CEO was at the

plant for the town hall meeting. He said the plant's future is looking good, and they are hopeful workload increases even more into the New Year. Rolls Royce and GE have us bidding on new work, which we have not had the opportunity to bid on in the past, so that's good news for our facility. This should help us in negotiations come spring.

Last month the company put on a lunch for the members to show their appreciation for all the hard work everyone has been doing. Also, coming up on Oct 6, we will have a potluck lunch on both shifts. From the committee and myself, we would like to wish everyone a Happy Thanksgiving.

LOCAL UNION ORGANIZER

444 News Organizing Report

Our Organizing Department has been actively following up on leads that come into our Local weekly. These leads are brought to us by family, friends and fellow Unifor members. There are many unorganized workers out there seeking the same security and comfort we all enjoy and deserve as Unifor Members. Not all of these leads make it to a successful campaign, and unfortunately, some of these drives collapse. We are faced with relentless employers who are savages in the lengths they go to misinform employees and spread fear. This leaves supportive workers vulnerable to retaliation and unjust discipline as a result. We as organizers must protect the confidentiality and minimize the exposure of working with our Union. I have yet to be

By John Biekx,

E-mail: jbiekx@uni444.ca



involved with a campaign where the inside team or workers as a whole were not being intimidated, were in fear of losing their jobs, or were threatened with plant closure should our joint initiative be successful. We need to change this thought and have a positive dialogue surrounding the benefits, as well as educate that organizing is a legal right and should be done without fear and intimidation.

Employers have contracts with all their customers and suppliers; they don't want their Labour to enjoy the same security with a Collective Agreement. The Collective Agreement is a legally binding document that protects our members from being exploited at work and provides a kick at the can every three years to make gains in working conditions. So many work-

ers are still left without this safeguard. They are forced to work in precarious situations, with no dispute mechanism in place to ensure fairness and equality in the workplace. Our department is here for these workers, and we take great pride in working with the inside teams to win a campaign and help to secure the first Collective Agreement. We ask that you continue to share your experiences as Unifor local 444 members with friends and family. As a collective, we are making positive changes and winning the Union advantage to those in need one crusade at a time.

John Biekx

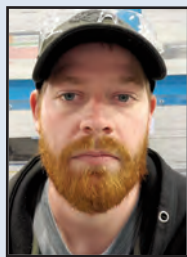
Local Union Organizer

Unifor Local 444



Windsor Machine & Stamping

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



Some Shuffling Around

We currently have 33 people on layoff, and we have just closed down one plant and have combined all the jobs into our plant 3 location. This layoff should only be one week long while they set up the lines from our plant 1 location into our plant 3 location. We also no longer running our power cell as we no longer have that contract.

ATS Releasing Yard

By **MARK BOURDEAU**
ATS Chairperson
Email: mbourdeau5@cogeco.ca



A Challenging Time

At ATS Releasing we have 46 employees total for the Chute and Drive Away Operations. Production this year has been a challenge with many different issues affecting it. We are looking forward to a more stable working schedule.



Automobile Transport Services

By **DAVE SKIDMORE**
Chairperson, Automobile Transport Services
E-mail: dskidmore@uni444.ca



Driver Shortage

Currently, we have 22 drivers working at ATS, with an additional 3 in training and five off on various leaves. All but one of the new Peterbilt units have been put into service, and we are working through a few bugs as was expected.

The feedback on the new equipment has been mostly positive. We have three new drivers being trained to haul cars, but efforts to attract any more have so far been unsuccessful due to low wages in an industry with a severe driver shortage.

The Company has usually been able to find our work, outside our normal scope, when various plants are down. However when not enough other work is available, they are extremely hesitant to lay off drivers. Being laid off and collecting EI is sadly more lucrative for the drivers than our 4 hour daily call inguarantee. We will need to address this issue and the lowwages in the next round of bargaining to ensure long term visibility.





Possible Return of the Third Shift

ZF Automotive Ltd's current plant population is 176 active employees, 16 on various leaves tied to STD, LTD, medical LOA and Paternity/Maternity. We also hold 18 student TPTs and have 0 on layoff as every member initially laid off has been brought back into the full-time role. I would think that over the next few months, the company will be looking to hire more full-time bodies, given the turnover in the facility and now that everyone who was laid off has been called back to full-time.

