

## President's Report by Robin Dudley



Robin Dudley

Greetings Members,

First and foremost, I want to personally thank the roughly 530 members who voted in the last election for the Local Executive. It was a great turnout for voting, as well as a record number of people running for positions.

I want to personally thank you all for re-electing me as your Local President. I am truly honoured by the overwhelming support of the members who wished me well in the election. I cannot wait to get the next three years of my term rolling.

I also would like to congratulate the new and re-elected members of the Local 1917 Executive. The new Executive Board includes:

- Chris Becker, Vice-President (CpK),
- Doug Beaton, Financial Secretary (Hitachi),
- Rick Dure, Recording Secretary (Con Cast),
- Steve Cole, Guide (Hitachi), and
- Mahmud (Mo) Harji, Sergeant-at-Arms (CpK).

The Trustees are:

- Andrew Bascombe (Con Cast),
- Leanne Leveque (WestRock), and
- Tracey Losee (CpK).

The Unifor Council delegates are:

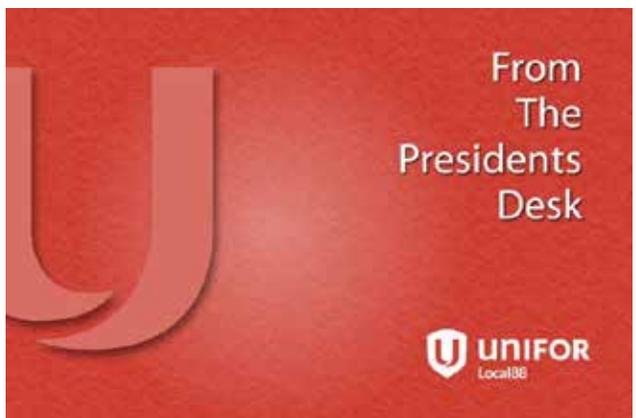
- Mahmud (Mo) Harji,
- Doug Beaton, and
- Rick Dure.

The Guelph and District Labour Council delegates are:

- Andrew Bascombe,
- Doug Beaton, and
- Matt Pompeo (Con Cast).

As you can see by the units the Executive members work in, we have a great variety of workplaces. It is essential to have more than just one workplace involved in the Local to ensure the transparency you all expect and deserve.

Congratulations again to all and I can't wait to work with you all moving forward.



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On the topic of elections, I just wanted to briefly address some of the concerns that were brought to my attention on how people campaigned and how accusations and assumptions were used to try to influence the vote.

I addressed this by issuing a letter, which was posted in the plants, that stated we should be running fair campaigns and not smear campaigns. Making accusations and assumptions takes away from the integrity of the Union and the election process in general. With that being said, I spoke to the Executive about taking a slightly different approach when we have the next election. The idea of opening our Union Hall to a “meet the candidates” night so people can meet and talk with those running for positions was suggested. We, as an Executive, will explore this option as we move forward.

As I have promised in the last newsletter and at the last membership meeting, we need to restart our Local 1917 committees again, so members can get involved with your Union and your Local.

Information about the committees we have and new committees that we are going to be starting should be posted in your plants.

A sign-up sheet for volunteers and a brief explanation of what each committee does is in the posting. I ask that the names of the volunteers be forwarded to the Local by August 7.

**We want involvement from the units.** This improves communication and builds solidarity.

On that note, I want to restate that we have an open-door policy at the Local. Everyone is welcome to come to meetings and contact the Executive – we encourage this. At our bi-monthly General Membership Meetings, it is communicated to everyone what is going on with the Local, the National, etc., whether it be events, contract talks, or finances. Please feel free to attend.

Your Local is also going to be running more educational programs. Keep an eye on your Union boards for information on these upcoming courses. Remember that knowledge is power and we can always learn more. I hope to see some of you there.

Another thing to be noted is the Unifor Local 1917 2nd Annual Ball Tournament. It is being held on September 10 at Marden Park, 7391 Marden Road, Guelph, and a notice should be posted in all of the plants. The cost is \$10 per person and children play for free. This co-ed slo-pitch (3-pitch) tournament is open to all Unifor Local 1917 members, their partners, and their children over the age of 16. Younger children are welcome, but they cannot play in the tournament. There will also be a barbeque. Please don't forget to sign up.

