

THE 444 NEWS

Building Our Union – Strengthening Our Community

WINDSOR, ONTARIO

DECEMBER 2023



**From Our
Unifor Local 444 Family
To yours...**

**Have a Wonderful
Holiday Season and a
New Year filled with**

**Peace,
Happiness
and**

Good Health!

The President's Message



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

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We Were Ready to Lead

I conveyed to our national president that our Stellantis team was prepared to take the lead, driven not by personal ambition but by a sense of necessity. I want to emphasize, without intending offense to our counterparts at Ford or GM, that our challenges surpassed theirs. The COVID battle, resulting in divisive choices, and layoffs, was a struggle unique to us. The ongoing disruptions, from parts loss to unpredictable scheduling, disrupted our lives amidst historic inflation. While our plant bore the brunt, other Canadian plants did not face the same issues.

Over the past year, we experienced more robocalls than in my entire 30-year tenure. Last-minute scheduling changes disrupted both work and home life. Led by Tony and the committee, fought daily against fluctuating staffing levels. All this occurred as the CEO boasted about the company's profits.

Frankly, we were more agitated than GM and Ford, bordering on frustration....we were pissed! I firmly believed that this level of discontent was precisely what we needed in negotiations—a team that demanded these companies make it right.



Our Future

In this business, you cannot survive without winning investment, and we are starting to see the fruits of that bargained investment. WAP's retooling continues part of the \$3.6-billion investment (officially announced last May for Windsor & Brampton) advancing WAP's future.

WAP's retooling is ongoing to produce a new multi-energy vehicle architecture that provides battery-electric vehicle capabilities across *multiple models.

Along with the new future Pacifica, we will be building the muscle in the Dodge lineup on EV and ICE platforms. The ICE muscle cars currently have 160 days of orders. They will be the first cars assembled at the Windsor Assembly Plant since the New Yorker in 1983. The projection is for our plant to be busy on three shifts! If you want to build it right, build it, Windsor!

Battery Plant

When Windsor won the battery plant (yes, we **won** because it was a competition), it was a huge accomplishment that many people played a role, including your local. We knew that a battery plant next to our plant that built vehicles could only equal longevity for our members. The future is electric. What better plant to develop your electric vehicles in than the plant right beside where the electric batteries are made? Furthermore, our goal was to make that plant a local 444 plant so that our members could have more options with their seniority regarding a city-wide posting and a softer landing in the event a member is laid off from the plant, there is still a ton of work to get to this point, but these are some of the ideas we have regarding the new plant.



Political Hay

Industry-minded people are fully aware that anytime new equipment is installed, that company still owns that machinery until it is handed off. For example, any new robotics coming into our plant is established by the manufacturer, debugged, shown how it is operated and then handed off to our trades. This is even more so with new and complex technology. Nowhere in this country have we built electric batteries before. Not only is it industry standard, but it also makes sense. The battery experts from the mother corporation will send workers to assist with the set up, debug, and show how the equipment is operated and leave.

The reality at the Nexstar plant is we have 900 skilled trades working on the site today — 900. We're going to go up to about 2,000 trades. There's also on top of that going to be 2,500 unionized Local 444 members inside that facility.

We have some proprietary equipment that will be coming in that they will be working with our outside building trades. No temporary foreign workers are coming here to take our full-time jobs. That's not going to happen.

This has turned into a circus because political parties are trying to win points by turning this into something that it is not! Now they're going to a parliamentary committee. They will have committee meetings in Ottawa, wasting taxpayers' dollars. They will go through hours and hours of committee meetings to figure out what they want to do moving forward relative to what happened. This is not the type of attention future investors want to see. Why risk future good jobs coming to our community for our kids and grandchildren, all for politicians wanting to get on TV and roll in political hay? I would think all our local politicians would be more focused on good-paying jobs coming to the area rather than winning points for their own political careers.

Bargaining

Inflation has made affordability a real problem. Canadians are struggling with food, gas and home prices. This makes it a difficult time to bargain. Unfortunately, one can't directly address the entire inflation crisis at the

bargaining table, but you can fight like hell to bring home the best possible agreement. Our bargaining teams have done a great job in tough times. Our Chatham Cascades and PEC Sarnia casinos ratified their contract, making them one of the highest-paid gaming properties in all of Gateway (per its size). Ingram approved the richest seat producer and possibly the richest tier 1 supplier contract ever. The Detroit three contacts have set a new bar.

Unifor/UAW

This is an interesting article that Automotive News recently published. It answers the question of who won when it comes to the new contracts by David Kennedy. The report has experts weighing in who agree that the pension department has always fared better and continued to make more significant strides in this contract. When it came to raises Jim Stanford, director of the Centre for Future Work, had this to say:

"The Unifor deal is "comparable to or superior to the UAW deal in most respects."

General wage increases of 15 percent are included in the Unifor deals compared with 25 percent in the UAW agreements. But Stanford said that when factoring in COLA payments and the longer term of the UAW deals, Unifor comes out marginally ahead.

Wage increases for Unifor members making the top rate—a majority of the workforce at Detroit Three plants in Canada — total 23.6 percent over three years, including estimated COLA.





This compares with 33 percent for the UAW over four-and-a-half years. Annualized, the pay increases translate into *7.9 percent per year for Canadian workers vs. 7.3 percent for the UAW.

Stanford also pointed to the shorter contract term in Canada — which will get the union back to the bargaining table sooner, and electric-vehicle transition supports that favour Unifor." It's incredible to think we will be back at it in less than three years, and hopefully, we will lead bargaining this time.

Darryl

At the end of the year, VP Darryl Desjarlais will be retiring. This local will miss his unwavering dedication, tireless work ethic, and genuine passion for helping our members. His brilliance and the

camaraderie he shared with his fellow officers, unit chairs, and members will be tough to replace. I wish him a well-deserved and fulfilling retirement with his wife Lynne and wonderful children; he sure as hell deserves it.

***Wishing all our
dedicated members
a joyful Christmas Season
filled with warmth, solidarity,
and well-deserved moments of rest.***

***Your hard work is the heartbeat
of our union.
Cheers to a festive
and restorative holiday!***





Impressive Contract for Our Members

By **JAMES STEWART**

Secretary-Treasurer, Unifor Local 444

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The past several months have been very busy at the local union hall. Recently, we have bargained collective agreements at Stellantis, two Gateway Casinos and Magna/Integram. This is in addition to several others bargained earlier this year. In the next three months, we are also bargaining with Choice Nutritional, Sarnia Public Library/Art Gallery, Etna Foods and ATS. We will be entering 2024 with all cylinders running to ensure we are successful in our upcoming bargaining and to ensure we resolve the critical workplace issues that arise.

GreenShield Canada has changed their out-of-country benefits provider from Alliance to CanAssist. We hope this will provide a more 'user-friendly' experience after members receive emergency medical care when travelling out of the country. We have had several problems with Alliance and are still working to resolve issues with this 'past' provider. Once the bugs have been worked with CanAssist, our expectation is that our members will have an easier time navigating the process and receiving timely, approved emergency medical care if required.

Our third VP, Darryl Desjarlais, has decided to retire within the next few months. Darryl has been an absolute workhorse here at the local since he was elected to the Vice President position. He has carried himself with absolute credibility and always puts the membership first in every circumstance. After 42 years of being a Chrysler/Daimler/Cerberus/FCA/Stellantis employee and union representative, he will commit to spending quality time with his lovely wife and partner Lynne. I wish them many years of enjoying their well-deserved retirement together.

All you need to do is watch one international news program on television to understand the world has become a crazy and unpredictable place. It's easy to get caught up in the negative rhetoric, and ultimately, this can lead to having an ill effect on your mental health and well-being. The best advice is to choose kindness instead of cruelty. Be compassionate and understanding. Offer a helping hand when you can. Be nice whenever possible. This advice is for any time but is especially significant around the holiday season. You never know what someone else may be going

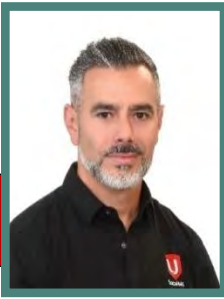
through, and a simple act of kindness can lift the spirits of someone having a difficult time in life.

In that spirit, I want to extend warm wishes to our Unifor Local 444 members and your families. May this Christmas be filled with peace, joy and good health. Hopefully, you will find time to get some well-deserved rest. Unfortunately, many of our members will not have any scheduled downtime and will work throughout the holiday. Please know that you are appreciated, and I sincerely hope you find some time to celebrate with your family and friends.

Thank you for your continued support as we move into the new year with renewed strength and solidarity.

*Merry Christmas
and Happy New Year!*





By MANNY CARDOSO.

1st Vice-President, Unifor Local 444

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BARGAINING, BARGAINING, BARGAINING!

Angus Consulting, ATS Auto Haul Away, ATS Releasing Yard, AWC EC Row Railyard, Choice Nutritional, Etna Foods, GFL Environmental, Presteve Foods, Martin Transportation Systems, Southgate Residence, Stellantis Education, Environment and Youth Committee Liaison

It has been a year of ups and downs here at Local 444 with the closure of two of our units, AWC EC Row Railyard and, more recently, the news that our members at Angus Consulting will have their employment terminated at years end.

Angus Consulting

On October 31st I received a call from the Director of Human Resources for Angus Consulting Management Limited to inform us that the current contract with the OLG would be terminated by year's end. This is a result of the sale of the thermal and electrical assets at the Windsor Energy Centre to Enwave along with being awarded the service contract currently done by our members. This will unfortunately put nine of our members out of work.

Discussions have been had between the local and Enwave to explore any potential opportunities for our members with the new service provider.

