

## Acting President's Report by Chris Becker



Chris Becker

Greetings Brothers and Sisters,

I hope everyone had a little downtime over the busy holiday season and found time to enjoy their family.

The Local has been busy since the last newsletter, with the major shake-up of our President, Robin Dudley,

taking a temporary Unifor National Staff Rep position in Toronto on September 25, 2017, for 35 weeks. All of the Local 1917 Executive would like to congratulate Robin on his new position, and we know he will exceed all expectations at the National level like he did at the Local level for the past 10+ years.

With Robin's move to the National Union, Local 1917 Bylaws state that the Vice-President fills the role of President in their absence. As a result, I have been the Acting President since the start of September.

At the Labour Day Picnic in Riverside Park, Unifor sponsored the JACK the Nimblebus, which was a huge hit with the kids. We also had our new Unifor canopy on display with some giveaways and information for the hundreds of attendees, which were well received. A special thanks goes out to Unifor members Zofia Gronek, Don Campbell, Robin Dudley, Doug Beaton, and Rick Dure for volunteering their time at the booth!

Some of the Local 1917 Flying Squad were called to support the striking workers at Cami in Ingersol. The strike started in the middle of September and ended four weeks later on October 16. Our Unifor 88 Brothers and Sisters fought for and received many gains at the table, as well as the respect and admiration from other Unifor members. Our Union will strike if we feel we are being wronged.

The Flying Squad stayed busy, supporting the Ontario Public Service Employees Union (OPSEU) members at Conestoga College Guelph Campus. The striking faculty were thrilled to have our support and couldn't help but laugh that the campus security was watching none of the other unions picket – only Unifor members. It is great to know that we still have a bad reputation among law enforcement!

Flying Squad members included Mel Davis, Don Campbell, Dave Powell, Doug Beaton, Steve Cole, Mo Harji, Leanne Leveque, Rob Foreman, Christopher Kosmack, Dylan Tardif, Rick Dure, Robin Dudley, and myself.

In October 2017, we ran an Employee and Family Assistance Program one-day education course at our Local Union Hall, which was well received by the local members. We were taught how to understand and listen to our family, friends, and coworkers who are dealing with addictions and other mental health issues.

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Watch your Union boards for the rescheduled three-day Human Rights course that will take place between March 1 and 3. Knowledge is power, and with March not being a busy vacation time of year, hopefully it will be easier to get members out of their workplaces to attend the course. Wages will be covered for those missing scheduled workdays and materials and lunch are provided, as always.

December brought several meetings: Chrysler Council, Independent and Part Supplier Council, and Unifor Ontario Council meetings were all held in Toronto from November 27 to December 3.

The biggest eye opener at the Ontario Council was that residents at long-term care facilities are given only six minutes to get out of bed and get to the breakfast table. Think of that...the residents have to get out of bed, brush their teeth, shower, go to the bathroom, brush their hair, and everything else we do in the morning, and then be at the breakfast table in six minutes.

Unifor has championed a bill that will give all residents a minimum of four hours of care per day so our loved ones in long-term care facilities can live with some dignity.

We were also told about the new Bill 148 changes to the Employment Standards Act (ESA). Many much-needed changes to the ESA were passed, including the new \$15 minimum wage, two paid emergency days and eight unpaid emergency days, three-hour minimum reporting pay for cancelled shifts within 48 hours, pay equity between part-time/contract and full-time employees,

and five paid domestic violence leave days with an additional 15 unpaid weeks, if needed.

Just before Christmas, the Ontario government announced that the automotive workers would only be given seven unpaid emergency days. The reason given was that big automotive company workers were using 60% of emergency days on Fridays and Mondays, and the companies were having trouble staffing all of the absences.

Well boo hoo! Anyone who has worked in the auto industry, including CpK in our Local, will tell you that they have worked six days a week for six years!

Employees get tired of only getting one day off per week to do all of their big chores around their place, so every now and then we take off two days in a row to rest their bodies that pick up nagging injuries.

Also, it puts single parents in a more precarious position with only seven days to use to watch sick children or to watch their kids on Saturday when their babysitter falls through. Therefore, Unifor has started a petition on its website, [Unifor.org](http://Unifor.org), to reinstate the auto industries' emergency days to the same as the rest of the Ontario workers. Please take the time to sign the petition.

As always, stay safe on the slick roads and hopefully spring arrives early.

In Solidarity



**Guelph Food Bank Donation**  
Presenting a cheque for \$1,000 from Unifor Social Justice Fund to Guelph Food Bank staff are Chris Becker and Doug Beaton.