I'd be remiss if I didn't mention the first-ever Independent Parts and Suppliers (IPS) Bargaining Conference that was held in London. The IPS is a sector council within Unifor that deals mainly with auto parts. I am privileged to have been elected as the President of the IPS and to have had the honour of chairing the Convention.



Robin Dudley, President of the IPS Council, addressing the IPS Conference in May 2017

We had over 130 members from all tiers of auto parts manufacturing attend the event. It was a great convention, dealing with parts issues and paving the way for the future. It was also great having a number of members from CpK there. IPS is a very important part of the Union, consisting of over 17,000 members in over 120 bargaining units that deal with 79 different employers.

I am honoured to have been nominated last year by Brother Mo Harji from CpK and endorsed by the National, which resulted in me being voted in as the President of the Council.

Your Local has approved and sponsored the “Jack the Nimble Bus” (a bus for kids to jump around and play in) for our Labour Day Picnic. We will also staff a booth with some giveaways. We are looking for your help to come and put in a little time at our booth and help spread the good word about Unifor and our Local in the community.

The Labour Day Picnic is at Riverside Park in Guelph on September 4 from 12 p.m. to 3 p.m. We encourage as many of you as possible to bring your families out for a great day of music, a free lunch, free rides, the Nimble Bus, and some giveaways.

In conclusion, I want to personally wish everyone a great summer with your friends and family. Enjoy the heat, as it’s always a long time coming.

In solidarity.

**Solidarity for a Better World**  
Unifor Canadian Council  
August 18 - 20, 2017



## Golf Tournament Report by Chris Becker, Vice-President

Good Day Golfers!

We had 95 members participate at Wildwinds Golf Links for the Local 1917 tournament this year. The course was a little wet, but the weather was perfect and there wasn't a bug to be seen while looking for errant golf balls in the long grass.

After 18 holes, the foursome of Rick Dure, Nathan Caughill, Ian Leavoy, and Clint Murphy mastered the course, finishing with a score of 10 under par.



The Winning Foursome  
L-R: Ian Leavoy, Nathan Caughill, Rick Dure, and Clint Murphy

The ladies long drive champion was Lori Griffith (CpK), while Ian Leavoy (Con Cast) took the title for the men.

Closest to the pin for men on Hole 17 was Rick Dure (Con Cast), and Rob Heaney (CpK) had the honours on Hole 3. For the ladies, Becki Luxton (CpK) was closest to the pin on Hole 15.

Back at the hall, we had 2 for \$5 beers poured by retiree Murray Kirkpatrick (Hitachi), and beer tickets and 50/50 tickets for the Guelph Food Bank sold by Doug Beaton (Hitachi). Congratulations to Grant Dymment for winning \$140 from the 50/50 draw.



50/50 Draw Winner  
L-R: Robin Dudley (Local 1917 President) and Grant Dymment

Although the Pigmaster was late, the food was excellent.

Thank you to Unifor, Unifor Local 1917, Cpk, Con Cast, and Wildwinds Golf Course for donating the prizes for the tournament.

Have a safe and happy summer, and we will see you next May for more Local golf!

In solidarity.



Doug Beaton

## The Financial Secretary's Report by Doug Beaton

I would like to take this opportunity to thank the members of Unifor Local 1917 for their over-

whelming support in my bid for re-election as your Financial Secretary for another three-year term.

We, as a Local, are starting off this term in great financial shape! The books are in order and we are fully prepared to meet the challenges that lie ahead for all of us.

Our newly elected team of Trustees, consisting of Leanne Leveque from WestRock and Tracey Losee from CpK, under the guidance of veteran Trustee Andrew Bascombe from Con Cast, will keep my feet to the fire with the auditing of the Local's books.

The Local membership meetings will resume in September on the second Tuesday of every month, and I look forward to seeing some new faces and answering questions that anyone may have on our Local's financial matters. This is our Union and everyone has a say as long as you attend the Local membership meetings. Don't rely on the opinions of others; come get your information firsthand.