AWC EC Row Railyard

Due to the unsettled differences between Stellantis and the CN Rail our members at AWC EC Row Railyard were paid out their severances this past September as the unit comes to an official close.

Auto Transport Haul Away

In 2019 bargaining the future of the ATS unit was in question. Through bargaining we secured the investment needed for a new fleet of trucks and trailers to secure the future of our members. In the last four years, with the increased commitment from our members, the unit has proven itself to be a vital and versatile delivery tool for Stellantis while highly profitable.

The shortage of drivers, in what has become a highly competitive industry, along with the current grow in pay scale, has left many unfilled seats in our trucks as the company has made futile attempts at hiring. With the January 2024 deadline approaching we will seek to eliminate the grow in, match the Master Bargaining Unit benefit structure of the parent company Stellantis, and increase the Driver compensation to that of the competition.





Choice Nutritional

In November of 2022 we reached an agreement to extend the then current collective agreement for one year to allow the company time to complete their reorganization of operations. We are currently bargaining the last two years of the agreement and hope to have it completed by print time.

Martin Transportation Systems

When MTS Canada first joined our local the unit had over a hundred drivers with multiple dispatchers and mechanics. With the shutdown of the GM Oshawa facility and the parts shortages that plagued the industry the unit became a shadow of what it once was. With the recent resurgence of auto manufacturing in Michigan and Ontario, the unit has acquired new work and hired personnel with the number of drivers quickly approaching 100. Not an easy task in the highly competitive Truck Driver market.

Presteve Foods

Evidence that the Fresh Water Fishing Industry is doing well can be witnessed by the overdue major expansion at our Presteve Foods facility in Wheatley. The expansion will provide much needed space in the cutting room, state of the art machinery and facilities to help alleviate ergonomic strains and provide our workers with a much larger and updated lunchroom.

With the investment on the horizon the Company asked the local to enter bargaining 6 months early promising a lucrative deal that would not only retain their highly skilled workforce but attract new workers in this highly competitive

environment. This past May we bargained gains making our Cutters the highest paid in the region and increases of 25% for our hourly workers.

Etna Foods

Bargaining at Etna foods has become quite the challenge since reaching a deal at Presteve Foods, the largest competitor in Southwestern Ontario. Etna has a fraction of the business and has seen their employee numbers dwindled to less than a dozen as workers have moved to steadier employment at competing fisheries. The workers continue to work on a contract extension as we continue to try and find solutions to satisfy the needs of our members with this much smaller operation.

Southgate Residence

The committee is eager to get to the bargaining table this January as we seek to make the gains our members deserve. Wage increases in this sector are often standardized through the arbitration process. Combined with regulations on job action, bargaining in the Health Care sector can be the most challenging and frustrating bargaining we undertake. Workers in the Retirement/ Long Term care Industry are very much undervalued and underappreciated even though they have the responsibility to care for the eldest, and often most vulnerable, of family members.





Stellantis

This year's highly successful round of bargaining has brought our members well deserved and overdue substantial gains across the board, from pensions to wages. The union achieved the largest one-time bump in pensions for our most senior active members since 1998 and the largest ever pay increase in the history of the Canadian Automotive sector. The move from the current Defined Contribution pension plan to a much more stable CAAT Defined Benefit plan along with the creation of the Employee Life and Health Trust will provide our current and future members a path to financial stability in retirement. The elimination of the Healthcare contribution not only keeps an additional \$400 in our members pockets it eliminates the highly frustrating process when a work disruption causes a missed payment which has taken, in some cases, months to correct. And the substitution of the Guaranteed Annual Income Credit renewal on the third Sunday of every November for an automatic top up that ensures members will start each layoff period with their maximum benefit eligibility is a major accomplishment.

It can be argued that all the gains made were long overdue and that there remains a lot of unfinished work and unfulfilled wishes, but there is no denying that this is an impressive contract for our members. A couple of take aways from our ratification meeting and questions I have since received:



The Auto bargaining structure has remained unchanged since the inception of the CAW. All members of the Auto Council are elected and or appointed representatives from our Detroit 3 auto facilities, parts depots, and security group. It is within this council that decisions are made as to the direction of bargaining including the ratification process. Auto Bargaining, just as it was with the CAW, is entirely done by representatives from Auto, save and except for Legal, Economic, Pension, and Benefits Specialists who are present to provide support and analytics. Ultimately overseeing this process is the National President who works on behalf of the Council. It is a tradition that has served our members in Automotive well and shall continue well into the future.

The right to vote on a collective bargaining agreement is normally dictated by the Labour board when it certifies a newly unionized unit. The Board will define what employees the bargaining unit will consist of. All union dues paying members covered by a collective bargaining agreement must have the right to vote which works to ensure that the union works to bargain and represent each employee fairly. This right to vote normally covers any employee under the rank of supervision including Full Time, Part Time, and casual workers where they are included in the Recognition clause of a Collective Agreement. When a contract cannot be settled the Bargaining Unit members have the right to withhold their labour, or strike, just as the employer has the right to lock out those members and stop the payment of wages. Retirees, who are not included in the bargaining unit, do not have the right to vote on a collective agreement but by the same token the company does not have the right to stop their pension payments and hence they have "no skin in the game". It is a source of frustration for our retirees, but it is not the union's decision.



Darryl Desjarlais

I have worked alongside Darryl since making the move to committee person in Trim almost 11 years ago. It quickly became apparent that he had a work ethic that would be hard to match. Not only was he completely attuned to all aspects of the multi-faceted Final/Inspection/FCAT division, he also played an integral role in the largely successful 444 Slo-Pitch league. In 2019, Darryl joined us at the local filling the open Vice President seat. He quickly grasped the nuances of the gaming and hospitality Industry, a world of difference from the manufacturing sector he knew so well, all while dealing with family health issues including the death of his mother. Although he seemed utterly exhausted, never once did he drop any of his obligations nor did he ever complain.

It has been a privilege to have worked alongside Darryl all these years. His unselfish desire to do more for others and his stubborn tenacity has truly been an inspiration to myself and others.

**Congratulations Darryl
on your achievements and
your well-deserved retirement!**

*Happy Holidays and a prosperous
New Year to you and your loved ones.*

*May the coming year bring you joy,
success, and many wonderful
memories!*





By MIKE D'AGNOLO

2nd Vice-President, Unifor Local 444

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Our Power is at the Bargaining Table

With 2024 fast approaching, 2023 has been a challenging year for many of our members. Prices of rent have skyrocketed. The opportunity to invest in a home is nearly impossible, and to put food on your table has left you with little left to put a little money away; on top of all that, we are faced with layoffs. In these times, our only power is at the bargaining table and the opportunity to bargain better collective agreements to enhance our member's lives. We all recognize this, and we are all starting to see these results in our recent gains through collective bargaining.

Dakkota

With the recent announcement from the company that they didn't win the new bid for the OEM work, uncertainty has spread throughout the plant. The company has advised us of their plans to bring new work in and even expressed that they plan to expand. Saying that they have given us nothing to lean on except hope. We know the IP work is extended till June, and we have notified the company that we expect answers leading up to our bargaining in February with a March deadline.

ZF

It has been an exciting year for ZF. They just recently completed their expansion and are looking forward to starting their pilot for the LB. I have to recognize this new bargaining committee with John Middleton as chair. This team has been able to resolve an abundance of grievances and push the needle forward for this membership. We still have a way to go, and with

bargaining around the corner, hopefully, we can resolve much more.

HBPO

We have had our challenges, but everyone at HBPO is hoping for a steady 2024. Like our other feeder plants, the uncertainty with layoffs plays on everyone's pocketbooks. Unlike other plants, we have continually had members working on their Rivian and AG lines. We will be looking to hit the bargaining table soon for our March deadline to address the needs of this membership and bring back a collective agreement they can be proud of.

Avancez

Like our other members, we have been challenged with layoffs. This membership continues to thrive, and under Bill Ross, we are excited to get back to the bargaining table. Avancez has been awarded the new work which will keep this membership thriving for years to come.

Integram

We have just wrapped up bargaining in November with good gains for this membership, and our work does not stop here. We are already preparing for three years from now because we heard you at the ratification vote, as we believe the membership heard us. The gains we have made have been unheard of in the past. The times have dictated our wages were a top priority. Job security language was a must in this





round to secure a solid future for everyone at Ingram. I want to recognize everyone who went to the picket line and thank you for supporting each other through the strike.

Elringklinger

Dave Cassidy and I had the opportunity to tour 1 Seneca with all the members and their families last month, which was a great event. Elringklinger is moving in the right direction to secure products and a solid future for this membership. I want to give kudos to all the members at this facility because the reality is this doesn't happen without all of you supporting the labour end.

Peterson Spring

With the recent announcement of new ownership going to First Brand Group, our hope is this will be the company to reinvest in this facility. Recognizing that seniority in this facility is 25 plus years, this new company must see that they have a valued, experienced workforce that has consistently made Peterson Springs profitable.

TRQSS

Change is always difficult for some, and this facility is no different. The one thing you all will get today is consistency, whereas when you had no union, things would change at the whim of the company's discretion.

Is your new collective agreement perfect? Absolutely not. Are there already changes we recognize need to happen because of this membership? Absolutely. You now have a solid agreement to build on and trust me, you will build.

With your recently elected reps who are getting more knowledgeable and stronger every day, this will be the foundation for years to come to build a strong collective agreement that all can be proud of.

Northstar

Despite the demanding schedule, the Northstar team persists with resilience and professionalism, ensuring the continued success of the plant. Their hard work is a testament to a strong committee and collective determination that defines the members of Northstar.