Human Rights course held at the Unifor Local 1917 Hall

## Important Message from Jerry Dias, National President, and Renaud Gagné, Quebec Director



Jerry Dias

Over the course of the past year, Unifor has been vocal and public about our concern with US-based unions trampling on the rights of workers and their democratic right to choose their own representation or to express dissent.

In light of the ongoing lack of action and will by the affiliates of the Canadian Labour Congress to address the aggressive and undemocratic tactics shown by US-based unions towards workers in Canadian locals, a decision was made by the leadership of our Union.

The National Executive Board (NEB) made a unanimous decision on January 16, 2018, to discontinue Unifor's affiliation and membership in the Canadian Labour Congress, effective immediately. The CLC has been notified of this decision today, along with other labour federations.

Our Union will remain affiliated and continue to participate in and support the federations of labour and labour councils and our collaborative campaign work.

The NEB and leadership of Unifor feel strongly that this is the principled action to take at this time. Ongoing communication will be provided to members in a timely matter as we move forward.

Unifor stands in support of union democracy and the rights of workers. Our Union is opposed to any union that threatens, harasses, intimidates, or silences workers for simply asserting their democratic rights to choose a union or for the purpose of quelling dissent within the local.

**Unifor is proud to defend the rights of working people and unions and will continue to do so in a steadfast manner.**

Should you have any questions on this decision, please contact the Executive Assistant to the President, Scott Doherty at [scott.doherty@unifor.org](mailto:scott.doherty@unifor.org).

A letter was sent to Brother Yussuff, President of the Canadian Labour Congress on January 17, 2018.

In Solidarity



## Ontario Regional Council Report by Doug Beaton, Delegate and Local 1917 Financial Secretary



Doug Beaton

I want to thank the Local for the opportunity to attend the 2017 Unifor Regional Council. These councils are an important way for Unifor to hear from individuals and locals across Ontario. View-points and fresh ideas are shared and discussed at Council, which determine the direction our Union will take in the upcoming year.

Nearly 800 delegates from across the province gathered at the Sheraton Centre in Toronto on December 1 and 2 to take part in developing our future strategies.

The labour movement had some big wins this year. The provincial government passed Bill 148 – a very progressive, labour-friendly bit of legislation. This Bill promises to raise the minimum wage in Ontario to \$15 an hour over the next two years: \$14 an hour starting January 1, 2018, and \$15 in 2019.

There will be increased protection for precarious workers, including equal pay for equal work. Part-time, temporary, and casual workers that do substantially the same work as full-time workers will be paid the same rate of pay – this includes temporary agency workers who will now receive termination notice and termination pay for those workers with more than three months of service.

The issue of fairer scheduling practices will be addressed by ensuring three hours pay for on call duty, protected refusal of shifts with short notice, and three hours of pay for cancelled shifts with less than 48-hours' notice. All of this is backed up with stronger enforcement and higher fines for employers who violate the law.

There will be improvements to your time off the job as well. Starting January 1, 2018, workers are entitled to two paid personal emergency leave days, with eight additional unpaid days. This applies to organizations of all sizes. These new rules will apply unless a Collective Agreement provides different rules that are of greater benefit to their workers. There will be support for domestic violence survivors, which includes five paid days leave and up to a total of 10 days off, plus additional unpaid, job-protected 15 weeks off work.

There will now be a mandatory minimum of three weeks of vacation with five years on the job!

Workers will enjoy new rights around joining a union with stronger certification powers. A lot of these rights have been taken away over the years by Conservative governments backed by their greedy corporate sponsors. Finally, we get to take back a little of what made this country a great place to live and work.

Your Union has fought long and hard for these gains and will have to fight even harder to keep them moving forward. Thank you for keeping

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the Conservatives (corporations) at bay the last few elections and allowing us the time to get these bills passed. I'm sure we would be a "right-to-work state" now, had Mr. Hudak been voted into office in Ontario in the last election (that's right to work for less and less, by the way).

With another election coming our way in June, I sure hope we can keep the Conservatives (corporations) out of power once more and not give them the tools to undo what we have managed to accomplish so far. We desperately need another progressive government in place to continue the fight for and to receive the rights we all deserve as workers in Canada.



Doug Beaton (sitting) and Rick Dure at Local 1917's booth at the Labour Day Picnic

Activism by Unifor members this year has brought about pharmacare for those under the age of 25 in this province. Along with the Canadian Labour Congress, we hope to fight for a universal pharmacare plan for all Canadians in 2018.

