



200 TALKS

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WINDSOR, ONTARIO

DECEMBER 2014

President's Report



CHRIS TAYLOR

The Holidays are upon us, a New Year is just around the corner and 2014 is in the books.

When we look back on 2014, we can feel good knowing that we played a part in ridding this province of Tim Hudak in the Provincial Elections. One cannot even begin to imagine what we would be dealing with if he would have become Premier of the province!

New Investment has been our focus for several years and there can be no doubt that being told that we are not getting the New Small Engine Program for the Windsor

Site was devastating news for all of us. It would be easy at this point to simply point fingers and lose focus of what happened and more importantly, what needs to be done, but we will not let ourselves do that. The fact is that our leadership, our members and our community depend on us doing all we can to ensure this does not happen again and this is where we will focus.

We know what happens when governments refuse to step up and provide the support needed for future investment. We heard it from Chrysler and Sergio Marchionne

last year and from Ford this year. Our focus must now be on convincing all levels of government on the needs and merits of a comprehensive Auto/Manufacturing Strategy to keep us in the ball game with all other Auto jurisdictions that are fighting for these investments.

The 2015 must be a year in which we do all we can to get a strategy in place and with the Federal Elections just around the corner, we can and must make this an election issue.

In closing, Stephen Harper and the Conservatives have certainly accomplished one of their goals, which was to forever change Canada. Let's not give him another 4 years to make those changes irreversible.

We wish you all a very Merry Christmas and all the best for a Happy and Healthy New year.



Financial Secretary's Report

DAN CASSADY, Financial Secretary

As the year comes to a close much has been accomplished, yet there is still much more to do in 2015.

We look forward to welcoming our sisters and brothers from 2098 into our local early in the new year. Your workplace challenges and issues now become ours as well. We also have a probable Federal Election

coming and we need to do everything possible to have the right candidates elected!

A word of thanks to all of our members who have helped to make a difference in 2014. Heather MacDonald Ellis and Jessica John decided on their own, to get involved, and do something about Ford's decision to not source a product to Windsor. Just look at what these two busy mothers with

young families have been able to achieve so far! Front page news stories, media interviews, petition drives, email campaigns, and in the new year, meetings with politicians to voice their concerns! This is what can happen when we decide to do something to shape our own future as opposed to letting someone else shape it for us! The sky can be the limit!

Happy Holidays and all the Best to You in 2015.

Vice President's Report

MARC RENAUD



As we close another busy year with ongoing negotiations with Penske and Nemak Units and the recent ratification of the Voith Agreement, we continue to look forward to the challenges of 2015. With your support we will get through them together.

The opportunity to grow by merging with Local 2098 in Amherstburg is exciting. To work with the leadership team currently led by D.J. Lacey will be a definite asset for our membership.

Our local continues to give to our community with the 19th Annual Club 200 Golf Tournament reaching the \$40,000 donation mark again this year to support eight charities for children. Many of our units reach out to community partners to help at Christmas. Thank you for making Local 200 a big part of our community.

I would like to wish everyone a Merry Christmas and a Happy New Year. I hope you and your families have a safe and enjoyable break. Our membership works very hard day in and day out to supply all of our customers with quality products. Take the break, you deserve it.



Nemak / Windsor Aluminum Unit



Kevin Laframboise

PLANT POPULATION

We currently have 209 members on roll at WAP. This includes 105 full-time production, 48 TPT's and 56 full-time trades.

STATE OF THE PLANT

I would like to congratulate everyone on a job well done on the re-certification of ISO 14001 Environmental Audit. Our 2014 audit resulted in zero non-conformance issues.

OUR COMMUNITY

I would like to thank everyone who donated to this year's United Way Campaign, we raised over \$43,000. Our Annual Richard Nemeth Christmas Toy Drive began on December 1st.

HF 3.6L GM BLOCK - CLD

CLD is currently running 18 shifts of production per week with partial production and drop and clean occurring on Sundays.

GM LGE BLOCK - North Line

North Line is currently running 18 shifts of production per week with drop and clean being performed on Sundays.