**Wishing you a Joyous and
Merry Christmas,
filled with warmth, laughter,
and the company of loved ones.**





By DARRYL DESJARLAIS
3rd Vice-President, Unifor Local 444
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Thank You

Bargained and Ratified

This past year, I have spent some time at the bargaining table, fighting for strong contracts in the midst of high inflation for our members at 1. Windsor Machine, 2. Sterling Fuels, 3. Stellantis, 4. Point Edward and Sarnia Slots. Please note that Sarnia slots have a "me too" clause, ensuring that all language and gains from Point Edward are extended to benefit the members. 5. Cascades Chatham. I want to thank the bargaining committees in each workplace who made significant gains for their members.

Upcoming Bargaining

The Sarnia Art Gallery and Library bargaining has been moved to February 2024, with bargaining prep taking place throughout December.

Caesar's Windsor - There is anticipation of getting to the table in April 2025.

On the Employment Front

-CTO's Expansion: CTO has hired two new technicians, showcasing growth and stability in the tech sector. Their presence ensures a steady workforce contributing to projects across Ontario.

41 Years

January will mark the end of a 41-year chapter in my life—a journey spent mostly within the walls of the Windsor Assembly plant. For over 25 of those 41 years, I was lucky enough to be your rep. It has been an honour and a privilege to fight for the rights and well-being of our members.

I want to express my deepest gratitude to every one of you. The camaraderie, the challenges, and the triumphs we've shared will forever hold a special place in my heart. It's not just the work; it's the people—the members—who have made this experience truly meaningful.

It is not an easy job; there are a lot of personalities, and the hours are never the same and rarely are they short. It is a job that is impossible to do without the right partner. I want to give a special thanks to my rock and source of strength throughout these 41 years the love of my life, my incredible wife Lynne. She stood by me with resilience and grace in this journey, creating a home filled with love and warmth. Her sacrifices often went unnoticed, but her impact on my life is immeasurable.

As I slip into retirement, I look forward to spending time with family, travelling, visiting the marina, cheering for the Lions, Wolverines, Tigers, Montreal Canadians and maybe trying this drink they call beer.

Thank you for the incredible memories, the unwavering support, and the opportunity to serve you all.





WINDSOR ASSEMBLY PLANT

By **TONY GRECO**, Chairperson, Windsor Assembly Plant

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Our future is electric!

As a membership and community, we can now see that the EV transition is in full swing. With the continued construction at the Nextstar Battery plant and the retooling currently underway at WAP, these are exciting times for us as workers to be part of this transition and have a voice in how this new technology will be implemented specifically in the plant to produce a new generation of vehicles for our customers.

The retool of the plant has had a few bumps in the road, which is to be expected during a retool of this size. The company is working to reduce the issues that have been identified by our members through the team leader database so that when production ramps up, there will be less stress on members regarding their job stations. Please understand that this is a massive transformation, and there will be some issues that take a little longer to address, but they will be addressed and resolved.

The first LB was run through production with staggered inserts into the line starting November 7, 2023, in pre-trim. The vehicle was completed and came off the end of the line on Tuesday, November 14, 2023. More pilots will be built as

production ramps up, working towards the launch of the LB platform at WAP. Jobs associated will be posted in the New Year to ensure members have ample time for training before full production is achieved.

The company is currently working to adjust all members' wages and benefits and capturing the retro pay and SUB top-up that were negotiated in the 2023 negotiations. For members who have not yet seen these adjustments, please know that we are pushing the company to get these done as quickly and as accurately as possible. The negotiated signing bonus will be deposited on December 8, 2023.

I want to thank Mike Stevenson, Frank Mosey, Brandon Alliet, Ace Tasevski, Wayne Samwell, Todd Laliberte, Tom Gaudette and Carlo Diluca for the excellent job they all did representing our members and making gains on behalf of the membership at 2023 negotiations local table.

The plant will be holding its **Annual Food Drive on December 14th** to help those less fortunate in our community. If you can, please help support this initiative, as the need is great in our community.



On behalf of the entire Steward Body, have a Safe and Happy Holiday Season.



BENEFITS REPORT - Windsor Assembly Plant

By Ken Kwiatkowski

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Canada Pension Plan (CPP) Enhancement

The first component of the enhanced CPP was introduced in 2019 through 2023. CPP contributions percentage gradually increased by 1% from 4.95% to 5.95% of the maximum pension earnings. This means you will receive a higher CPP benefit in exchange for higher contributions from the employee and the employer. The increase is based on how long you contribute to the enhanced CPP. You will receive the full increase if you contribute to the enhanced portion of the CPP for 40 years.

The second component will be phased in between 2024 and 2025, employees will begin contributing 4% on the additional range of earnings above the max annual pension earnings. For 2024 the max pension earnings will be \$68,500 and the additional component will be 7% higher to \$73,200 therefore the employee and employer will contribute 4% each on the additional component between \$68,500 and \$73,200. In 2025 the additional component will be 14% higher of the max pension earnings.

C.P.P. & E.I. Contributions for 2024

C.P.P. - \$3867.50

Enhanced C.P.P. - \$188

E.I. - \$1049.12

Green Shield Contract Updates

Green Shield is on target to have all negotiated benefit maximums updated in their system by November 30, 2023. Once the new maximums are updated and live in the system, Green Shield will work on reprocessing claims from September 25th to reflect the updated maximums.

Have a Safe and Happy Holiday Season!



SKILLED TRADES REPORT – Windsor Assembly Plant

By James Bonneau

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It is Always a Fight!

We currently have 470 trades with 21 apprentices, and all trade groups working seven days a week, helping with various launch projects we took back from contractors.

We constantly kicked out non-union rental companies coming onto the property to fix their equipment. We told them if they got unionized, they could go into the plant. If not, take your equipment out to get fixed. One company did (Altra Equipment Rentals) Smart move!

We had some training during our retooling with safety for the new battery area and ISO for the paint shop's new paint process. We had our trainer teaching PLC with ethernet.

There will be a lot more training coming up. Some of the training was postponed until all the new equipment was installed and the final debug was done. Corporate used to pay for training courses for fresh equipment installation. Now they are saving money and not paying for the training courses which were always included. The onus is on the company for any training costs.

With the contract now settled, we are meeting with management to implement some bargained changes. The company will not commit to a permanent home for our trade shops as there may still be further moves. Once they have a permanent location, they will return the shop to the original setup.

We are constantly arguing with HR on manpower levels, and we know that they are short, and so does management. However, corporate is still telling us that we are over and can't hire, but they still want our guys to do all the work, especially with our IMs, who are offered 12-hour shifts every day and still cannot get enough manpower!

We will also start to have conversations about bringing in new apprentices and how many and which trade groups we need. In saying that, our last group of plumbers will be going to school in January,



The Skilled Trades Committee would like to wish everyone a very Merry Christmas and a Happy New Year!

Take some time to spend with friends and family.

CAESARS REPORT

By Diego Mazzone, Chairperson
Email: dmazzone@caesarswindsor.com

T'is the Season for Grievances

I would first like to start by honouring our dear friend Lenny Armstrong, who passed away last Thursday morning. Lenny retired from the Casino the previous year and has been a part of the Union office for many years as a Labour rep. and as a health and safety rep. Lenny will be greatly missed. Our thoughts and prayers go out to Tammy, his wife and their Family and friends.

Casino population 1305 with 19 on various leaves

We have had multiple meetings with Valet over them scheduling Utility on days while higher seniority full-time employees are scheduled on afternoons or nights.

We successfully had them post a temporary full-time to cover a medical leave on days, which should help the issue, but we think there is still room for one more full time. I met with Ken Earl yesterday. He gave me his word that if they continue to schedule Utility on days consistently, they will post a full-time spot.

The issue with Dealer's switches is still ongoing. Phyllis, the director of table games, has stated that it's no longer a blanket no when it comes to dealers wanting to switch their breaks and or table assignments and has notified the leads as such.

We have reports from dealers that state the contrary. We have since filed a grievance as we feel they violate Article 73.1.

Through our tracking, we have noticed the company is currently 2.6% or 25 Utility over the allowable percentage of 14%. We met with Catherine to outline



that the way they are doing their calculations is wrong. They have been calculating the amount of current utility divided by the total amount of unionized employees.

The collective agreement states that the maximum percent of utility is calculated by dividing the amount of utility by the number of full-time employees. Catherine is looking into the Utility department to see where they can convert them to Full-time. We have also filed a grievance.





Chatham Cascades Casino

By Krista Lee, Chairperson
Email: kleeecascades444@gmail.com

We will Miss Darryl

We currently have 116 members, with 14 off on various leaves.

Over the past several months, our Bargaining Committee worked endlessly to bring a solid collective agreement back to our members which was ratified on November 24th.

I would personally like to thank my Cascades committee, Cheryle Johnston and Robert Fournier, for their hard work and dedication, not only throughout the bargaining process but every day. You, indeed, are AMAZING!



A special thank you goes out to Linda Spence- (Chairperson- Pt. Edward/Sarnia) for her input and support during bargaining and to Dave Cassidy, Darryl Desjarlais, Dana Dunphy, and the entire bargaining committee.
THANK YOU ALL!

I would also like to take this time to say THANK YOU and CONGRATULATIONS to Darryl Desjarlais on a well-deserved retirement. Darryl has been a great mentor and liaison for both me and my members. We will miss you, Darryl. We wish you all the best in your retirement.



Starlight Point Edward Casino

By Linda Spence, Chairperson
Email: lindaspence99@gmail.com



Darryl Will Be Missed!

Current populations, Sarnia 24 and Point Edward, 135. No grievances in the system.

After a tough round of negotiations, on November 13, we secured a new 3-year collective agreement. The committee and I focused on language changes and wage increases.

Thanks to Darryl Desjarlais, Dana Dunphy, Frank, Harshaw, and Krista Lee for their input and support during negotiations. I would also like to commend the Bargaining Committee, Sherry Guthro and Gillian Dunn, for all their hard work during bargaining and all year long.