We need to push our government for pension protections that put workers and pensioners ahead of all others in bankruptcy situations. Bankruptcy laws must be rewritten to protect our hard-earned pensions. We all cringe when we hear of huge corporations like Sears defaulting on their pension agreements with employees to pad the pockets of their executives. This injustice has to stop.

Local 1917 was on hand in Milton when Northstar tried to screw our Unifor Brothers and Sisters out of their hard-earned pension money. We took over their plant and closed them down for over a week. Hundreds of members staffed the lines from many different locals during the course of this action, just to get the attention of Canadians so they could see how despicable a corporation can be when it comes to stealing workers' money.

Local 1917 was also involved with our Brothers and Sisters at the GM CAMI plant strike in Ingersoll in their fight to keep good jobs in Canada. Along with many other locals, we helped support the line and offered our solidarity to those taking a stand against the greed-driven loss of Canadian jobs.

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Local 1917's annual toy drive, in conjunction with CP24, was a great success again this year at the Ontario Regional Council. We managed to raise \$1,795.00 and gather two very large bags of toys! Many thanks go to all of the folks who donated to a good cause and special thanks goes to our delegates for taking turns working the toy drive table.

2018 is going to be another busy year for Unifor and Local 1917. Our National President, Jerry Dias, will no doubt be front and centre with the Prime Minister again this year, representing all workers in Canada during the ongoing NAFTA talks.

It's about time the Canadian government had a representative of labour invited to the table to look after the rights of workers in these very important talks, and who better than our own Jerry Dias? I'm quite sure our last Conservative government, under Stephen Harper, would have held these talks behind closed doors and with only corporate input.

I hope to see improved mental health care services and better regulations for long-term care residents and staff in 2018, and I look forward to helping out with those campaigns.

Have a great new year, everyone!

In Solidarity



**Ontario Regional Council**  
Lining up at the microphone to talk up the CP24  
Toy Drive  
L-R: Doug Beaton, Chris Becker, and  
Robin Dudley

## Ontario Federation of Labour Report by Andrew Bascombe, Delegate



Andrew Bascombe

Happy New Year to all the members of 1917.

During the fourth week of last November, along with Matt Pompeo and Doug Beaton, I attended the Biennial Ontario Federation of Labour Convention

celebrating its 60<sup>th</sup> anniversary.

During the convention, we had the opportunity to hear from both the Provincial and Federal leaders of the NDP. They both spoke about the need for labour and the NDP to continue to work together to defeat the Liberal Party in the coming elections. Andrea Horwath focused on the actions the Liberal Party had taken against the college teachers in ending their five-week strike.

We also had a heated debate when an amendment to one of the resolutions put forward advocated for political support from the various unions to the NDP, in both the upcoming provincial and federal elections.

This motion ignited the debate as to the autonomy of each separate union's ability to determine for itself what direction to take, and how it would choose to participate in the coming elections.

After three days of vigorous debate, and a separate vote on the overall action plan (all the resolutions put forward at the convention), both the action plan and the amended resolution were passed.

Also, and most importantly, was our presence on Parliament Hill on the Wednesday when the final reading for Bill 148 was given and the bill was passed.

Bill 148 has new changes to the *Employment Standards Act*, which includes an increase to the minimum wage, first to \$14 then to \$15 in 2019, which is a change won by the unions as part of the ongoing *Fight for 15 and Fairness* campaign.

Changes to Emergency Leave include the first two days being paid and the requirement to provide a certificate from a qualified health practitioner as evidence that the leave qualifies under this section. These will no doubt be difficult issues going forward.

Also, there is an increase to vacation time and how it should be taken. It's now three weeks after five years (Section 33). This also applies to other leave provisions, such as Critical Illness, Death of a Child Leave, Crime-Related Child Disappearance Leave, Domestic or Sexual Violence Leave. Other workers' rights that have been updated are rules covering becoming unionized, which are now a part of the *Act*.

I encourage everyone to read and understand what these changes mean to your rights as an employee and suggest that a copy of this bill be made available to the members of our workplaces.

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Mental health continues to be a big concern for our members and families as a whole. We heard moving stories of our members living with and moving forward from these challenges with a message of hope and the encouragement that help is available. Training to identify and deal with this need must be addressed by all employers across this country.

I also attended the Labour Council and Workers of Colour Election caucuses and experienced the disturbing way in which these caucuses go about electing representatives to the OFL Executive Board (lack of process and shared information, for those new to the process).

This was discussed, and changes are hopefully coming. The Workers of Colour members attended court in support of Desmond Cole and his ongoing battle with the city of Toronto, only to see the slow progress of the justice system at work as his case was pushed to be heard at a later date in January.