I believe you are going to find a new level of energy and enthusiasm being brought into the position of Vice-President with the election of Chris Becker. A dedicated activist, workplace rep, and former committeeperson at CpK, Chris is enthusiastic. I'm sure we will see more action from our Vice-President than ever before. Just like the energy and commitment Chris brought to the office of the Recording Secretary here at Local 1917, he will bring this to his position as Vice-President. I wish him the best of luck in his new position here at the Local.

We will miss Chris as Recording Secretary, but I am very confident in his successor Rick Dure. Rick has been taking care of the good people at Con Cast as a committeeperson and has also been serving as their Unifor Council delegate (a position he still holds).

On a side note, I would like to thank Larry Breese, Plant Chair at Con Cast for taking Robin and I for a tour of their facility. I had the pleasure of meeting many of the members who work there and I have to say they are some of the toughest and hardworking people I have ever met. It is an amazing place, and Con Cast is very fortunate to have the workforce they have.



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The Local membership has become more involved than ever, and I'm truly excited about the direction we are headed. We will soon be offering more Union educational courses at our Union Hall to better serve our membership. We will be bringing back our recreational events (golf, trap shoot, poker, and baseball), along with some new events from Mike Carere and our Recreation Committee. We have a new women's advocate, Linda Green, who has stepped up to the challenge of this very important position, ensuring women's rights in the workplace.

We encourage everyone to attend this year's Labour Day Picnic at Riverside Park on September 4, 12 p.m. to 3 p.m., to enjoy the festivities. Our Local will be there and sponsoring "Jack the Nimble Bus" for the children to enjoy some fun activities. The Guelph & District Labour Council is hosting the event again this year and will be providing a free BBQ to all who attend!



I look forward to becoming more involved with the Guelph & District Labour Council as a newly elected delegate, along with Matt Pompeo and Andrew Bascombe. Thank you once again to the Unifor Local 1917 membership for putting your trust in us; we won't let you down! I will enjoy being the voice of Unifor among the other Unions within the Labour Council, along with our other delegates and our own Leanne Leveque, who sits on the Executive Board.

We have a really great team in place here at the Local this term. I would like to congratulate Steve Cole from Hitachi for his election to the position of Guide. Steve has been an activist and flying squad member for as long as I can remember. He is very involved with our Local and is someone we can count on.

I would also like to congratulate Mahmud (Mo) Harji on his re-election to the Sergeant-at-Arms position, as well as the position of CpK Unifor Council delegate. Mo is another dedicated activist and a very active member of our Local. He represents Local 1917 with all his hard work with human rights and aboriginal workers of colour. Mo is steadfast in his convictions and will always fight for the rights of workers, no matter what. I'm proud to call him Brother. We have seen our fair share of picket lines, protests, rallies, and organizing events. Rain or shine, Mo and Steve are there and that's what it's all about: solidarity.

Speaking of solidarity, I have to mention our Chair of the Retired Workers Chapter, Mel Davis. Mel is an integral part of Local 1917 and the day-to-day operations at the Union Hall. Along with our Hall Administrator, Lynne Hulley, they perform all of the endless and necessary tasks that allow the rest of us to do what we do.

Lynne and Mel are also a source of valuable information. They are the voice of experience and common sense that keeps us all grounded, when needed.

You might have seen Murray Kirkpatrick's smiling face pouring your beers at the golf tournaments, or Mel, Murray, and Don Campbell waving flags and shouting slogans at the numerous rallies and leafleting events they've attended (free of charge, I might add).

Don is very active within our Local. His creative flair can be seen everywhere, from his woodworking projects and glass etchings as golf prizes to his Unifor-inspired stickers and artwork.

Thank you to all of our retirees!

With the re-election of Local 1917's President, Robin Dudley, the team is very well-rounded. With Robin's continued leadership and dedication to Local 1917, Unifor, and the labour movement, we are assured that we can continue to move forward in an inclusive and responsible manner for all.

Robin's leadership abilities are second to none, and he has proven himself, once again, with his re-election results, as being worthy of our respect and support. Let's all get behind our team, support their efforts, and make a difference!