A big thank you to Darryl Desjarlais for his commitment and unwavering support he has provided Point Edward and Sarnia casinos over the last few years. I wish him and Lynne all the best in his upcoming retirement. You will be missed.





INTEGRAM WINDSOR SEATING

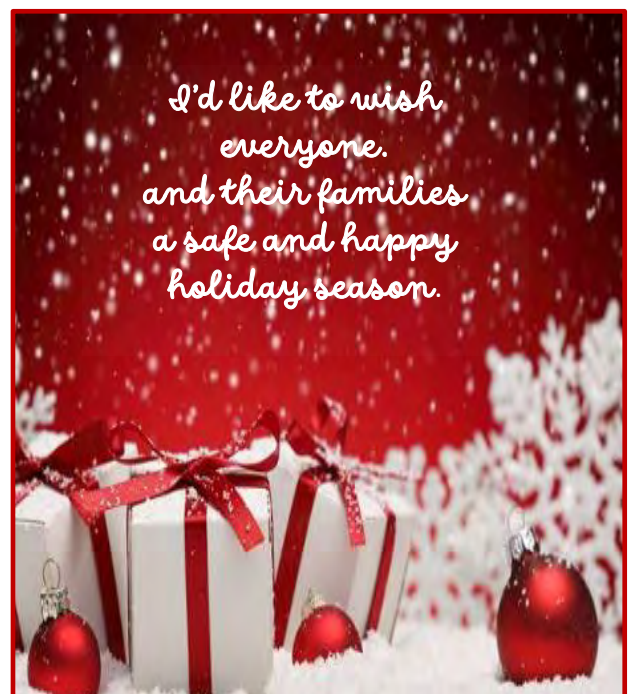
By Dave Simone, Chairperson

Email: integam444@magna.com

A SOLID CONTRACT

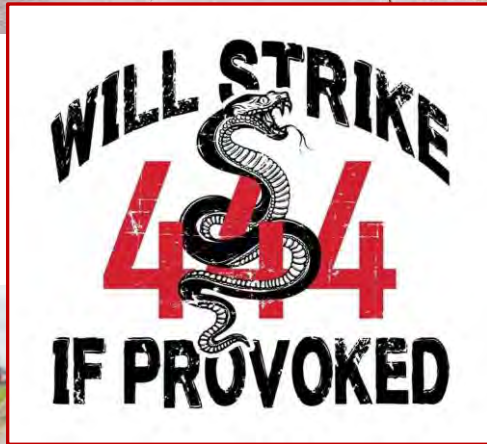
At the time of this report there are approximately 800 members with no one on layoff. This year we entered contract negotiations with the company. With a clear mandate from our members, including wage increases, benefit improvements and job security, we entered contract talks on October 23, 2023, with a strike deadline of Nov 4, which was moved to Tuesday, November 7 due to the Stellantis ratification results. The negotiations resulted in a 5-day strike. We reached a tentative agreement on Sunday, November 12, and ratified the agreement on Sat., November 18, at 56 %. I'm proud to announce that Integram now sets the standard for wages in both seating and foam as our members are now the highest paid seat assemblers in the industry, obtaining a 15 percent wage increase over 3.5 years. Along with this, we obtained great benefit improvements along with our best job security language to date; helping to give the membership and their families here at Integram a bright outlook going into the future. These gains reaffirm the fact that the members at Integram are the best seat assemblers in the country!

I would like to extend a sincere thank you to our members for their support of our bargaining committee. I would like to thank the bargaining committee (Dwayne Ellis, Jeff Bedard, Bob Shepley, Reuben Vahradian and Rod Marentette) for their dedication, hard work, and tenacity. I would like to put out a big thanks to both Dave Cassidy and Mike D'Agnolo for their unwavering support during these negotiations. Also, I'd like to thank the executive board along with National Rep. Luis Domingues. I'd like to thank all the members that walked our picket lines. I'd like to thank and recognize Scott Bonnett and Brent Reaume for their incredible help during negotiations and with all aspects of our strike efforts. Lastly, I'd like to recognize our strike captains: Sherry Rainaldi, Remo Rainaldi, Jason Heron, Jamie Fuerth, Scott Dishman, Glenn O'Neil, Rick Thorne, Chris Fowler, Mark Nantais, Matt Gill, Ron Morris, James Dean, Ian Cruz, Chris Jankulovski, and Tracey Jessop. Thank you for your incredible dedication and hard work, both day and night to help coordinate the picket lines!



*I'd like to wish
everyone.
and their families
a safe and happy
holiday season.*

INTEGRAM STRIKE





Windsor Assembly Strike





WELCOME 517-G MEMBERS TO LOCAL 444

By: Colin Brian
Email: unifor517g@gmail.com

What a year 2023 has brought us as a local union and on the national level. 2023 has brought us record-level strike action, federal anti-scab legislation, and record-gain contracts in the auto sector. The labour movement is active and abundant this year.

Local 517-G is a 106-year-old local with a history throughout London, surrounding areas, and Windsor. In 1947, the GCIU was the product of mergers and succession with printing craft unions. Our local has grown and flourished under different banners since, but our autonomy has always been substantial in solidarity.

The decline of printed media and the digitization of the printing industry has changed the face of graphical unions like our own. In 2017, local 517-G was in excess of 800 members. In a short time, and by March of 2023, we faced the closure of our last remaining unit, The Windsor Star.

The tremendous support here in Windsor amongst the other local unions was overwhelming. Our members are welcomed under the embrace of merging into local 444. I am proud to announce this merger to offer our members continuity of administration and representation.

As we move forward to 2024, I look forward to participating in the advocacy, education, organization, and activism that builds a strong union. Through the organization, I plan to preach diversity of sectors in each local union so that other local unions don't face the same fate as our local 517-G, giving opportunity for all local unions to grow and flourish despite the sectors they represent.

With super inflation on the rise, the privatization of health care and corporate greed, our fight as activists will be even stronger this year to continue the gains we've been making as a solidified union.



I would like to wish everyone a Merry Christmas and a Happy New Year!

DAKKOTA INTEGRATED SYSTEMS

By Melissa Stamatovski, Chairperson
Email: lexstemo@yahoo.ca



Many Uncertainties, but our Union remains Constant.

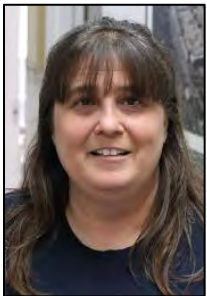
Our current plant population at Dakkota Integrated Systems is 131 members, with 19 on various leaves and four going through the probation period. We also have a pool of 25 TPTs and no members on layoff. There are no grievances in the system.

Dakkota has not been awarded the P.O. (purchase order) for the LB. CPK has been awarded the new IP (instrument panel). I had a meeting with the Company about four weeks ago. At this time, it was confirmed. I was told that the new CEO (Aaron Rivers) is working on new business. As we approach the holidays, this has put a lot of fear and stress on the members as our future is uncertain. I have corresponded with the Local (444) for the last six months that the work was staying with the members. The Company has planned an upcoming Town Hall meeting with the members to discuss our future and to answer any questions the members may have. I have invited Mike D'Agnolo as a guest at this town hall.

Now, we await what the future has in store for our members at Dakkota.

This week's Christmas bonus will be paid out.

*Merry
Christmas*



HPBO

By Jennifer Allard, Chairperson
Email: jen.abee@hotmail.com

New Year, New Hope!

The plant population is 97 members, and 0 on layoffs!

I would like to welcome the six new members who were recently hired.

This has been an up-and-down year with six weeks of retooling and a couple of weeks of layoff and short shifting. Hopefully, it gets better come the new year with the new product.

Rivian and AGS have been running full speed.



Bargaining is coming up for us in March of 2024 and we look forward to getting back to the bargaining table to bring the members of Dakkota gains needed inside today's economy.

With the holidays just around the corner, the company partnered with United Way and sponsored a family of 7 for Christmas. The company will also take donations of hats, gloves and kid's snacks.



*I hope everyone stays safe during
the holidays!*

ZF

By John Middleton, Chairperson
Email: john.middleton2@ZF.com



We are Ready for Bargaining!

Our plant population is 197 members. I want to start by saying thank you to all the members who have supported our committee since this year's election.

Let's Go

We have almost a whole new committee since February this year. We are proud to represent our brothers and sisters and take pride in the work we do as a team. The bargaining committee has all had the chance this year to participate in the collective bargaining course in Port Elgin, and we are ready for the upcoming round of bargaining in March 2024. There are high expectations due to the cost of living and our times.

Thank You

I also want to congratulate Jamie Dufour on being appointed the women's advocate on C-shift. Jamie recently completed 40 hours of women's advocate training in Port Elgin. She does a great job and takes a lot of her own time to help anyone that she can. Thank you to Jenna Hocevar, B-shift women's advocate, for the continued work she does as well. I'd like to say thanks to the health and safety committee for the things you and your committee do. We all appreciate it. Stew Baxter, H&S Chairperson, has gone above and beyond for the members, and anyone who knows him can tell you this.

When we were under construction, he would buy flashlights and umbrellas so the members could get to their cars safely.

Expansions

Our plant had a significant expansion this year, which was not accessible to all of us during construction, and the H&S team was involved in ensuring we could address all concerns.

The expansion is now completed, and we are excited about what next year will bring. We are told with the new LB program and the possibility of midnights returning. It is possible that *200 jobs could be added. This number would double the membership we have now. The pilot team has started this week's training.