CONTRACT NEGOTIATIONS

Negotiations will be taking place throughout the month of December. Thank you to those who attended the amendment meeting. We had a lot of constructive discussion on the issues that are important to the membership.

CHRISTMAS HOLIDAYS

On behalf of everyone in the Union Office, I would like to wish you and your families a Merry Christmas and a Happy New Year.

ENVIRONMENT COMMITTEE

ROGER DZUGAN, Chairperson

I would like to thank the members of the Environment Committee for their time and efforts throughout 2014. Attending meetings and being involved in the many events we are involved in require work and dedication. Some of the events include: the Social Justice Forum, the Environmental Art Show, the Little River Clean-up, Children's Waterfest and Earth Day.

Thanks to the members that will not be returning to the committee this next term for everything that they have done to make our environment a better place. A personal thanks to Troy Brian and Chris Vilag who helped me become a "tree hugger"! But with their departure, we welcome the new delegates and their ideas and perspectives.

WASTE

One of our concerns as a committee is waste. Please recycle when and where you can, but remember that Reducing and Reusing is even more important. Let's be conscious and concerned for future generations!

ESSEX ENGINE PLANT

Tim Little



We were all disappointed when Ford failed to award us the Coyote Engine Program here in Windsor; it was something that the whole plant had worked so hard to accomplish. Our awards and accomplishments speak for themselves and Ford made it clear that obviously this was no fault of the workforce, but rather the case of a broken system between two levels of government that does not have a strategy on how to bring new work to this country. There will be more opportunities in the future and please keep up the great work you do, it makes one end of the bargaining very easy and that is when you are the best and I thank you for that.

We will be facing a down week toward the end of January. This comes because of the Kansas City change over and the introduction of the 2.7 engine into the F-150. We will see some down days as well. The office will keep you informed when we know but the info has been slow coming and I hope they understand how important it is to all of our member's lives and decisions when down weeks fall.

The Voodoo Block Program will take off this year and I believe this technology is very important to this site's future. We will see some postings in the future. I thank everyone for making all of our charities and gate collections a success and to all of our new retirees, enjoy and live long.

Everyone please have a great holiday and see you in the new year.

WINDSOR ENGINE PLANT

John D'Agnolo



I want to first wish everyone a Merry Christmas and a Happy New Year.

The plant has taken out the down days in December due to environmental regulation changes in the U.S. and as of right now the 6.8 does not fall within these regulations. The managers have not come to me yet on what will happen in the department when production goes from 550 to 472 engines a day.

Once again the plant will meet our plant numbers for the year and yet the plant has lost money. The company gives each plant the same amount of money regardless of the age of the facility and expects them to be within budget. If a machine goes down and an off-standard job is needed, the department considers that as an increase in manpower and therefore they are over their operating cost. If the crank or block departments get bad rough stock, which creates downtime or unexpected tool changes and the department needs OT to fix the issue, that goes against their budget. The plant has parts that need to be fabricated because they can no longer be purchased and it takes OT to make the part or stops the line from running and it goes against the plant budget.

The WEP has a huge disadvantage because of the age of the facility and our members continue to overcome and get motors out within the RTO. I'm tired of hearing about a budget that's impossible to meet, Dearborn needs to recognize each facility has different challenges and give them the

proper monies to operate.

I will make this short and sweet. When it comes to the lost product the government has no excuse or reason not to give Ford Motor Company money. The money would have brought thousands of jobs to the highest unemployed community in Canada. The nerve to announce that the two governments will be giving 1.2 billion dollars for the Pan Am games in Toronto but could not give the money to create long-term jobs in our community is disgusting. I get sick thinking about it!

The Federal Election is coming up and make sure you let them know how you feel when you go to the polls.

I want to thank Heather Macdonald-Ellis and Jessica John for the outstanding job on the Auto Policy petition, they have approximately 4,000 signatures and it's been in the media throughout the Country. This needs to be at the forefront during the election.

I want to thank April McLellan, Jen D'Alimonte, Amanda Skinner, Jeff Colombe, Jay Cannon, Dayana Scalzo, Gail Beaudoin and all the brothers and sisters who donated their time and donations to United Way.