As one of the delegates from our Local for the Guelph District Labour Council, I am happy to report that due to your support during the holiday season, the annual Soup, Socks, and Song campaign to help support those in need in the Guelph area was once again a great success.

A great meal was served to the community on December 9 at the Welcome In Drop-In Centre, and the clothing that you so generously donated was distributed to those in need. I want to thank the members who did what they could on such short

notice for this event, and we will work towards getting the information about this campaign to you sooner this year.

2018 will be a challenging one for everyone as we work with our workplaces to make things better for all the members of our communities and families.

In Solidarity



## Ontario Federation of Labour Report by Matthew Pompeo, Delegate, Shop Steward at Con Cast Pipe, and Delegate for the Guelph and District Labour Council

Hello Brothers and Sisters,

I had the privilege of attending the 14<sup>th</sup> Biennial Ontario Federation of Labour Convention in Toronto last November 20 to 24.

The Ontario Federation of Labour represents 54 unions and one million workers, and it is also Canada's largest provincial labour federation. As Chris Buckley, President of the OFL said, "You, the workers, are here this week to give us our marching orders for the next two years in Queen's Park!"

We started the convention with an Aboriginal opening of traditional native stories and dances by Aaron Bell and the White Pine Dancers. The morning consisted of introductions and reports from the OFL Executive, consisting of President Chris Buckley, Secretary Treasurer Patty Coats, and Executive Vice-President Ahmad Gaied.

Then, the Action Plan. The central reason for this convention was introduced to the floor. Andrea Horwath, the provincial leader for the NDP, gave a speech on the hope she has for the future of labour in Ontario. Capping off the day was the Young Workers Forum with stories from union members about their workplaces and the struggles they have faced, but overcame with support from the labour movement.

The next three days were filled with panels and speakers from many unions, discussing subjects like stopping violence against women, how labour councils can organize and rise up against hate, and mental health.

Hassan Yussuff, President of the Canadian Labour Congress, spoke to us about the strength we have shown in Ottawa with our unity.

Jagmeet Singh, the federal leader of the NDP, gave a speech that had the whole room cheering, speaking on needing a national Pharmacare plan and how he is against the growing trend of privatizing public sector jobs. Many of the resolutions debated on the floor were passed by the majority. They ranged in subjects from workers' rights, women's rights, and anti-discrimination, to strengthening retirement security and promoting safe and healthy workplaces.

My favourite keynote address came from Stephen Lewis, former leader of the Ontario NDP in the 1970s and current chair of The Stephen Lewis Foundation. His foundation works to give aid to impoverished communities across the globe. He spoke of the hardships faced by the Aboriginal communities in our backyard. It was quite the eye opener.

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We also held a rally celebrating the victories for labour that came with Bill 148. We marched from City Hall to Queen's Park. The Friday was a forum on greens jobs and climate justice followed by an Aboriginal closing by Aaron Bell.

It was quite the experience to see politics at work and to participate in selecting policies in to be discussed in parliament. I look forward to reading about the accomplishments that the Ontario Federation of Labour will make in the coming two years.

In Solidarity



**Jagmeet Singh, Federal Leader of the NDP, addressing OFL delegates**

## Remembrance Day



**Unifor Local 1917 wreath at the Remembrance Day ceremony**

## Canadian Council Report by Mahmud (Mo) Harji, Delegate



Mahmud Harji

The Canadian Council, which was held in Winnipeg, opened with the introduction of the National Executive Board, a moment of silence for the fallen Brothers and Sisters, and a traditional prayer lead by First Nations called a smudging ceremony.

The first guest speaker was Winnipeg Mayor Brian Bowman, who was pleased that Unifor had

chosen his city to be the host of this 2017 council. He spoke of the journey his city has gone through over the years. He was proud of the unity of Métis and other Canadians to make Winnipeg known as a proud multi-cultural city.

He also went on to speak about the flourishing tourism industry, which is attracting all walks of life from around the world to Winnipeg.

There were many memorable guest speakers, such as Brother Jerry Dias, who flew in from Washington DC to speak about the current free trade talks. He touched on many companies, such as Northstar (one of many companies cutting jobs and pensions). Brothers and Sisters, this reminds me of our old owners, Collins and Aikman, who did a similar injustice to us!

It's sad to say that this is going to be the norm if we don't fight back. These companies that cheat hard-working people and their families have no compassion in their hearts. As Brother Jerry Dias said, Unifor will not back down and will continue to fight.