Cell Picks

Around this time of year, we usually do cell picks and start our new cells on January 1st. Due to the uncertainty of the new layout on the shop floor new jobs being added the union committee and company have both decided to extend the current pics till February 5 to see where we are at that time. We all agreed that this would be best for everyone, so they know what they are bidding on.

Santa coming to ZF

We are having a Brunch with Santa Sunday dec 17 2023 at ZF in the back of the plant and I hope to see everyone there. If you are not able to attend, I hope you all have a great holiday and enjoy it with those who mean the most to you.

Roller Coaster

I want everyone reading this to know this year has been like a roller coaster ride. We don't know what the next week will bring us but as a union with the solidarity of the brothers and sisters, Local 444 your committee are here for you. Being positive and the great work we do will provide us with a great future at ZF.



Merry
CHRISTMAS
AND HAPPY NEW YEAR



WINDSOR MACHINE

By Mike Emslie, Chairperson

Email: mikeemslie26@gmail.com

New Work on The Way

We currently have 114 operators in total.

We have one plant running at this time. The company has obtained new work as it has closed our Taylor plant and is bringing some of the work here, and part of it will be going to Mexico.

We're in a small layoff until the New Year and then will be up and running total production.

happy
Holidays



AVANCEZ

By Bill Ross, Chairperson

Email: billross908@gmail.com

AWARDED A SIX-YEAR CONTRACT

As of this writing, Avancez has 28 members.

I would like to take a moment to reflect on the last couple of months at Avancez.

Like most manufacturing facilities, Avancez has had their share of ups and downs these past few months. We've experienced short-shifting and layoffs due to part shortages and the six-week shutdown for the retooling at Stellantis.

There has been good news throughout the automotive community with the building battery plant and the new products coming into Stellantis. Avancez has been awarded a six-year contract to build the wheels and tires for the new L/B contract. During the last shutdown we were able to relocate some of the conveyors and machines to run this contract. This is good news for our members' future.

*I would like to wish each and every one a
very Merry Christmas and enjoy the Holiday Season.*



TRANSALTA

By Luc Chartier, Chairperson
Email: luc_chartier@transalta.com



Heading to the Bargaining Table

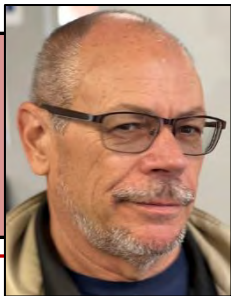
Congratulations, and great job to all Local 444 facilities who have recently negotiated new agreements.

Here at TransAlta, we are days away from heading to the table. The 2020 CBA has not been signed due to TransAlta reneging on several issues. We have a tough fight ahead of us and we are ready.

Former Union Steward, Terry Flatt retired this year with 17 years of service. We wish him a long and enjoyable retirement.



*Merry Christmas
and have a
Healthy
and
Safe
Holiday Season.*



ATS

By Dave Skidmore, Chairperson
Email: dskidmore@uni444.ca

You Get What You Pay For

Currently, 28 drivers are on the list at ATS, with four off on various leaves. As of this writing, another driver is leaving to go to the competition for better wages and working conditions. The company has not been successful in attracting any new applicants for months now due to low wages.

We will be heading into bargaining in late January to address the huge wage disparity between ATS and other unionized carriers to make the company viable long-term.

From all of us at ATS
I'd like to wish
everyone a
Merry Christmas
and a Happy New Year



ATS Releasing

By Mark Bourdeau, Chairperson
Email: mbourdeau5@gmail.com



An Up and Down Year!

In 2023, ATS Releasing has 43 employees total in the Chute Driveaway. Releasing has had an up-and-down year of employment. We have had some challenges. However, we are looking forward to a new year with new products at the plant. As always, we will continue our respectful and diligent work practices when processing and handling Stellantis vehicles.

Wishing you joyous festivities and cherished moments with loved ones this holiday season. May the spirit of peace and goodwill fill your heart, and may the New Year bring prosperity and fulfillment to all your endeavors.



NORTHSTAR

By Chris Thrasher, Chairperson
Email: christhrasher74@yahoo.ca

Seven Days A Week

Currently, we have 45 members, with five on probation. One member retired on December 1, 2023. I wish Brother Paul Menard a happy retirement after 17 years of service.

The workload continues to increase as the orders for 2024 are going up. The company is offering overtime to members in all depts up to 7 days a week. The company is looking at adding a weekend shift. As of November 27th, no date has been set yet. For the year 2023, we are at 1012 days without reportable injury.

The contract was ratified on June 4, with 61% in favour. Improvements were made in most areas, including an 11% wage increase, Benefit improvements, a new paid day off, a signing bonus and pension improvements, as well as many language improvements. I want to thank my committee, Steve Burton and Moises Cruz. I would also like to thank President Dave Cassidy, Vice-President and Northstar Liaison, Mike, Secretary Treasurer James, and Vice-Presidents Manny and Darryl.

The company is still looking to hire a Machine Repair/ Electrician, paying \$34 an hour. You can send your resume to jleblanc@nsaero.com.

We had an AS 9100 audit the week of Oct 16. There was only one minor found. The Northstar is sponsoring a family this Christmas to make sure they have gifts under the tree.



The Committee and I would like to wish Everyone a Merry Christmas and a Happy New Year!



STERLING MARINE

By Adam Laporte, Chairperson
Email: adamlaporte@hotmail.com



100% In Favour

The members at Sterling Fuels Limited had successful contract negotiations in September. We made gains with our new contract, including wage increases, unique clothing benefits, increased standby pay and improvements for our part-time employees. We are happy to say we succeeded in 100% in favour of the new deal.

Our shipping season is ending, and we are working with the company to keep a good crew on board during the winter season and get the full crew back on site as early as possible.

We would also like to congratulate Darryl on his retirement and thank him for his help and guidance.

Wishing everyone a safe and happy holiday!



ELRINGKLINGER

By Pam Vaughan, Chairperson
Email: union@elringklinger.com



Skilled Trades Needed!

We currently have 150 employees and 1 probation with 9 off for various reasons. I'd like to thank everyone for their support in the last election and I strive to do a good job representing the members at Elringklinger.

We currently are having a hard time getting skilled trades in our facility. We will be having management changes in New Year as our plant manager is going back to Germany. Marco will be back in January for 3 weeks to help with this new transition.

Annabelle just gave her notice of retirement for February 2024. She is now trying to find a replacement for HR department.

The Company is serving us luncheon on December 6, 2023. Service awards will be going out to nine employees for 30 years of service this year.

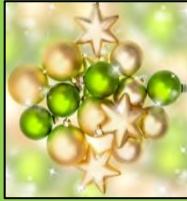
There are currently grievances in the system that we will meet on early in the New Year.



*Warm Winter Wishes
and
Happy Holidays!*

GFL

By Scott Gillen, Chairperson
Email: sglilduck@gmail.com



HELP THOSE IN NEED

Congratulations to those units that bargained new contracts for their members. As this year has come to an end. Remember to help your brethren in need. Be that shining light that uplifts them.

To the thousands of members active and retirees of Local 444, I ask that you take a moment to appreciate the hard work of garbage collectors and recyclers at GFL. Their efforts contribute significantly to maintaining cleanliness and sustainability in our communities.

*Happy holidays
to all Our
Union Brothers
and Sisters!*



Cottam Diecasting

By Vicki Doan, Chairperson
Email: vdoan@cottamdiecasting.com

Top In Quality!

Cottam Diecasting currently has 52 members.

We had a layoff in July, and the company eliminated the afternoon shift.

In August, the company started the afternoon shift with four members working that shift. The Company held an employee appreciation lunch that The Hub catered. Six employees were gifted a watch for their 30 years of service to Cottam Diecasting. In October, everyone was back to work from the layoff. Management

held an Oktoberfest luncheon for the members for no lost time injuries.

In November, Cottam Diecasting received an A score on our Quality and shipping from one of our customers. The company submitted a prototype for a new customer and is awaiting approval. In December, The Company has planned a catered luncheon for the 13th.

The plant will be shutdown Dec. 21, and we will return to work on January 2, 2024.

There are no grievances in the system.



MTS

By Dan Coatsworth, Chairperson
Email: dancoat1955@gmail.com

Well, another year has come and gone.

On behalf of myself and the entire MTS team, we hope you all have a great Holiday season.

We currently have 90 members working at MTS.

Things have stayed relatively busy throughout the year.



ANGUS CONSULTING

By: Tim Bouffard
Email: timboufford@cogeco.ca



The Last Angus Newsletter

Hello, fellow union brothers and sisters. This will be our last newsletter as Ontario Lottery Corporation has cancelled Angus Consulting's contract to operate the Windsor Energy Centre.

All nine employees have been given notice of termination, some ending November 28 and the rest on December 30. The new operator will only be hiring one employee.

The company has given anyone with more than five years of service gratuitous pay for one week for every year of service. We want to take this time to say thanks to the Unifor executive and especially Manny for helping us out.

**I want to wish everyone
a safe and happy holiday.**



OWEN SOUND TRANSPORTATION

By Jim MacPherson, Chairperson
Email: jt-macpherson@hotmail.com

We Can Accomplish Anything!

Another year is winding down for the Pelee Island transportation marine service. It has been a hectic year with a significant increase in traffic post-COVID.

We have been running at total personnel capacity, finally, which is an excellent sign for our membership. We have been shipping commodities primarily of wheat, soybeans and grapes non-stop since the wheat harvest in mid-summer. With the shipping season set to close on December 11th, the air service for Pelee Island will be taking over the public transportation until spring 2024.

From a company and union standpoint, I believe we have made tremendous positive progress in many areas, with some areas needing improvement. There has been a significant management overhaul, and the union reps have cooperated with new management through the transition period.



I believe our union, with the cooperation of OSTC Owen Sound Transportation Company, will continue to make strides in improving our membership and work environment.