SKILLED TRADES

By Ken Anderson
VICE CHAIR

At the time of this article we have 479 Skilled Trades on roll with 90 on layoff and 65 on Notice of Layoff.

Across the Site . . .

WINDSOR ENGINE PLANT

With the reduction of manpower caused by the rebalance of the 5.4, we continue to make our production counts. I would like to thank all of our trades involved in making this transition as smooth as possible. The Heller Project continues in Cranks and we are waiting for our last machines to return from being retooled.

ANNEX

Additional trades were brought back into Mods B & C assembly to remove equipment and to make space for a marketplace for rough stock heads. Special thanks to painter Terry Lowther, because of your efforts we will be able to secure the outside parking lot painting in all of our facilities in the future.

ESSEX ENGINE PLANT

The Voodoo Spray Bore Block Area is up and running. Our trades did the complete tear out and installation of all the equipment. Dyno Ethynol Stainless Piping Project continues. Special thanks to welder Greg Roy for your help and persistence in getting our stainless steel piping with tig root welding procedure written, certified and passed. The Chip Dock Truck Door Project has come to an end. Our trades have worked hard putting up the structural steel, insulating and sliding the opening for the new truck door. The LED Lighting Project is near completion. Our electricians have safely removed and replaced 2,600 ceil-



Tim Kerr

ing lights to change over to LED. Your efforts have not gone unnoticed.

ACKNOWLEDGEMENTS

Special thanks to Local 444 for keeping our laid-off Electricians in mind. Chrysler is hiring 34 Electricians. Also, thanks to Local 707 Oakville Assembly for canvassing our laid-off Mechanical Trades. Oakville was looking for 8 Tool and Die, 5 Millwrights and 3 Pipefitters.

CHRISTMAS HOLIDAY

On behalf of myself and all the Skilled Trades offices, we would like to wish everyone and their family a very Merry Christmas and a Happy New Year. Please keep brothers Jeff Metcalfe, Terry Davey and Tom Kerr in your thoughts.

OBITUARIES

The following is a list of those members who have passed away since the last issue of Ford Facts.

Retired:

- JOHN TRUSHELL
- WAYNE GRENON
- FRED MURRAY
- NELSON TIMOTHY
- ROMANO AGOSTINI
- ANTE PAVLIC
- BRUCE McKEE
- BRIAN EVANS
- ANTHONY SCHWAGER
- JOE BRILHANTE
- MICHAEL PREKUPEC
- ROLAND LAPORTE
- JUDY MAILLOUX
- JACK BROCKMAN
- EDSEL A. PARENT
- LAWRENCE SHELLEY
- ALEXANDER HERON
- JOHN MARCOTTE
- RON LAMOUREUX
- SERGIO PONTONI
- SYDNEY EDMONDS-BAYLISS
- KEITH EDWARDS
- GARY SHORT
- DONALD RENAUD

They will be missed by the membership of Unifor Local 200

Ford Benefits

JERRY FERGUSON &
Unifor Benefit Rep. for EEP
519-944-9277

DARBY McCLOSKEY
Unifor Benefit Rep. for WEP & Annex
519-257-2412

If you are called back from layoff for a short period of time, you need to fill out another S.U.B. application when you go to layoff again. The old application will not just kick back in.

S & A

If you wish to apply for waiting time using the last two weeks of S & A. You must apply within three weeks of returning to work or EI will reject the claim.

PERMANENTLY DISABLED DEPENDENTS

You must establish that your child is permanently disabled with the company PRIOR to the end of the calendar year your child turns nineteen. You will need to provide a copy of a letter from the attending physician certifying total and permanent disability or a copy of T2201 – Disability Tax Credit certificate to be qualified. If you have questions, please contact one of us. Have a Happy Holiday.

ANNEX



Jeff Walsh

As we approach the Christmas Holidays, I want to thank the Annex employees, past and present, for their dedication and hard work producing rods and heads. Everyone does great work for Ford Motor Company in producing these parts at a good cost with quality and safety in mind.