The conference also touched on inequality in the workplace and at the local level. An equity audit was conducted by Sister Christine Maclin of each local across Canada. The findings were shocking: we haven't made a dent on the issue of equality or equity. She went on to break down the percentages of the workplaces as follows:

- 28% female workers
- 15% workers of colour
- 12% young workers
- 2% workers of ability (the word "disability" will not be recognized any longer under the Charter of Rights)
- 1% Aboriginal workers
- 1% LGBTQ workers

She broke down each equity-seeking group in an individual report, which was submitted to the National Executive Board.

What this means is that changes are going to be made in the hiring process, at the local level in union election processes, and candidates running for positions will need to meet the new requirements based on these findings.



Unifor Canadian Council - August 18-20 - Winnipeg - Conseil canadien d'Unifor - 18 au 20 août

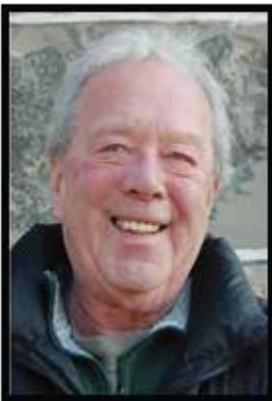
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This will reflect Unifor and its mission for equality for all! These changes will take time, but rest assured it will be done through the resolution process.

In closing, this conference was intended to deal with these topics and reflect on these findings.

I'd be happy to provide anyone with more information about this Council.

In Solidarity



Mel Davis

## Retired Workers' Report by Mel Davis, Retired Worker Chairperson

The cold and nasty weather at the start of the new year was enough to keep our retired workers hunkered down or heading south for the duration. So, all is quiet on the retired

workers' front, but not for all.

A group of our retired workers have become hardcore protesters who are more than willing to help on picket lines to support different locals.

Since our last report, our retired workers have been to a number of strikes and/or lockouts.

At Milton, we arrived at 3:00 a.m. and stayed for three days. At GM Ingersoll, we were there three different times, and we were on the line in support of the college faculty, too, during their strike.

We may be retired from our jobs, but not from the fight!

Solidarity!



Mel Davis (L) with Mahmud (Mo) Harji (R), lending support on the OPSEU college faculty

## Independent Parts and Suppliers Council, Ontario Regional Council, and Ability Caucus Report by Mahmud (Mo) Harji, Delegate



Mahmud Harji

Let's begin with the Independent Parts and Suppliers (IPS) Council. Brother Jerry Logan was named President until Brother Robin Dudley returns from his temporary position with the Unifor National office.

After the smudging ceremony, a discussion on commercial contracting was held. Commercial contracting means that once

a contract is coming to an end, the union and the company will be notified from the buyer what their demands are to keep the jobs at that facility.

The other thing I picked up is that if the company is going to close, they would find work or job transfers in approximate areas for the members being affected of closure with their seniority intact. For those who choose a buyout, they could ensure a fair, if not the best, package!

I would like to see that in everyone's Collective Agreement! Brothers and Sisters, we represent the membership at this conference, and we should have the right to say how we feel. I'm glad that our delegation supports that position!

The other discussion was on organizing and getting non-union facilities organized, such as, Toyota, Sharp Bus Line, etc.

I would like to congratulate Brother Chris Becker as Vice-President of Local 1917; he has stepped in as Acting President until Brother Robin Dudley returns. Brother Chris Becker stepped up to the microphone, urging

delegates to donate to the CP24 toy drive. With help from Brothers Robin Dudley and Doug Beaton, well over \$1,000 in donations and toys was raised!

Now on to the Ontario Regional Council. We opened the Council with a moment of silence and a smudging ceremony. Then, we got right to work on our full agendas with all of the guest speakers.

Equity, equality, and mental health issues (which affect all of us) were the most well discussed topics at this conference. The resolutions brought forward were dead on! Once resolutions are adopted, they are introduced at your next collective bargaining sessions.

These issues are not to be taken lightly and should be raised, because one out of ten workers will face them during their lifetime!

Brother Jerry Dias spoke on progressive policies that the Union has been demanding for decades, such as free post-secondary education for low income students and a free drug plan for those under the age of 25. This is just the beginning!

The other items touched on were political direction and equity audits. For those who want more information about the Ontario Regional Council, please feel free to ask me.

Lastly, the Ability Caucus. The meeting was mostly about changing the term "disability" to "ability," which I also mentioned in my Canadian Council Report.

The able community is encouraging all to submit a logo that reflects that not all abilities are the same.

In Solidarity

## Women's Committee Report by Linda Green, Chairperson



Linda Green

Welcome back, Sisters!

January had a Women's March on January 20, 2018, in Nathan Philips Square. Millions marched in cities around the world.