As of Sept 9th, 2022, our HR Mike Wasilewski resigned from his position as HR manager for ZF. The company is currently holding interviews for the job. It should have some insight over the coming weeks regarding who will take on the HR manager position. Currently, Alexandra Hanna and Dave Hammond hold the duties specific to the position until it has

been filled.

Our Health and Safety team now has full-time reps on both shifts and a full-time Chair, Jade Fragomeni (C shift), Darrell Haskett (B shift) and Stew Baxter (Chair). Since being inserted into these positions individually and collectively, they have done a fantastic job at taking on issues within the plant and tied to their shifts, and I look forward to working with them all to continue to better the facility. At the beginning of September 2022, we received our most recent wage increase tied to our CBA of 1.3%. Going into 2023 will see our last increase at the beginning of March of 2023 of 2.5% and the insertion of birthdays being considered a holiday.

These are just a few things I know the workforce is looking forward to going into 2023. We continue to follow Stellantis' work schedule and constant down weeks.

By
**KYLE
LONGMUIR**
Chairperson

E-mail:
Kyle.Longmuir@zf.com



There have been some obstacles to overcome since the pandemic tied to part shortages, but in saying that, there has been some good news with the EV product coming to Windsor. So although for the foreseeable future we still might have to deal with part shortages or Stellantis retooling in-house, by 2024, we could see down weeks less frequently, a possible return on the 3rd shift and six-day work weeks. This, although still a little bit down the road, is super exciting news for anyone affected by it and for the city of Windsor as a whole!

In Closing, downtime aside, ZF has consistently provided a quality product to Stellantis and, as a whole, continues to strive for nothing short of excellence and to be the best version of ourselves. As the saying goes, you want it built right. You build it in Windsor!

In Solidarity, ZF



Avancez

By **BILL ROSS**

Chairperson, Avancez
Email: billross@cogeco.ca



Covid Restrictions Ease

As of this report, Avancez has 28 active members, with everyone being on lay-off due to the parts shortage.

On Monday, September 26th, the members will be returning to work and are to report to their regular scheduled shifts.

On September 2nd, it was announced that the 2nd shift would be extended until the end of June 2023, which is good news for the members.

As Covid restrictions ease and things start to open up more and the mask mandate has been lifted, please remember to continue to social distance and



wash/sanitize hands.

In closing, with the kids returning to school a few weeks ago, I hope the members were able to enjoy some of the down time and vacation time with their family and friends during summer.

Peterson Springs

By **ANTHONY GIRARD,**
Chairperson

Anthonyjg0505@gmail.com

Returning to Normal

Hello everyone. I am Anthony Girard. I'm the chairperson of Peterson Springs. We currently have 42 members, with 31 of them active members.

We are working two shifts due to the new work we received from

the Greenville Plant.

We are a little slow because the Cummins 551 and 725 requirements have dropped due to inventory surplus.

In a few weeks, the requirements should return to normal.



Benefits Report

Windsor Assembly Plant



By **KEN
KWIATKOWSKI**

E-mail: ken.kwiatkowski@fcagroup.com

Employment Insurance

Starting September 25, 2022, the temporary changes to the Employment Insurance (EI) program to access benefits during COVID-19 will no longer be in effect. Based on the unemployment rate in your area, you'll need between 420 and 700 hours of insurable employment during the qualifying period to qualify for regular benefits.

The unemployment rate in the Windsor area is at 7.5% as of August 2022. Therefore, you will need a minimum of 630 hours of insurable employment to qualify for the minimum of 17 weeks and 1,820 hours to qualify for the maximum of 40 weeks—the higher the unemployment rates, the less hours you need to qualify. For the complete chart go to the service Canada website - EI benefits and leave.

Once you apply for employment insurance and do not qualify because of insufficient hours, contact the benefits office as you may qualify for max SUB benefit. Service Canada will provide a denial letter which is required from the company.

Employment Insurance Claw Back

At the time you file your income tax return, depending on your net income (gross income from all sources) and if you

received regular Employment Insurance benefits, you may be required to repay some of the E.I. benefit you received.

If your net income (gross income from all sources) exceeds \$75,375 you will be required to repay 30% of the lesser of:

- > Your net income (gross income from all sources) in excess of \$75,375 or
- > The total regular E.I. benefits paid in the taxation year.