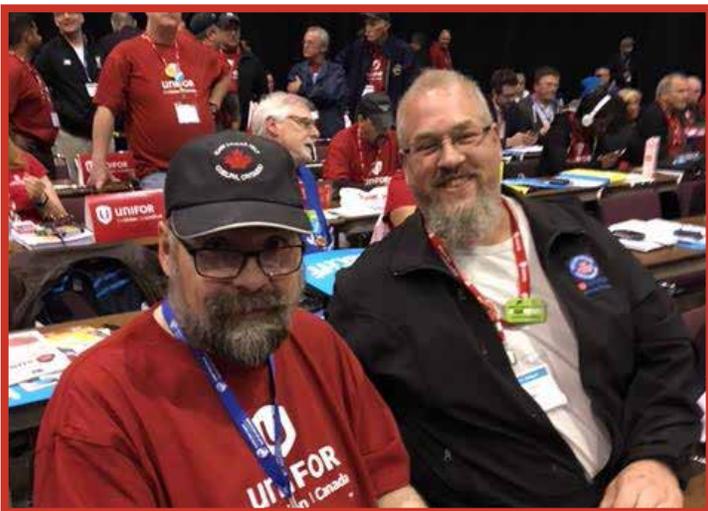
Have a great summer, enjoy your holidays, and we will see you in September!

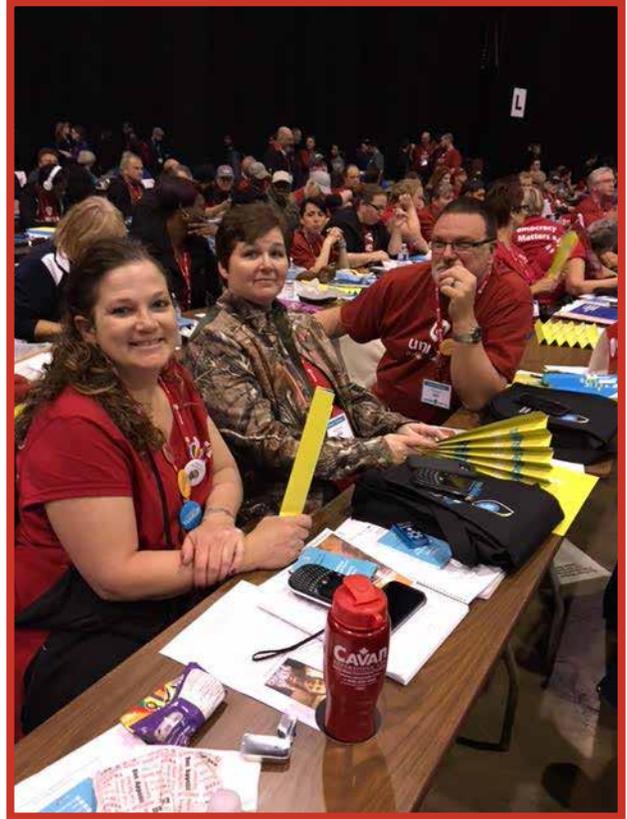
Solidarity, Brothers and Sisters.

## Unifor Local 1917 at the CLC Convention in May 2017



L-R: Rick Dure, Lloyd Joe, Rob Foreman, Jon West, Lori Griffith, Mark Whitford, Steve Balayewich, Julie Friel, Cindy Janssen, Doug Beaton, Leanne Leveque, Don Campbell, Mark Cleaver, Mel Davis, Kelly Normore, Zofia Gronek, Robin Dudley, Chris Becker, and Matt Pompeo





***UNIFOR a Union for everyone!***



Mahmud Harji

## IPS Bargaining Conference Report by Mahmud (Mo) Harji, Sergeant-at-Arms

The meeting started at 3 p.m. on May 25 and 26, 2017, with the welcome and opening remarks from our very own Independent Parts and Suppliers (IPS) President Robin Dudley, first introducing the Executive Board and

proceeding with his report.

Robin explained how the IPS task force was formed, how far this task force would go, and what direction it would take. He went on to say that it was designed to build solidarity and unite all auto parts manufacturing workers across this great union of Unifor.

Robin continued to explain the process it would take to make this happen, which is by setting up meetings throughout the province with all locals and their union leaderships, local union members from IPS units, local union Executive, staff representatives, and area directors to perform a true reading of what the issues are for the IPS sector.