Our Unifor National Union states that now is an important moment to come together to push for social justice for the

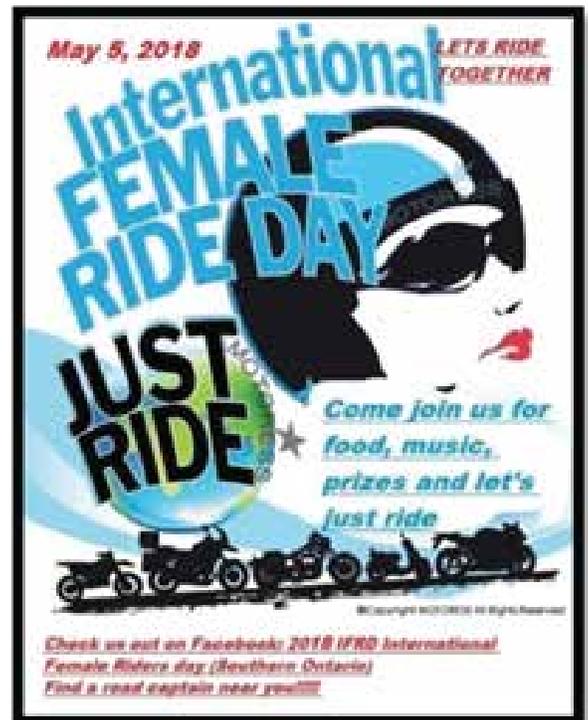
most marginalized and oppressed among us.

The Women's March is an important tactic for unifying our communities in order to create change. Now is the time to show resistance and solidarity. We must not rest until women have equity, justice, and parity at all levels of leadership in society.

From coast to coast to coast, there are actions happening, and Unifor is encouraging all members to attend and unite for the protection of women's rights, safety, health, access and representation.

I'm gone in February on a Rock Legends cruise, but on International Women's Day on March 8, 2018, the University of Guelph will be holding an International Women's Day Conference.

In Solidarity



## Unit 40 (CpK) Report by Christopher Kosmack, Chairperson



Christopher Kosmack

I hope everyone had an amazing holiday season and a very happy new year!

Last year was a very busy year for this Unit. It started with a few weeks layoff, then right to six-day weeks with mandatory Saturdays.

In May and June, we ran a very intense election, with more runoffs than I think most had ever seen in this facility. I would like to take this time to thank everyone that participated, voted, and showed the solidarity that helps drive our membership.

I personally would like to congratulate everyone who was elected. We have an amazing team, and let's remember it's all of us at CpK that make the facility what it is today.

The company left us short-staffed, but now 13 people have been hired on full-time. We will continually work for more staff in 2018. We also got back our lost Labour Pool, and it should be fully up and running more smoothly this year. I understand the frustration at the lack of workers and training, which has impacted us all. The workers hired and the Labour Pool department is a big win for our membership, moving more effectively and efficiently again.

I attended Chrysler Council and was surprised to hear that all of the FCA plants were feeling the same pain we felt over the course of the year. It was also a big discussion about the commitment they promised to spend on the Brampton plants' paint booth. We have all seen the schedule for this upcoming year, and the time for the upgrades is scheduled for July 30 until August 17. Unifor wants the FCA to show us the money, to ensure it will be used as agreed upon.

We have been thrown for another spin in the auto industry as of January of this year. I just want to make it clear that Unifor does not support our industry only getting seven emergency days. We encourage everyone to sign the petition on the Unifor.org website. I will also have sheets available for us to sign if it makes it easier for some of the members. Just for clarification, we will still get our bereavement days paid as per our Collective Agreement.

In closing, it is important to bring up that this past year, it was all of your hard work that made everything run as smoothly as possible, even with the lack of resources FCA allocated to us. I thank you all and know it wasn't fair.

A lot of us have been here a long time, and with everyone's input in their departments and helping the facilitators and pillar leads, we can drive this facility into Bronze within World Class Manufacturing, helping secure our success of new business moving forward. We, as the membership, have the experience, the voices, and methodology in place to make our workplace a better place. It's our time in 2018 to help build on what we started in 2017.

In Solidarity



Assisting with donations at the CP24 Toy Drive at Ontario Regional Council  
L-R: Chris Kosmack and Chris Becker

## Unit 42 (Hitachi) Report by Jerry Escott, Chairperson



Jerry Escott

It was another trying year at Hitachi. Most people were recalled after a 100% bargaining unit layoff in December 2016.

A lot of members took buyout packages or retired, which significantly reduced our numbers. As of now, it's still uncertain what's to come.