Exemptions:

You do not have to repay your E.I. benefits if:

- > Your total Income equals less than \$75,375
- > Received E.I. benefits for 2022 but did not collect E.I. benefits in the prior 10 years.
- > Received Special Benefits, i.e., Maternity, Parental, Sickness, Compassionate Care and (PCIC) parents of critically ill children benefits. However, if you received a combination of regular benefits and special benefits within the same tax year, you may still have to repay a percentage of your regular benefits received.

Income Maintenance Plan (IMP) benefits

If you have at least 5 years

seniority on your last day worked and remain of indefinite layoff, following the exhaustion of your SUB credits, you may be eligible IMP benefits. Imp benefits equate to 60 % of your weekly base pay on your last day worked. Applications are available at hourly employment.

Years of seniority on your last day worked. Number of IMP credits:

5 - 626

6 - 732

7 - 838

Voluntary Termination of Employment Plan (VTEP)

If you have at least 5 years seniority on your last day worked and remain on indefinite layoff, you may elect to apply for a lump sum payment VTEP payment. Your VTEP payment is reduced by any IMP benefit received. You will cease your employment at Stellantis and your continuous service with the company will be broken upon acceptance of a VTEP payment. Applications are available at hourly employment.

Benefit Coverage

Once completing your 8-year wage progression and active, members will have access to the following benefits:

- COLA (cost of living allowance)
- Dependent Scholarship Program
- Retirement Health Care

Contributions

- Legal Service Plan:

(1-800-381-2209 or 519-944-5222)

VETERANS' COMMITTEE

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



Please Participate in Remembrance Day Ceremonies

The Veterans Committee provided crowd control for the Run to The Wall Vietnam Veterans memorial ceremony again this year. The Local Supported the Windsor Regiment Golf Tournament which allocates money raised to local soldiers, veterans, and cadets. The Annual Trooper Mark Wilson Ride we sell and buy raffle tickets for in the Windsor Assembly plant supports veteran programs that are run

out of the Parkwood complex at St. Joseph Hospital in London, which runs PTSD treatment, palliative care, and other programs for veterans. Sadly, our favorite annual event, the Veterans Day Luncheon, has not been held for years now because of covid and there are no indications this event will ever be held again because of possible covid exposure to our aging Veteran participants. We missed an

opportunity to participate in a rucksack march honoring 911 responders in Detroit this year but with some planning we should be able to participate next year. There is a Wounded Warriors 22km Rucksack march on November 5th, with a half march for those that are unable to march the 22km. the march leaves from the RCL 594 on Howard along the Herb Grey Trail to Malden Park. Registration is at 9:00 to 9:30 am at branch 594.

November 11th is on the Friday this year which is a holiday for us so please participate in ceremonies in your communities to honor those that have served. We encourage everyone to wear Red on Fridays to show support for our deployed armed forces, for veterans and their loved ones.





**RETIRED WORKERS CHAPTER
CHRISTMAS BANQUET**
DECEMBER 7TH or DECEMBER 8TH, 2022
 Choose only one of the above dates to attend
 Doors Open at 12:30 pm – lunch Served at 2:00 pm

TICKETS ON SALE WEDNESDAY, NOVEMBER 23 and THURSDAY, NOVEMBER 24 8:30 AM – 2:00 PM Local 444 Hall	Tickets \$10 for dues paying member <small>*Dues paying member may purchase two (2) tickets at \$10 each</small>
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DAKKOTA INTEGRATED SYSTEMS

By **DAVE DELLO**, Chairperson
dwd.dakkota@gmail.com



Promising Future

What a difference a few months can make from a bleak future to now a promising future with new products coming to the Windsor Assembly Plant, as well as the continuation of the 2nd shift into 2023. This is much welcoming news for our plant.

Currently, the plant population is 137 employees, with 24 on various leaves, 23 new hires going through their probationary period and 17 TPTs. The company continues to listen to our concerns and is doing multiple CI moves across all three zones. Our materials and

maintenance departments are presently quiet at this moment. In the last report we had many issues with the company granting vacation requests and ea's for our members. Since then with the addition of the new hires and our TPT's, the company has been much more accommodating.

Our Covid protocols that have been in place have slowly been lifting.

This is welcoming news for all our members and let's hope this trend continues. I hope everyone continues to stay safe and healthy.



Krista Lee, Chairperson
kleecascades444@gmail.com

Chatham Cascades Casino - Gateway

Continuing to Hire

We now have 123 employees (members), with 103 working, four on layoff (by choice), and 16 on various leaves.

Although summer has ended and our patio will soon be closing, we continue to post jobs and hire for various positions as the business is steadily increasing.