Together, we can accomplish anything. We would like to extend a spirit of peace and gratitude to all through the holiday season and the New Year and look forward to another year of prosperity for all.

All the best!



UNIVERSITY OF WINDSOR

By John, Dekok, Chairperson
Email: jdekoks@uwindsor.ca



Special Constable Service

There are currently 25 members in the unit. We have one member on parental leave until January 2024 and two on LTD with a realistic chance of returning. We are short two members, and the employer is still recruiting for those positions.

The employer has just recently hired a new Department Leader. We look forward to this transition and building on the current relationship with management.

There is new legislation that will become law within the year regarding Special Constables. With this legislation, we are currently rebranding the name of Campus Community Police to Special Constable Service.

Merry Christmas and warm wishes for a joyful holiday season!



TRQSS

By Steve Strachan, Chairperson

Email: strachanstephen696@gmail.com



FINALLY UNIONIZED

My name is Steve Strachan and I am currently the newly elected and very first plant chairperson for TRQSS. TRQSS stands for Tokia Rika Quality Safety Systems. We are Japanese owned but Canadian run. We are a manufacturer of seat belts for Toyota, Subaru, Mazda, Lexus, Nissan Service and Lear. We currently employ 900 employees of which roughly 584 are unionized. We became certified on May 8, 2023. Our Company began in 1986 and has tried several times to become unionized and failed. I helped change that. Our efforts, and with the great help from Unifor Local 444, we were able to achieve what some people thought was impossible...we unionized!

TRQSS is a good place to work but we just made it great. I'm not gonna tell you it's been smooth as butter for the transition. There have been some hiccups, but with perseverance, excellent help from the Local and a little patience we will make our workplace a well-oiled machine. My team consists of Loyal, Jay, Mike and Alfred. They are working hard to fix the issues and create a great place to work.

I would like to thank Dave Cassidy, Mike D'Agnolo, Manny Cardoso, James Stewart and Darryl Desjarlais, as well as Chris from the National Office for creating our first contract. We at TRQSS only wanted fairness and respect. Well, we achieved it and will have it for years to come. Once again thanks to everyone.



Cultural Services of County of Lambton

By Ann Helps, Chairperson

Email: ann.helps@county-lambton.on.ca



WE BARGAIN IN FEBRUARY

The Sarnia Library & Judith & Norman Alix Art Gallery contract is due December 31, 2023. We had a meeting for our members in Sarnia on October 22nd in Sarnia. We had a good turnout, and it was great to have Dave, Darryl, and Jeremy join us.

I was hearing positive feedback from those who attended. We will be moving forward to prepare for our negotiations. Currently, we have tentative bargaining dates of February 13, 15 & 16 of 2024. We are hoping, like everyone else, for a pay increase

and to address scheduling, amongst other issues.

We continue to meet monthly when we can for our Labour Management Meetings. At this time, we currently have no active grievances.

I want to thank Darryl Desjarlais for all the time and effort he gives every day. He is always available no matter how big or small an issue.

**I would like to wish everyone
a Merry Christmas and all the
Best in the New Year!!**



Obituaries

We are sorry to report the passing of the following members since the last issue.
The Executive and Membership of Unifor Local 444 extend their
Heartfelt condolences to the bereaved families

ALDERSON, GERARD	RETIRED
ALLAN, ROBERT	ACTIVE
ALLAN, ROB	RETIRED
ANTZARAS, DIMITRIOS	RETIRED
ARMSTRONG, LENNY	RETIRED
BASTIEN, RONALD	RETIRED
BEEMER, LYMAN	
"WAYNE"	RETIRED
BERTUCCIO, ANTONIO	RETIRED
BEZAIRE, STANLEY	RETIRED
BISCAN, FRANK	RETIRED
BOGGS, FOREST	RETIRED
BOISMIER, EDWARD	RETIRED
BOMBARDIER, MARY LOU	RETIRED
BOOKER, MICHAEL	RETIRED
BORTOLIN, ANTONIO	RETIRED
CAMPEAU, DENIS	RETIRED
CILLUFFO, VITO	RETIRED
CLOUTIER, EUGENE	RETIRED
COLES, RONALD	RETIRED
CREW, LAWRENCE	RETIRED
CSAPO, LASZLO	RETIRED
DI DOMENICO, GUIDO	RETIRED
DI STEFANO, GIOVANNI	RETIRED
DIKANTONIS, GEORGE	RETIRED
DICK, SAMUEL	RETIRED
DICKENS, DAVE	RETIRED
DRAGOVIC, MILKA	RETIRED
DUROCHER, CHARLES	RETIRED
ELLENBERGER, GEORGE	RETIRED
FAVRIN, ORFEO	RETIRED
FEDAK, GEORGE	RETIRED

FEDAK, JOSEPH	RETIRED
FREIRE, JOSE	RETIRED
FUSCHI, RICCARDO	RETIRED
GARVEY, ROBERT	RETIRED
GERARD, ERNEST	
"WALTER"	RETIRED
GINGRAS, ANDRE	RETIRED
GODFROY, JOSEPH	RETIRED
GODIN, GERRARD	RETIRED
GRIFFIN, CLARENCE	RETIRED
GRUBB, MICHELE	ACTIVE
HENDERSON, THOMAS	RETIRED
HOMOLKA, ROBERT	RETIRED
HORNETT, BRIAN	RETIRED
HUNTER, MURRAY	RETIRED
IATRIDIS, DIMITRIO	RETIRED
JONES, ESTIL	RETIRED
KENNY, MICHAEL	ACTIVE
KONSTANTINO, CHRIS	RETIRED
KRZNNARIC, NIKOLA	RETIRED
LAVALLEE, MAURICE	RETIRED
LECLAIR, HECTOR	RETIRED
LIEBROCK, RICHARD	RETIRED
LOWE, HUGH	RETIRED
MADRUGA, MANUEL	RETIRED
MALLIA, VINCENT	RETIRED
MARCATTO, DANTE S	RETIRED
MCKNIGHT, RONALD	RETIRED
MOLNAR, JOSEPH	RETIRED
MOORE, GARY	RETIRED
MORAND, JAY	RETIRED
MOSCA, AGAPITO	RETIRED

MOSCEO, NICOLA "NICK"	RETIRED
NICHOLS, JOHN "Jack"	RETIRED
ONEY, ROY	RETIRED
PATRICK, RICHARD	RETIRED
PEREIRA, SILVANO	RETIRED
PILGRIM, GLEN	RETIRED
PILLON, JEAN	ACTIVE
POUGET, DENNIS	RETIRED
RENAUD, LEON	RETIRED
ROLLO, GORDON	RETIRED
ROSS, MURRAY	RETIRED
SARKIS, WADIH	RETIRED
SHABAN, ABDUL	RETIRED
SHEPHERD, WILLIAM	RETIRED
ST. LOUIS, TERRENCE	RETIRED
ST. PIERRE, MICHAEL	RETIRED
STEVENS, CLARENCE	RETIRED
THOMPSON, WILLIAM	RETIRED
TODON, OTELLO	RETIRED
TOULOUSE, ARSENE	RETIRED
TRUDELL, RENE	RETIRED
TURNBULL, GEORGE	RETIRED
WALKER, RONALD	RETIRED
WARD, BRAD	RETIRED
WOOLGAR, GARY	RETIRED
YANIK, ROGER	RETIRED
YERYK, ROBERT	RETIRED
ZIMMERMANN, GUNTHER	RETIRED



LOCAL 444 RETIRED CHAPTER

By: Peter Pellerito, Chairperson
Email: ppellerito3@cogeco.ca

Job Well Done!

I want to start with Congratulations the Executive of Local 444. Brother Cassidy and officers and bargaining Committees of all our units who are or have been in negotiations with their respective companies. Those who have reached agreements and the many more who will be going into bargaining.
Job Well Done!

You have the support of the retirees of Local 444 in all your upcoming bargaining. We are grateful to the Local for their support.

Privatization of Health Care

I would like to spend some time on a very important issue that we retirees are very concerned about.

Privatization of health care in Ontario. Premier Ford passing Bill 60, which would give private clinics the ability to do more of what hospitals are supposed to do. Privatization affects our members and users of health services.

Unifor represents 310,000 members across the country, 160,000 members live and work in Ontario, and we represent 30,000 members in the health care sector. This Bill allows more private-for-profit clinics to permanently perform publicly funded surgeries and diagnostic procedures including cataract surgeries, MRIs and CT scans, gynecological surgeries and knee and hip replacements. More out-of-pocket costs.

Privatization will worsen the staffing crisis in the public system, does not save money, and results in lower quality of care. It will not necessarily guarantee faster access to care. Those who can pay will be queued ahead of those who can't.

Who is responsible for Privatization?

The power bestowed to provincial governments in the delivery of health care gives them power to privatize the system. The Federal government should use this power (of transfer payments) on the province to enforce the principles of the Canada Health Act.

We ask our members and retirees to call, email or write to your MPs, MPPs, or Premier Ford requesting that they stop this privatization of our health care.

Health care should be there when we need it. Premier Ford is breaking the law and must be held accountable.



WOMEN'S COMMITTEE

By: Sue McKinnon, Chairperson

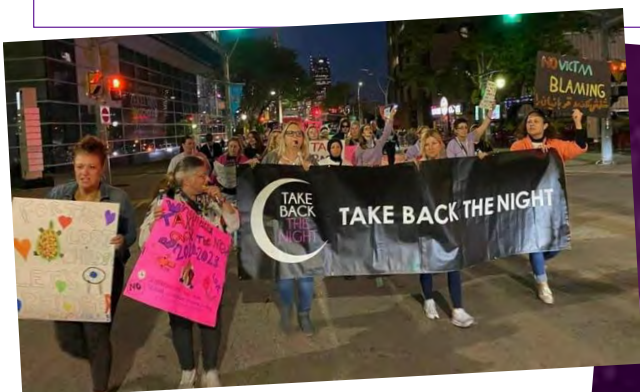
Email: smckinnon@caesarswindsor.com



Taking action to end violence against women, empower girls, and help women live their dreams!