If this work does come to fruition, then not only will all remaining workers be called back, but more will be hired. My fingers are crossed, to say the least.

Hopefully we'll see a better year in 2018!

In Solidarity

Rumour has it that there are irons in the fire, but the company has yet to solidify the major order from our biggest mine to date. They assure us that a huge push for this work is in process.



Steve Cole (L) and Mel Davis (R) picketing at Cami

## Unit 4 (Con Cast Pipe) Report by Larry Breese, Chairperson

Happy New Year, Brothers and Sisters!

Shortly before 2017 wrapped up, I was lucky enough to attend the Ontario Regional Council in Toronto. It was a great time as always, and it was refreshing to see all of the good people in attendance! The show of unity at these councils is a breath of fresh air, to say the least!

So far, here at Con Cast Pipe, we currently have approximately 40% of our membership recalled from layoff, with more expected in the near future.

Orders-wise, we are extremely busy but needed the time to allow our maintenance department enough time to work with the machinery.

The Union Committee and I are working with management, targeting early February 2018 to have everyone back to work.

I hope that you all enjoyed your holiday season, and I wish you the best in the upcoming year!

In Solidarity



**Ontario Regional Council**

Clockwise from top: Leanne Leveque, Chris Kosmack, Mel Davis, Mahmud (Mo) Harji, Larry Breese, Angelo Renon, Doug Beaton, Chris Becker, Jerry Escott

## Unit 69 (WestRock) Report by Leanne Leveque, Chairperson



Leanne Leveque

Greetings!

I must say, it has been quite a busy fall, starting with the annual Labour Day Picnic put on by the Guelph and District Labour Council. We all teamed together and served hot dogs, samosas, and drinks. There were many tents with information from various unions about the work we do.

Our Union, Unifor, stood out from the rest. We had a huge information tent set up, as well as the JACK the Nimblebus for the children to play in, which was a HUGE hit! It was a perfect day all around: great weather, community engagement, and solidarity.

In October, Kelly Normore, Tanya Bromley, and I, along with other members from our Local, took part in a course that was offered at the Unifor Hall: Employee and Family Assistance Program. I must say, this was a very emotional and rewarding day. We learned how to identify, provide guidance, and most importantly, support family and friends who are going through a variety of circumstances, which include but are not limited to addiction, grief, and abuse.

At the end of November, the plant chairs all attended the Annual Ontario Regional Council, which takes place every year in Toronto. It was, as always, a jam-packed weekend. As usual, we always start Council with a traditional Aboriginal greeting, which I really look forward to.

Then, there are many guest speakers, discussions, debates, recommendations, and resolutions. Committee reports are presented by the Political Action, Young Workers, Women's, LGBTQ, EFAP, AWOC, EI/ CPP, and Workers with Disabilities committees, to name a few.

We also go over the impact that any new bills being legislated will have on workers and our communities. For example, Bill 148 Ontario is a bill that amends the *Employment Standards Act*, the *Labour Relations Act*, and the *Occupational Health and Safety Act*.

In December, with the Guelph and District Labour Council, I had the honour of giving back to the community by serving those in need. We had our annual Soup, Socks, and Song event, where we do a socks and warm clothing drive and serve homemade soup at the Welcome In Drop-In Centre.



**OPSEU Rally**  
Dylan Tardif and Leanne Leveque

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This year, we also prepared a traditional Christmas dinner with all the fixings. It was an extremely rewarding day. I volunteered my time to help organize their pantry.

As for WestRock, I am very happy to say that the company is finally starting to do some hiring. In total, I have been told they would like to hire 15 people. This will be a tremendous help to our workforce, as we have been running VERY lean for months.

We also expect plenty of movement to happen plant-wide. Three members will retire in the spring: Rob Bamsey, Colin Pinchin, and Rick Prior. I wish you all MANY happy years of retirement and all the best!

The job postings have already started, and it will be quite the ripple in movement once it's all said and done. I wish everyone much success in the new positions they are awarded.

In closing, I hope that everyone had a wonderful Christmas! I wish you all health, happiness, love, and prosperity in 2018.

Peace and Solidarity

## Unifor National Skilled Trades Council Report by Mark Whitford, Local 1917 Trades Delegate



Happy New Year to all the Brothers and Sisters of Local 1917!

I attended the Unifor National Skilled Trades Council in Windsor, held between November 10 and 12, 2017. John Breslin, National Director of Skilled Trades, opened the conference by talking about the importance of having mentoring programs for journeypersons and apprentices so they can effectively communicate with each other.