The goal of these meetings would be to discuss how to build strength within the IPS sectors of auto parts by pattern bargaining and by establishing company councils, such as Lear, AJ Simpson, and Magna Council. The idea of building a database of Collective Agreements and highlight sheets would help the IPS Council reach its goal.

The Council could compare wages plant to plant, determine what the company push-back tactics are in dealing with pensions, benefits, and how other auto plants settle their Collective Agreements. The Council could also tap into what wages are paid at different supply tiers.

Robin, to his credit, was the first Brother from Local 1917 to be appointed to the National IPS Executive as their President. Congratulations, Brother!

In order to keep this report accurate and to the point, if there's anyone who is interested in viewing the video of the Conference, please let me know.

Also on the agenda was the report on the IPS Task Force Action Plan. To date, there are about 17,000 IPS members in the parts sector of Unifor. Next to speak from the IPS Executive Board was the newly appointed Director Luis Domingues, who works at the Seimens plant. He spoke about the resource kit that provides guidance during bargaining – a how-to manual for new bargaining committees.

Luis spoke about his role as the IPS Director and his goal to set posts for future building of a strong united front to portray solidarity when we approach our employers with a common voice and goal.

He went on to say that through solidarity we can make improvements in the workplaces that help our families and the community's economic conditions.

Next to speak was our National Secretary-Treasurer Bob Orr, who congratulated Luis and the retirement of Brother Fergo Berto. He also acknowledged the great work the IPS Council has done and is continuing to do.

Workers in 23 different sectors are covered by Unifor, and having these types of meetings helps bring us together so that we can help each other resolve different types of issues.

Next to speak was Brother Shane Wark, who's the assistant to Brother Jerry Dias, Unifor National President. He started with a PowerPoint presentation to show the delegates how we're moving through the action plan to date. That IPS Task Force was about building our new Union. He spoke on the bargaining tool kit that each delegate received to bring back to our locals.



Below is an agenda that was discussed from days one to three:

1. Action Plan – 16 recommendations
2. Four-Point Presentation
3. Overview of bargaining agenda items to be debated and proposed for adoption
  - A. Contract Duration and Alignment of Expiration Dates
  - B. New Hires and Wage Progression
  - C. Agency and Temporary Work
  - D. Pensions and Retirement Income Security
  - E. Notice of Commercial Contract Renewal
  - F. Auto Parts Sector Preferential Hiring

Brothers and Sisters, these are big issues that affect not only our Local membership, but many others as well. This meeting was about how to conduct effective bargaining using the tool kit, and the issue of student and temp hiring.

Unifor's position as a two-tier wage system must be eliminated. By training and educating the new bargaining committee and by providing the tools to bargain effectively, this goal can be achieved.

Also, the abuse of all workers in the workplace must stop. A standard must be set that all unions around the world can use as a template.

Have a safe and good summer!

In solidarity.



Mel Davis

## Retired Workers' Report by Mel Davis, Chairperson

This year's Unifor Local 1917 elections went well, with a good number of candidates running for Executive positions.

However, some of the candidates gave me cause for concern. It

made me wonder what their intentions truly were.

These worrisome candidates posted notices and copies of social media messages on Union boards that were full of venomous and malicious lies about their opponents.

It's my belief that these lies were fed to those few candidates from an outside source who was legally barred from Unifor and was seeking revenge.

At the end of the day, our members proved that they were well informed and had the common sense to vote for the right candidates.

This election saw the largest number of active and retired members come out to the polls. Well done!

Congratulations to all elected and those who have been re-elected.

In solidarity.



## Upcoming Union Educational Courses by Chris Becker, Vice-President



Chris Becker

Greetings Brothers and Sisters,

Local 1917 has volunteered to hold three separate regional educational courses in the fall: Planning for your Future (one day), Employee Family Assistance Program (one day), and Human Rights are Workers' Rights (three days). Members will be reimbursed by the Union for lost time, and courses,

materials, and lunch will be provided free of charge. All courses will take place at our Union Hall located at 611 Silvercreek Parkway North, Guelph, Ontario.

Please check your Union Boards in early August for the education sign-up sheets.