November 25th was International Day for the Elimination of Violence Against Women. We attended the Wrapped in Courage Flag raising ceremony at City Hall Square. We are participating in the Shine the Light campaign to raise funds and awareness of violence against women. We are sharing and posting on social media during the 16 days of Activism against Gender-based Violence, which ends on December 10th with International Human Rights Day. It also includes the National Day of Remembrance and Action on Violence Against Women. This year is the 34th Anniversary of the Ecole Polytechnique Massacre. We are hosting our Memorial at Windsor Assembly Plant at the Green Space across from Centre Gate – please wear your purple! In 2022, The Canadian Femicide Observatory for Justice and Accountability reported that, on average, one woman or girl is killed by violence every 48 hours. Women and girls are disproportionately harmed by someone they know, namely an intimate partner or family member. The 16 Days of Activism is an opportunity to come together to call out, speak up and renew our commitment to end gender-based violence.

**Have a Happy, Healthy and Safe
Holiday Season**





EDUCATION COMMITTEE

By: Wayne MacLean

Email: wayne.maclea@stellantis.com

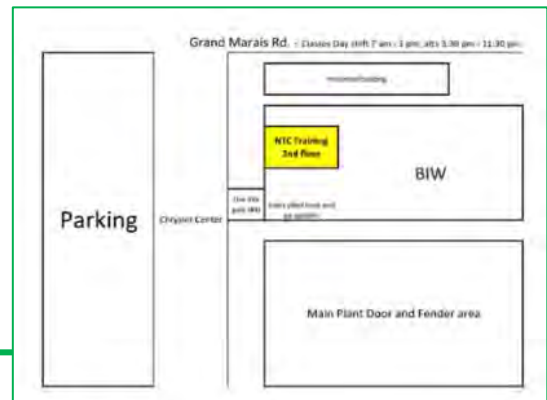


A Great Time to Get Involved

As we enter into the winter season, we still have many projects on the go and wish to invite anyone wanting to get involved to come out to an education committee meeting and see what we have to offer.

The coming year will bring many new ideas and things to work on. The committee is working on an exciting history project incorporating the many pictures and documents stored in our archives. We are also working on reinvigorating our High School presentation to allow two(2) of our members' children to win one of two (2) of the Rich Montague memorial Bursaries worth \$1000 each. The student must be entering first-year post-secondary education and fill out a questionnaire after participating in our presentation. The date will be announced in the spring for this event.

*From all of us on the
Education Committee
we would like to wish you
Happy Holidays and a
fantastic New Year!*



HUMAN RIGHTS COMMITTEE

By Kathy McKay, Chairperson
Email: dkmckay@yahoo.com

What a year this has been

There have been many changes here and in the rest of the world. The headlines brought shock at times, sorrow at others. But it's important to know what's going on. The downtime at some of our workplaces allowed for time to think and reflect on things. It made me confront the fact that our normally busy lives usually means we usually only react to things. So, just going to touch on a few things to summarize our year.

We started speaking with Justice for Migrant Workers, a group that's based out of Toronto, but does work here. It's important that we keep a dialogue and establish a relationship with all workers in our region, especially the most vulnerable. We have been watching the legislative changes to the laws in many US states that have stripped young workers of protection. This sets a lot of workplaces back to conditions not seen in a century. This includes one of the most egregious changes, the removal of Workers Compensation for young people who become ill, get injured or die on the job. The employers aren't responsible as work for teens as young as 14 is not employment, it's education. Young people in their first jobs are more likely to be injured than adult workers for many reasons but are also less likely to object to unsafe working conditions. Why is



there so much concern for things a border away? Because sometimes what politicians pass there makes its way here. They are selling out their own future for a quick buck. And we have watched in horror the mass shootings, the terrorist attacks, and the killing of innocent civilians. These aren't easy times. But then I can't recall a time that was, if you looked at the big picture.

So how does one keep from getting discouraged? It's simple. Do what you can to make things a bit better. My dad taught me an important lesson. You don't need to like everyone, but you have to love them. Be kind as much as you can. Small things can lead to bigger things. We tend to forget the lessons we first learned as kids. Lessons about including everyone and sharing. Taking turns. It's why a lot of us are involved in this committee. Again, it's simple. Because in this season we don't serve a holiday meal until all have a seat at the table.

Wishing all a Happy and Healthy Holiday Season and a Wonderful New Year.





RECREATION COMMITTEE

By: Dave Baker, Chairperson

Email: david.j.baker@stellantis.com

COUNTLESS VOLUNTEER HOURS

Each year, the Recreation Committee works hard to ensure we host first-rate events that our members will enjoy with their families. 2023 was no exception, as the committee again put forward another year of well-organized and well-attended events. Thanks to all our members who participated throughout the year and enjoyed these events hosted by the Recreation Committee.

The members of the Recreation Committee deserve a tremendous amount of gratitude for their continued countless volunteer hours, ensuring events such as the Charlie Brooks golf tournament and Family picnic are delightful for our members. New events such as the Cornhole toss tournament as well as adding the NHL experience where we were able to get a few lucky members to ride the Zamboni and sit in the penalty box for pregame warmups. These were great additions to our activities and were well received by our members. We had many members take advantage of discounted offers at Cedar Point, Canada's Wonderland, and Marineland or catch a couple of games with the Detroit Tigers at Comerica Park.



UPCOMING EVENTS

[Windsor Spitfire Tickets](#) will be available for discounts by logging on to the Spitfire website at WFCU-CENTRE.COM/PASSWORD and entering the promotional code for the game you choose for the month. Keep an eye on postings as the password changes for each month. December discount code: 2023DEALDEC

[Christmas Ice Skating Party](#) will be held in the Main Bowl at the WFCU Centre again this year on Wed, Dec 27th, between 11 am and 1 pm. Hot chocolate/coffee and Timbits will be provided. Everyone can skate with the Spitfire mascot, "Bomber," and take pictures.

[Detroit Red Wing/Edmonton Oiler game – SOLD OUT](#) January 11, 2024. We have 125 members that will attend this game at discounted prices. We will have a few lucky members have a chance to either ride the Zamboni between periods or sit in the penalty box pregame for the warmups and get up close to these professionals.

Keep an eye on posting boards as SWORC will host a [Crib/Euchre](#) tournament, [Moonlight Bowling](#), and [Tailgate Football Bingo](#) during the winter months. These events are open to all members.



Local 444 Unifor Recreation Committee

ANNUAL SKATING PARTY

WEDNESDAY
DECEMBER 27TH, 2023

WFCU Centre
8787 McHugh
Windsor

SKATING
11:00 am - 1:00 PM
(Main Bowl)



LGBTQ COMMITTEE

By Stephanie Dunphy, Chairperson
Email: sdunphy@caesarswindsor.com



Celebrating Pride: A Year of Fundraising and Support

In the spirit of unity and celebration, our committee came together this year to raise funds for Pride, making a significant impact with various creative initiatives.

1. **Cupcake Bake for Easter:** Kicking off the year with a sweet gesture, our committee organized a Cupcake Bake for Easter, successfully raising \$1750. The delectable treats not only satisfied sweet cravings but also contributed to a cause that resonates with our values.

2. **Pride and Ally Sweatshirts:** Adding style to support, the Pride and Ally Sweatshirts initiative brought in \$240. Wearable expressions of inclusivity, these sweatshirts served as a visible symbol of solidarity within our community.

3. **"All Are Welcome Here" Signs:** The message of inclusivity echoed through our streets with the "All Are Welcome Here" signs. Having raised \$350 so far, these signs continue to be available locally for \$20, a tangible way for individuals to display their commitment to creating an open and accepting environment.

4. **Pride Crosswalks on Ottawa Street:** Thanks to the dedication of Stefanie Pest and the skilled trades team, our streets now boast vibrant Pride Crosswalks. A visual representation of our community's commitment to diversity, these crosswalks are a testament to the collaborative efforts that brought them to life.

5. **Pride Parade:** The highlight of our Pride celebrations was undoubtedly the Pride Parade, featuring balloons generously provided by Louise Fama, a vibrant float and truck courtesy of Roy Baker (Retired Casino Locksmith), and the dazzling presence of Drag Queen Liam Ingram, aka BENZ MENOVA. The parade not only showcased our community's vibrant spirit but also served as a platform for expressing our pride openly.

6. **Upcoming Spring Event:** As we look forward to the coming spring, exciting plans are in place to kick off Pride month with a dinner and a movie. Stay tuned for details, as we continue to celebrate and promote the values of Pride within our community.

A heartfelt shout-out goes to all our allies for their unwavering and unconditional support. It is the combined effort of our community and its allies that makes these initiatives successful, reinforcing the notion that Pride is a celebration embraced by all. Together, we continue to foster an inclusive and welcoming environment for everyone.



ENVIRONMENT COMMITTEE

By Rick Labonte, Chairperson

Email: local444environmentcommittee@gmail.com



From Parliament To The Mayor's Office

2023 was a very productive year for our Environment Committee. With many accomplishments and events. Here are some highlights.