Our table hours will again increase on October 3rd.

Tables will open from 3 pm to 2 am, Monday to Thursday, and Friday to Sunday from noon to 2 am.

With the change in table hours and the removal of the vaccination passport and Arrive Can app, we hope to see a further increase in business and look forward to welcoming many new members.

Gateway Point Edward

**Goodbye
ArriveCan!
PEC/SARNIA**

**LINDA SPENCE,
Chairperson, P.E.C.**
Lindaspence99@gmail.com



The current population for Sarnia is 28, and for Point Edward, 141. There remain 14 employees on layoff and ten others on various leaves.

I don't think anyone anticipated the recovery of COVID to take this long. Unfortunately, our patron counts are nowhere close to what they once were. As patron counts increase, I want to assure you we

will be seeking all full-time positions back. F&B has hired much-needed cooks giving our over-worked staff some relief, and with the cooler weather upon us, it is the perfect opportunity for training new hires. Throughout the pandemic, Table games have taken the hardest hit. We were able to get increased hours, lower limits and roulette opened, which has increased our

table game play, but our numbers are still below where they need to be. Marketing /GSRS continues to run promotions. Currently, "The price is Right" has been very well received.

On the bright side, the American dollar is now hovering around \$1.35, and the discontinuance of ArriveCAN looks very promising.

Perhaps cold calls or email blasts to our American friends would help.

I would also like to welcome to the Health & Safety team Greg McCabe, Chris Goodale and Todd Amerlinck.

Stay safe!



YOUTH COMMITTEE

HALEY ROUNDING
Chair of Youth Committee
 Email: youthunifor444@gmail.com



Raising Money for Windsor's Ronald MacDonald House

Since the last edition of the 444 news the Youth Committee has continued to meet and get involved within the community. During the month of May the Youth Committee held a gate collection at Windsor Assembly for the Ronald McDonald House in Windsor. The amount raised at the gate collection was \$2074 and the Local contributed to make the total amount \$2500. This money is used to help provide meals for the families who are staying at the Ronald McDonald House. The amount raised from the gate collection will sponsor 8 nights worth of meals for the families staying there. Thank you to everyone who participated in helping with

this cause, the donation was greatly appreciated.

In September the Youth Committee had a few members participate in a literature drop for Richard St. Denis for Ward 5 City Councilor. The Youth Committee is planning to have a tailgate party in the fall at the Local and to participate in the Coldest Night of the Year Walk in the new year. Now that summer is over the Youth Committee is looking forward to having regular meetings again. To see what the Youth Committee is up to please check out our Facebook Page:

<https://www.facebook.com/Local444ywc>

GATEWAY CTO

PETER GOLINSKI
Chairperson
 Email: thebogg@gmail.com



Another Great Year

Well, you sure know it's fall when the boaters exit the marina here with tears in their eyes!

Happy Fall to everyone from the Gateway CTO team. It's been another year of new builds in North Bay and Wasaga Beach. North Bay has been open for the summer season, and Wasaga Beach is scheduled to open at the end of October. We have unconfirmed reports of projects in northwestern Ontario and word of a refresh at London's Western Fair facility.

Our team has been busy dealing with the current parts shortages and delays but doing its best to make things happen.

We're still working with Gateway technical management to get the final four techs back from a long layoff, contract negotiations are scheduled to start October 13+14, and we thank many of you out there for setting the standards for our talks.



Unifor Local 444 Apparel

The Tuck Shop

Upstairs at the Union Hall

Hours of operation are Fridays

ONLY from 8:30 am

to 4:00 pm.

CASH AND DEBIT

Women's Committee

We are Unstoppable

Congratulation to Unifor Southwestern Ontario Women's Network bursaries winners Taylor Rebidoux, Claire Buxton and Cassandra Nantais. And we would like to thank all of the applicants. All three showed strong, hardworking individuals that care about others, and we can trust them to carry on the Women's Movement!

Unifor Women's Conference was inspiring! The theme was "Feminists at Work: We are Unstoppable." There were many guest speakers – Unifor National Chair in Social Justice and Democracy Kikeola Roach, Canadian Economist and Atkinson Fellow on the Future of Work

Armine Yalnizyan, Peggy Nash, and excellent panel discussion from Racial Justice Advocates and Women in Politics and various workshops.

There was a discussion and celebration of the National Child Care Program. Every province and territory is achieving federal, accessible, affordable child care! In May, it announced a \$13.2 billion child-care deal. This will bring child-care fees down to an average of \$10 per day by the end of 2026.