There is commonly an age difference that presents some challenges for an older journeyperson to teach a younger apprentice, and vice-versa. Oftentimes, the age barrier is a difficult bridge to cross, and this is why mentoring programs are so important.

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some challenges for an older journeyman to teach a younger apprentice, and vice-versa. Oftentimes, the age barrier is a difficult bridge to cross, and this is why mentoring programs are so important.

John Breslin stated that the average age of a journeyman is 55. As of now, there is a shortage of tradespeople, and few apprentices are coming into the trades. As well, some companies are not willing to hire apprentices or to have apprenticeship programs. There is going to be a crisis in the trades in the next 10 years unless things change.

Guest speaker Ken Lewenza, former CAW National President, talked about Bill C-49. In this bill, the government wants to use Locomotive Voice and Video Recorders (LVVRs) in the cabs of locomotives.

Since LVVRs were heavily lobbied for by employers, there is good reason to believe the technology will be used as a disciplinary tool.

This is not acceptable and has no positive impact on public safety. Most importantly, the installation of LVVRs violates the privacy rights of rail workers

and will increase the stress level of those being monitored (which may even reduce safety).

There is already sophisticated "black box" technology that exists on locomotives, which record all operative actions taken by the locomotive engineer, such as speed and use of air breaks.

Further, Bill C-49 will open the door to other transportation employers to adopt LVVRs, making privacy violations the government-sanctioned standard.

Finally, there are very serious unintended consequences of Bill C-49; there has been no discussion or plan for how the Transportation Safety Board plans to maintain the integrity of the LVVRs data once locomotives enter US territory.

Guest speaker Ken Lewenza Jr. talked about the grow wall project (vertical farming) in Windsor Essex County, how much support it's received in the community, and how nice it is to have the local union skilled trades involved. Ken Lewenza Jr. explained that each 32-square-foot wall can produce the equivalent of one acre of land over the course of a year. Also, the wall uses 98% less water and pesticides that are currently used on farms.

The Trades Council presented a cheque to the charity of choice: a homeless shelter in Windsor called Street Help. This shelter supports 200-300 people a day and, like most shelters, its doors open 365 days a year with the support of the community and local union.

In Solidarity

**How much have you paid in income tax? Do you think you've been treated fairly by our taxation system? No one wants to pay more taxes than they have to!**

We all want to pay our share and hopefully, it's only our fair share! Would you like to pay less tax? Would you like to get a tax refund? What would you think if you had access to a system that may generate a tax refund for you? Is that something that would interest you?

### Canadian Citizen's Tax Burden

In Canada, the tax burden is unfairly placed upon the shoulders of the citizens. The 2017 Budget requires Canada Revenue Agency (CRA) to collect \$300 Billion. The breakdown for tax collection is attributed at 75% or \$225 Billion from personal income tax and 25% or \$75 Billion from corporate tax payers and other forms of taxation.

### Who's entitled to a refund?

Everyone! Working families, wealthy families, clergy, northern residents are all entitled to refunds. Anyone that files a Canadian tax return is entitled to a tax refund!

Tax refunds issued by the CRA are based on the returns you file personally. The refunds are generally allocated as follows:



### Source of Tax Refunds



### Why Are Personal Income Tax Reviews So Obscure?

Cost! Cost! Cost!

Personal income tax reviews are generally very expensive. The cost/risk ratio can be prohibitive with no guarantee of success! Until now, only the wealthy could afford an income tax review.

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This system has been developed to find tax refunds for the majority of clients. Not everyone will get a refund and those that obtain refunds vary in dollar size.

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**You can contact your accountant for your tax review or you can let us find you the tax refund that is rightfully yours!**

1. Our Clients sign up on-line in 2 minutes!
2. Copies of previous years personal income tax returns are **NOT** required!
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4. Average refund is received in 3 months!
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## Unifor Local 1917 Baseball Teams - 2017





**Unifor Local 1917 Officers**

**Acting President:** Chris Becker

**Vice-President:** Chris Becker

**Financial Secretary:** Doug Beaton

**Recording Secretary:** Rick Dure

**Guide:** Steve Cole

**Sergeant-at-Arms:** Mahmud (Mo) Harji

**Trustees:** Andrew Bascombe  
Leanne Leveque  
Tracey Losee

**Unifor Local 1917 Chairpersons**

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**Retired Workers:** Mel Davis

**Guelph Labour Council Delegates:**

Andrew Bascombe  
Doug Beaton  
Matt Pompeo

**Unifor Council Delegates Units 4 and 42:**

Doug Beaton  
Rick Dure

**Unifor Council Delegate Unit 40:**

Mahmud (Mo) Harji

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