- The Ojibway National Urban Park bill was passed in the House of Commons and almost finished in the Senate. Our committee was often mentioned in Ottawa for our due diligence on that file. Our networking and lobbying with other environmental allies has paid off.
- One of our own, Richard St. Denis, received a Gary Parent award from the Windsor District Labour Council for his environmental activism.
- We were invited to Point Pelee on June 4th, World Environment Day, by Caldwell First Nation to host our Environment Jeopardy Game as we do annually in Malden Park for Earth Day.
- On Sunday, June 25, our committee had a working "meeting" and built three garden beds at the back of the hall to grow food for the hungry in our community. We used the bricks from the dismantled union office in the Windsor Assembly Plant.

I want to thank Paul Rigelhof (WAP management) for his assistance. I want to thank all the volunteers: Mark Dufour, Scott Hamelin, Chris Whelan, Kozolanka family (Allison, Jeff, Evan and Zack), Darryl Desjardins, Manny Cardoso, Ryan D'Agnolo, Vanessa Abouhussein, Julie Baylis and Rob Dixon for the compost soil and tomatoes. In four months, we grew and delivered 204 lbs. of vegetables to the Unemployed Help Centre. We plan to do even more next year.

- I met with Mayor Drew Dikens on Friday, July 11, to discuss the new Charlie Brooks International Peace Fountain. He agreed that renewable energy is the way to go. We will power the fountain using a water turbine in the Detroit River. The work will be done and built in Ontario.

- Allison and I attended the Green Expos at WFCU center, and we were well received. It was the first time labour (union) was invited to share their role in building a sustainable future. We did network with many creative inventors of green technology.

- In partnership with Environmental Defense, Unifor National and Windsor Regional Environment Council leadership, we hosted a town hall meeting called Windsor Speaks: Transition To Electric Vehicles at the Local 444/200 Hall on Wednesday, November 22. The event was sponsored by Unifor Locals 195, 200 and 444. Thanks to Dave Cassidy and Manny Cardoso. It meant a lot to those who saw our leadership engaging on these issues. Many people had lots of great questions and comments. We recognize EVs are coming, and we don't want workers left behind. We want to sit at the table with the decision-makers to ensure a sustainable future for the community.

As you read this article, it is easy to recognize that we have been busy, and will continue to be in the New Year. Come and join us because every 444 member is welcome.

**Happy Holidays, Merry Christmas
and all the good stuff.
See you next year!**



EFAP COMMITTEE

By Tanya Kelly, Chairperson

Email: tanyapower76@hotmail.com



You Are Not Alone!

The EFAP Committee participated in the Tree Planting Memorial Service put on by the Joint Workplace Environment Committee in September to acknowledge all those whom we've loved and who have passed on, including those who struggled with Mental Illness and Addictions. After the ceremony, to recognize "Suicide Awareness Month," a group of us committee members and family/friends proceeded to complete a 5 km walk wearing our yellow (CMHA-Windsor) "You Are Not Alone" t-shirts. It was a meaningful and humbling day. Thank you to all those who attended.

This month, we will again be holding a sock drive collecting new socks (and cash for sock purchases) at the Local Union Hall (Turner Road), at our workplaces, and at our next General Membership Meeting (December). All socks and money collected will go directly to those experiencing homelessness. Socks are a much-needed item, often overlooked but very valuable when considering the cold climate and the luxury of warm, dry socks. Last year was a great success, and we are hoping to see that happen again this year.

In the New Year the committee is looking at holding an event, so stay tuned. Our next meeting is Monday, December 18 at 4:30 pm at the Local. All are welcome to attend.

On behalf of the Committee, we thank everyone for their ongoing support. Whether you give your time, items, money donations, or well wishes, all efforts do not go unnoticed. This region, Windsor-Essex in particular, has to be one of the kindest, most generous communities out there, and we are so proud and humbled to be a part of the giving.

*Merry Christmas and Happy Holidays to all!
Bring on 2024!!*



AWOC COMMITTEE

By: BRAD JOHN, Chairperson

Email: badbradjohn@hotmail.com



INDIGENOUS SOLIDARITY DAY

In celebration of Indigenous Solidarity Day, we had the privilege of attending the signing of the memorandum of understanding between the Can-Am Indian Friendship Centre and the University of Windsor. We also actively participated in the celebrations.

On July 16th, we took great pride in presenting a cheque to the Hour of the Day Book Club, generated from the funds raised by our BIWOC committee during the event, to honour Black History Month.

We thank our local community for their support towards the Take-A-Shot golf tournament, held in July, which successfully raised over \$3000. Take-A-Shot Sports

provides children who have not had the opportunity to participate in organized sports with a chance to do so.

In September, selected committee members attended the Black, Indigenous, and Workers of Colour Conference at Port Elgin. We are delighted that Michelle Wilson from Local 111 was elected as the first specific Indigenous representative to the National Board. The conference attendees brought back valuable information, which we eagerly anticipate implementing into our future work.

We thank the bargaining committee for their dedicated efforts throughout the contract year. We wish everyone a safe and joyful holiday season.



VETERANS COMMITTEE

By: JOHN MOORE, Chairperson

Email: Johnmoore35@hotmail.com

Wear Red on Fridays

A Donation was made to Brad at Adopt-A-Vet on Sept 8, 2023, for \$548.00. This donation helped them to reach their goal of the mini armory project located at the Children's Safety Village.

We had a group of 5 participate in the Ruck for Remembrance on Nov. 5, 2023. I'm happy to report that we all completed the 22 km (Some faster than others). I want to thank Bob and his son Craig, who carried 22 kgs.

This year's poppy gate collection raised \$7000.00. I want to thank everyone for once again proving how generous Windsor Assembly and ARDC members are. The Legion branch 644 is very thankful.

I want to thank everyone who has purchased a veteran's shirt. Remember to wear RED on Fridays.

Please support veteran-run businesses or join your local Legion.



YOUTH COMMITTEE

By: HALEY ROUNDING, Chairperson
Email: haleyrrounding@gmail.com



TREMENDOUS SUPPORT FROM WAP

The Youth Committee has been very active throughout the year. The committee held a gate collection at Windsor Assembly Plant, with all proceeds going to support the Ronald McDonald House in Windsor, located at Windsor Regional Hospital (Met Campus). The amount raised at the gate collection was \$5000. A big shout-out to all the generous folks at the Windsor Assembly plant! This amount of money made it possible for the committee to sponsor a room at the House for the entire year. Sponsoring a room provides a private room for families (up to 5 people), complimentary Wi-Fi,

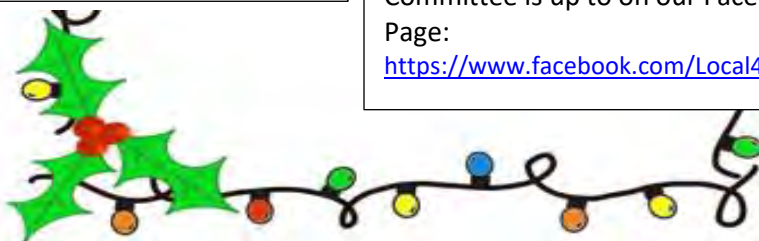
a phone with voicemail, toiletries, clean linens and towels.

The committee has also sent a few groups of volunteers to cook dinner for families staying at the Ronald McDonald House.

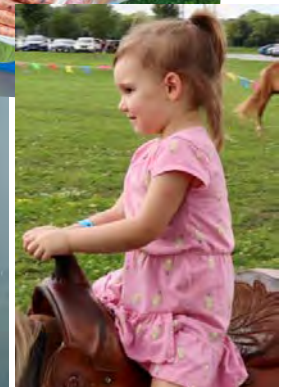
Early in the New Year, the committee will participate in the Coldest Night of the Year event supporting the House of Youth in Amherstburg. Details to come soon!

The Youth Committee continues to meet every month to discuss future events and new ideas of things we can be involved in within the community and our Local. The Youth Committee generally has informal meetings such as breakfast or lunch. The Youth Committee is open to all members of Local 444, and anyone under 35 is welcome. Please reach out if you have any questions or come on out to a meeting :)

You can also see what the Youth Committee is up to on our Facebook Page:
<https://www.facebook.com/Local444ywc>



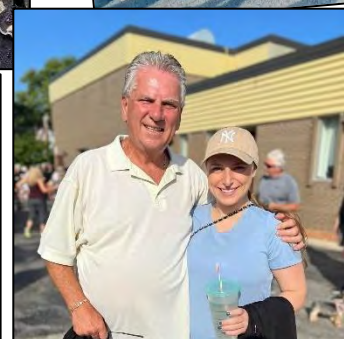
LOCAL 444 UNIFOR Annual Family Picnic





LABOUR DAY 2023





LABOUR DAY 2023

COMMUNITY SERVICES COMMITTEE

By: Sue Najem, Chairperson
Email: s.najem@uni444.com



CELEBRATING 20 YEARS OF BIKES FOR KIDS

Twenty years ago, we held our first Bikes for Kids Campaign, which was well received and appreciated! Throughout the years, we have had many community partners helping by donating new helmets for the kids receiving the bikes we refurbished. In the past few years, the Brain Injury Association of Windsor & Essex County partnered with us to ensure the kids were fitted with the proper helmets. We look forward to working with them again in the future.

Our annual Ornament Day was held on November 26th. This day was attended by families making ornaments, eating delicious baked goods, and enjoying a visit with Santa. Thank you to all Members of the Community Services Committee and volunteers who helped make this day a success. Thank you to Cheryl Bay for all the fantastic baked goods she made.

Throughout the years, we have taken on many projects in our community, and all of these would not be possible without the support of all the committee members, local 444 and the generous community we live in.

One of the backbones of this committee, Darryl Desjarlais, is retiring this year, and I would like to thank him for always being there hands-on to help bring all these initiatives to fruition. We will miss having you as our executive liaison.

However, we hope you will continue to help and support our committee. We wish you all the best in your next chapter.

*I am wishing everyone
a Safe and Happy
Holiday Season.*