Take Back the Night 2022 – this year's theme is "Your Voice Has Power"! September 23 at 7 pm Charles Clark Square. There will be a rally, and a March.! One of three

By **SUSAN
McKINNON**

Chairperson,
Women's Committee

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



women's worldwide experience some form of sexual violence or intimate partner violence. 1 in 6 men experience sexual violence. 2 in 3 transgender people have been sexually assaulted. People in the LGBTQIA+ community are more likely to experience sexual violence. Less than half of victims report these crimes. Take Back the Night is the oldest worldwide movement to reclaim the night and feel safe amongst allies.

Take Back the Night recognizes that people of all genders and non-genders can experience sexual violence, and we march to support survivors.



Ceremony in Honour of Jamey Daehn

In September, a tree was planted to honour one of the outstanding Windsor Assembly Reps, Jamey Daehn, who we lost this year to cancer.

The tree will overlook the Windsor Assembly plant and, in time, will offer comfort and protection, much like Jamey did for his family and the members Jamey represented.

Rest In Peace Jamey Daehn



BIWOC Committee (Black Indigenous Workers Of Colour)

In June, our committee had the opportunity to attend our first in-person conference since the covid 19 pandemic began. It was well attended & allowed our committee to regroup & focus on moving forward. You will notice a vote, and our official name is Black, Indigenous & Workers of Colour (BIWOC), formally known as Aboriginal & Workers of Colour (AWOC). Derek Barry was successful in becoming the National representative. Also, there was an Indigenous Representative posi-

tion created, and Gina Smoke was appointed. I congratulate both on their new well-deserved positions.

This month on Sept 30th, we recognize Orange Shirt Day to acknowledge the impact of the residential schools on Indigenous peoples of North America. The Indigenous community has planned a healing walk along the Detroit river with presentations at David Wilson Commons Area at the University of Windsor to follow. Our local 444 has again supported this event. This event

**Brad John
(BIWOC)**



is open to all, and we invite anyone that can help as we move forward in truth & reconciliation.

We are now holding regular in-person meetings at the union hall. Our next meeting is scheduled for Sunday. October 30th, 2022, at 10 am, Wish everyone a happy harvest.

In solidarity, **Brad John**



Environment Committee



By **RICHARD LABONTE**

Environment Committee Chairperson

local444environmentcommittee@gmail.com



A Busy Summer

Many things have happened since the last 444 News. Our Environment Committee has been very busy throughout the summer. I will report some of the highlights.

Charlie Brooks Memorial International Peace Fountain

On May 30, 2022, George Brooks (Charlie Brook's son) and I made a presentation at City Council requesting that if the city is planning to replace the aging and broken-down Peace Fountain, they will use a water turbine in the Detroit River to power the new fountain and the whole park. We also requested the fountain be made in Canada, using Canadian workers to build and design the project. George explains his Dad's legacy as Local 444 first President and the history behind the Peace Fountain. With the current timing of the war between Ukraine and Russia, he suggested that the fountain's name include "International" in the title. The city council approved our recommendations, and we were invited to participate in the city's committee on

this file. I will keep you all posted when the city moves forward on this project. [Here is a link you can check out: www.peacefountain.ca](http://www.peacefountain.ca)

World Environment Day (June 5, 2022)

A very successful clean-up event happened at Turkey Creek on Grand Maris Rd. It was coordinated by Windsor Assembly's Joint Workplace Environment Committee. Many members and their families helped clean up that area and planted many trees over the years. Students that need their community hours can participate in all their tree planting events. Plant Manager Dave Bellaire, Lance Strong, Environment, Energy Health and Safety Manager for WAP, Peter Gallo, Environment Specialist at WAP and our Environment Committee vice-chairperson, Allison Kozolanka, Joint Workplace Environment Rep, unveiled the Wildlife Habitat Council Certification sign at Turkey Creek. (WHC is an outside agency in 18 countries with 608 certified programs and 1451 projects.)

We want to take this time to acknowledge the passing of Peter Gallo on September 6th. That was the last event he was a part of, and we want to thank him for his contribution. May he rest in peace.