All Local 1917 members are welcome to attend the Human Rights and EFAP courses. Only members that are 60 years old and older will qualify to attend the Planning for Your Future course.

At least 15 members are needed for the courses to run, so commit sooner rather than later!

### Planning for Your Future

Duration: One day  
September 29, 2017 (Tentative Date)

Retirement is something that we are all going to face. It is better to start sooner rather than later. This course covers all of the topics you need to think about to prepare for the next phase of your life. A Service Canada representative\* provides an interactive presentation about the Canada Pension Plan and Old Age Security. There is a segment on legal planning, and a local community credit union representative\* offers basic financial information to assist with your retirement plan. Spouses and partners are invited and encouraged to attend.

\*NOTE: At the time of printing this newsletter, the Unifor Education Department was still confirming a Service Canada representative and a credit union representative to present.

### Employee Family Assistance Program

Duration: One day  
October 20, 2017

This is a course that all workplace, Local Union leadership, Union EFAP representatives, and interested members should take. The course introduces the issues and needs that Unifor EFAP programs address, from alcohol and substance abuse to other issues where members or their families may need referral to professional counseling.

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Participants discuss root causes, primary issues, and effects. They gain insight into the complex and progressive nature of addictions. The class identifies the principles, actions, and the resources we need to achieve recovery for co-workers and families who need our help.

This course discusses active listening strategies that are essential to successful union programs. The class allows members to participate in discussion on various topics, including what is enabling and how we can make better choices to avoid it.

Participants learn about the duty to accommodate as it applies to workers with dependency issues, the value of early intervention, and the rights and obligation that apply to the employer, the Union, and the individual worker.

Members can also find out what they can do to help improve the program or become an EFAP representative. Participants will hear the Alcoholics Anonymous 12-step Program and the 13 Affirmations of the New Life Acceptance Program of Women for Sobriety.

The class ends the day by identifying the many things unions and peer support movements have in common.

## Human Rights are Workers' Rights

Duration: Three days  
November 12-14, 2017

Our three-day Human Rights are Workers' Rights course provides Unifor leadership and activists with the opportunity to develop the skills and perspectives we need to build a stronger, more inclusive Union. Our Union will only benefit from our diversity when we pull from the strengths of all of our members.

Employers use racism, sexism, homophobia, and discrimination against people with disabilities to divide us as workers. We will focus on the role the Union can and does play in advancing equality and challenging employers.

This program is rooted in class struggles: learning how racism, sexism, homo/transphobia, and disability issues operate within the context of capitalism and the economy, and learning how movements for equality have always been tied to workers' rights and struggles.

Through a case study, video, and discussion, this course provides practical information for taking on workplace harassment, bargaining Collective Agreements that promote real equity, and building stronger unions.

Part critical thinking, part strategy, part skill development, this program is a must for leadership in our growing, diverse Union.





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 Unifor National Web: [www.unifor.org](http://www.unifor.org)

### Unifor Local 1917 Officers

**President:** Robin Dudley  
**Vice-President:** Chris Becker  
**Financial Secretary:** Doug Beaton  
**Recording Secretary:** Rick Dure  
**Guide:** Steve Cole  
**Sargeant at Arms:** Mahmud (Mo) Harji  
**Trustees:** Andrew Bascombe  
 Leanne Leveque  
 Tracey Losee

### Unifor Local 1917 Chairpersons

**Unit 4:** Larry Breese  
 E: [union@concastpipe.com](mailto:union@concastpipe.com)  
**Unit 40:** Chris Kosmack  
 E: [chris.kosmack@cpkip.ca](mailto:chris.kosmack@cpkip.ca)  
**Unit 42:** Jerry Escott  
 E: [jescott@hitachitruck.com](mailto:jescott@hitachitruck.com)  
**Unit 43:** Roxanne Ash  
 E: [anneash65@yahoo.ca](mailto:anneash65@yahoo.ca)  
**Unit 69:** Leanne Leveque  
 E: [leanneleveque2592@gmail.com](mailto:leanneleveque2592@gmail.com)  
**Unit 176:** Angelo Renon  
 E: [angelorenon@gmail.com](mailto:angelorenon@gmail.com)  
**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

Local Post Issued by Unifor Local 1917