Ojibway Shore (National Urban Park)

For a couple of years, Brian Masse, MP for Windsor-West and our committee have been coordinating discussions and support from the community, the labour movement, and all levels of government to

ensure that Ojibway will be protected. To do that, we believe we need legislation with some teeth to make it happen. Brian presented a private member bill. I have submitted an online petition through the House of Commons. The bill has passed the first reading and will be on the second reading very soon. After years of consulting with elected officials, First Caldwell Nations, other grassroots environmental groups and the residents, we are getting close to the finish line. Our last public town hall meeting on Ojibway urban park at the Capri Recreation Centre on Thursday, August 25, was well attended. The event was hosted by First Caldwell Nations chief Mary Duckworth and Windsor West MP Brian Masse. They were joined by Windsor West MPP Lisa Gretzky and city councillor Kieran McKenzie. "It means we'll be looking at the park through an Indigenous people's lens and a lens of non-Indigenous people, and we'll bring those two visions together," said First Caldwell Nations chief Mary Duckworth. The agenda for the meeting was to give an update on the bill. That night, Brian revealed that all the other parties except the Liberals voted in favour of the bill. He said local Conservative MP Chris Lewis had done excellent work supporting the bill. Hopefully, we can get local MP, Liberal Irek Kusmierczyk, to do the right thing and support this bill. If you agree that he should support our bill, please let his office know. (519) 979-2707.



Employee Family Assistance Program

By TANYA KELLY

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

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You are Not Alone!

Our last official committee meeting took place in June. Also, during the month, some members participated in the “Ride Don’t Hide” bike ride. On September 25,

we joined the “You Are Not Alone” walk, where members and family/friends met at the local (Turner Road), walked to the Ford Test Track, then back again, for a

total of 5 km. Both events supported the Canadian Mental Health Association. Our next meeting takes place on October 2 at 10 am. All are welcome to attend.



Retirees' Chapter

Retirees On the Move

Proud Local 444 retirees took the summer off from monthly meetings but got back at it in September with a great meeting and lunch at our local. I urge all of you who are retired from any of the local 444 facilities to come to check out our meetings every second Wednesday of the month.

We may be retired, but we like to stay engaged in the happenings of our local and be a voice for social change. With the cost of living on the rise, the PC party brand of health care, and the Detroit 3 bargaining around the corner, retirees now more than ever need to ensure our agenda is at the forefront.

I want to thank the entire executive board for including the retirees to be part of the Convention. We are fortunate in our local because our leadership has always had an open-door policy regarding retirees. We were proud to be there to support our Local 444 President, who was the only candidate to mention retirees in his nomination speech.

Our retiree executive board members have been and continue to fight to try to establish retiree chapters in each local across this country. One of the changes of the constitution that were made at this Convention was to have representatives from Ontario, Quebec, the West and the Atlantic Provinces, a member of the LGBTQ and also a member of BIWOC (Black, Indigenous, Worker of Colour) on our Retirees National Executive

By PETER PELLERITO

*Chairperson,
Unifor Local 444
Retirees' Chapter*

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Board. Your local 444 Retirees Executive Board submitted the resolution for this change. We are glad that it passed, and it will now be the job of those new retiree executive board members in those regions, to help establish new chapters in their individual regions and show the

benefits of having Retiree Chapters to all of our Unifor membership.

Local 444 was proudly represented at the Unifor National conference of retired workers in Port Elgin. We are pleased to announce that our Gary Parent was elected as the regional representative of Ontario! He is a good voice for Ontario. The Unifor Ontarians are in good hands.

Please note that our retiree Christmas Banquet will be held on December 7th or 8th (split it up for two seating's). Tickets will be on sale on November 23 and 24 at the local.



Education Report

Returning to Pseudo-Normal Times

Well, it has been a long time since it felt like we could perform the regular work of the education committee. Now that the world is returning to some pseudo-normal times, we are once again implementing our monthly meetings. We met on September 21st and had great discussions regarding a lot of

By
WAYNE MacLEAN
Education Committee
Chairperson

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our existing programs and how to get them back on track. In the coming months look for us to implement once again our high school education program, movie nights, Just the Facts newsletters and some new projects we had discussions about as well as continuing with the McMaster Labour Studies program.

The education committee is open to all members, if you want to participate, then please come on out and do so; you do not have to be elected to the committee.

Nominations for committees will be coming up, and we would encourage anyone that wants to participate in filing nomination papers.

The list of meetings to be held until the end of the year is as follows: Sunday, October 16th at 9 am, Sunday, November 13th at 9 am and Monday, December 12th at 4 pm. Meetings are held at the Local 444 hall unless otherwise stated.



GFL Unit

Workers Deserve Respect

Scotty Gillen
Chairperson
sglilduck@gmail.com



As the fall season approaches we are gearing up for the busy yard waste season. We've recently undergone a managerial change, and we are still adjusting to the changes.

On another note, since the

beginning of the pandemic the harassment from residents has gotten worse. It's gone from verbal insults to threats of physical violence! In a couple of cases, the guy's have been slandered on social media.

The members have started to feel that because we are considered contract workers, our safety isn't essential to the city.

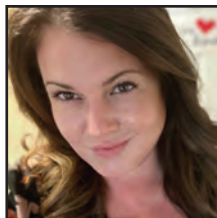
The company, in this regard, had been actively pushing for a response to our safety, but they once again are at the mercy of the city of Windsor. So, I ask everyone to give us our space and let us do our jobs.

Stay safe, everyone,

**Sincerely, your union brother,
Scott Gillen**

Southgate Village

By **Erin Dingle**, Chairperson
Email: edingle@live.com



Giving Great Care to our Residents

At Southgate Village, staff care greatly for our residents. We are continuously striving to make it a fantastic place to live as well as work.

We are like a big family who exhibit great teamwork, positive attitudes and we stick up for one another.

Despite some challenges faced by staff, our union ensures concerns are addressed, voiced, and handled promptly. Our Union has helped in many ways. We want to ensure that all staff are successful in their roles

at the home and are treated fairly.

I am new to the role as chairperson. So far it has been rewarding. I enjoy helping others and that is one

of the main reasons I became a PSW.

I hope to continue this role and evoke positive changes with the home.



HBPO

HBPO Awarded GM Contract

By **JENNIFER ALLARD**

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



Pant population is 83 with no one on layoff. As we all know, it's has been a rough year with layoffs and the new EI rules, and wondering if you will reach the number of hours to open new claims. But the big question is, when we go down next year for retooling will we have enough hours or weeks to get through the downtime?

Currently, at HBPO, we have the Rivian job, which keeps some workers going, and the company is working on getting more members trained in that area.

HBPO was awarded the GM contract, which should start in 2024 or 2025.

This should create more jobs

Vacation time and time off have been rough for the members lately because of the workforce shortage to be able to cover the time off. Hopefully, the company will hire enough people soon to fix this issue.

My committee and I would like to wish everyone a happy Thanksgiving.



Great Support from Our Local

Once again, our Pride parade was a great success. It was our first one since 2019. I have to say thank you to everyone that participated in the planning, preparation and execution of the actual march. Thank you, Louise Fama, for always ensuring that our Local stands out and steals the show with those fabulous balloons. What a great day when you are marching down the street, and the spectators are chanting UNIFOR, UNIFOR, UNIFOR!!!

Our Committee is working with Windsor Essex Rainbow Alliance through Stefanie Pest, trying to secure a location for a rainbow crosswalk. We hoped to have this location finalized before the Municipal Elections, but the Ouellette and Riverside locations didn't work out for us.

Our local will be holding the standing committee elections in the coming weeks. If you are an LGBTQ member, please sign up for

By **DANA DUNPHY**
Chairperson

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our committee. We are looking to grow our committee and would welcome you with open arms.

I want to take a minute to thank our Local Leadership for always

LGBTQ

supporting our committee in everything we do. It makes things so much easier when the Leadership is behind us 100%.



Local 444 WORKERS ADJUSTMENT CENTRE

Dan Bedard

local444adjustmentcentre@gmail.com

E-mail: wmaclean@uni444.ca



Just a reminder about our local 444 adjustment center that was bargained by local 444 with the government to help our members who are laid-off.

It has been operating since shortly after the loss of this 3rd shift and continues to work helping our laid-off members.

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 excellent 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.

Angus Consulting Ltd.

Second Contract Signed

Hello fellow brothers and sisters. We hope everyone has enjoyed their summer and has started to enjoy the fall. We signed our 2nd contract with Angus Consulting on July 19.

It was a three-year term with a signing bonus an increase in wages, an increase in benefits along with an increase in paid sick time. At the time of this writing, everyone is working and healthy. We want to welcome Steven Gray to the workforce.

By **TIM BOUFFORD**
Chairperson
Email:
timboufford@cogeco.ca



MTS REPORT

A New Contract

I trust everyone had a great summer. At MTS, We finally have a new contract in place. It

Dan Coatsworth
dancoat1955@gmail.com



has increases for every department as well as improved benefits

and a signing bonus. Now we will start to work on a new bid. We are still looking for drivers, and mechanics drivers are paid by the run at \$35 an hour. Mechanics are close to \$40 an hour. If you're interested, you can stop in at 2425 Central Ave. Or go on the MTS website and fill out an application.



Lots Of People Can Drive . . . Few Can Be Truck Drivers.

OSTC Pelee Island Unlicensed Division

Smooth Sailing

Presently our membership is busy with the tourism industry on Pelee island as well as the increased traffic of the fall harvest. The transport of Pelee Island commodities is now in full swing, resulting in our busiest time of year.

Our members have been extremely busy providing a quality service for the public and dedicated to their profession. The season has brought about many cases of Covid among the staff, with restrictions being dropped. However, our members have persevered through it all.

We are currently finalizing our new contract, which will run through 2025.

This report finds our current membership of 40 diligently working to provide a professional service for our communities, even during the recent transition of management. As reported, we have had members with lost time hours due to covid, an ongoing obstacle to overcome.

We have one member retiring, Al Bering, and we wish Al all the best and smooth sailing in his fish-



ing and hunting adventures in retirement.

We have four members on lay-off as the Pelee Islander is in dry dock for service in Port Weller, under Heddle Marine services.

The service will continue to operate the Pelee Islander II for the remainder of the season, with the final sailing day set for December 5th, as of this report.

With Thanksgiving and the

hunts fast approaching, the service will continue to be very busy while transporting the harvest of beans and grapes from the Island.

As chairperson, I would like to thank Unifor 444 for all their dedication to our membership. I would also like to thank our members for their continued professional service and community commitment.

Smooth sailing,

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



Sarnia Library

Judith & Norman
Alix Art Gallery



ann.helps@countylambton.on.ca

It's hard to believe that summer is over and fall is here!!

The Sarnia Library staff are busy with patrons and busy offering in-person programming. The theatre is up and running and is steadily booked from now till the end of the year and into 2023! The Judith & Norman Alix Art Gallery has two exhibitions that will be starting in October; From Skyworld

Our Members Are Stepping it up this Fall

to Cyberspace & Beneath the Mask: Symbols as a Healing Phenomenon.

National Day of Truth and Reconciliation is on September 30th, and all of the library/art gallery staff have been given an "Every Child Matters" tee shirt to wear this day to recognize the legacy of the residential school system and enhance visibility in the community for the Orange Shirt Day initiative.

There have been a couple of new employees hired recently and one resignation. We missed a few monthly Labour Management

meetings over the summer and started meeting again in September. There are a few outstanding issues, and we hope these can be dealt with.

Morale at both sites is down, and we hope this can be turned around with these meetings. There is one outstanding grievance at this time, but we all know that this can change.

Thank You, Darryl, for always being there and available when needed!

Remember... try to stay positive and be kind!!



Cottam Diecasting

Company is Hiring

The company has recently hired a new General manager Craig Gray. I am confident that he will help grow the company.

The company has improved on

health and safety and housekeeping.

There are currently one grievance in the system. Cottam Diecasting is also hiring labourers

VICKI DOAN
Chairperson



Email

vdoan@cottamdiecasting.com

and skilled trade workers; please spread the word to anyone looking for work.

In Solidarity,

Community Services Committee



Sue Najem
snajem@uni444.ca

A Very Generous Community

The generosity of our community, year after year, never ceases to amaze me.

In April the Community Services Committee collected bikes from the community for our Bikes for Kids Day! We then refurbish the bikes and donate them to kids through our area schools. This significant initiative we take on every year is successful because of all who participate. I want to give a special thank you to Frank Harshaw, Kendall Harris, and John Enright for taking care of

all the repairs on these bikes. Thank you as well to all the committee members who helped this year!

Great News! We will hold our Ornament Day this year on November 27th from 11-2 pm. Our committee has been missing this event, and we are happy to be able to rerun it! Bring the kiddies out for a couple of hours of ornament making, a visit with Santa and some fresh baked cookies.

We look forward to seeing you there! Our next meeting is on October 30th at the local at 10 AM. All members are welcome to attend.

I want to take this opportunity to say how proud I am of this committee and all that we do. Throughout these past few difficult years, this committee has stayed strong and accurate in its commitment to helping the community. I am one proud Chair! In a world where you can be anything, be kind.