It's fantastic that you all do this with minimal training by management! More importantly you learn from your fellow employees in production and trades! Everyone helps each other to learn the skills you use every day to produce parts that go to WEP and ESSEX, for the engines they assemble, is something everyone should be proud of. I will even say that this line of thinking goes beyond the Annex to the other two plants. Since the bulk of employees in Windsor's three plants have twenty years or more seniority, getting the new product we all worked so hard for, would have been well earned!

Your Bargaining Committee will continue to work hard to get a new product for Windsor operations, as you continue to make top quality parts and engines. If or when we get a new product for Windsor, there is no doubt in my mind that all of you will pass on your knowledge and skills to a new wave of employees to be hired, after our laid-off brothers and sisters get called back! As a result Ford Motor Co. will live on in Windsor for decades to come.

The Annex Head Dept. is an excellent example of a flexible operation. When it first opened years ago, the five mods made 4.6, 5.4 and 6.8 three valve heads. Today, MOD E, still assembles 6.8L, 3V heads for WEP, running fivedays per week, one shift.

MOD A and B, have been converted over to make 5.0L, 4V Coyote heads, five days per week, three shifts, for Mustang and F150 Engines assembled at ESSEX.

MOD C, has been converted over to make 2.7L, 4V and 3.0L, 4V Nano heads, for Lima Engine Plant. Presently, we have one shift making 2.7L, heads five days per week. We have posted jobs for a second shift starting in January 2015. A third shift should be added later! The 3.0L, job 1 isn't until 2016.

MOD D was supposed to start back up in January to make service heads, but has been put on hold because the business office is doing a feasibility study to determine the best option for balancing out D Mod. We will communicate the results as soon as we get them.

In the Stock Dept we brought back 1 RTR for the second shift being added in C Mod, January 2015. The other RTR should be brought back when the third shift is added. At this time there is no firm date for that.

The Rod Dept continues to make 5.0L Rods for ESSEX, 4 to 5 days per week, 3 shifts.

Transportation, has 15 drivers servicing WEP, ANNEX, ESSEX and Michigan.

The Garage, has 8 to 10 mechanics servicing WEP and ANNEX.

Our United Way Campaign is wrapping up and we have done well again this year despite a reduction in manpower. Thanks to Al Plumers, Gary Maisonville and Theresa Arquette for their work as canvassers.

I will finish off by saying, thank you to the ANNEX reps: Bruce, Paul, Michele, Yvon and Tony, for working hard for the people in our plant all year!

The ANNEX Union Office, wishes everyone a Merry Christmas and a Happy New Year!

Recreation News *Pam Strong*

On Friday, November 21st the Joint Standing Committees held the Annual Appetizer/Dessert Challenge for Charity. Even though we had a low turnout, we had a great time and we managed to raise \$457.00. Congratulations to the winners of the challenge:

APPETIZER DESSERT

- 1st Place – Kathy Lucas
- 1st Place – Jeannette Taranto
- 2nd Place – Bruce Robinson
- 2nd Place – Shelley Hodare
- 3rd Place – Brock Brian
- 3rd Place – Lori Balkwill

The Kids Christmas Party was on Saturday, December 6th. I always enjoy working together with leadership and volunteers that day and it is nice to see the members together

with their families in the Christmas Spirit.

This will be my last Local 200 Talks article as chairperson of the Recreation Committee. In January I will be stepping down from chair to delegate. I have enjoyed almost fifteen years of being on the committee but it does take up a lot of volunteer time. I will still be very involved but will have more freedom to travel and spend time with my family. Thank you to all the past and present Recreation Committee members; I had a blast working with you all as chairperson and will continue as a delegate.

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

UNION IN POLITICS COMMITTEE

By **DARLENE COSTELLO, Chair**

It is being speculated that the Federal Election will be called late winter or early spring. We cannot afford to let Harper continue to rule Canada. Please consider what Harper and the Conservatives have done since they have been in office.

They cheated in the 2006 election that first brought them into power, when four elected conservatives violated election spending limits. They cheated in 2011 with the robo-call scandal, cut funding to women's advocacy programs, shut down 12 of 16 Status of Women's offices, cancelled the National Day Care program that the Liberals had promised, made cuts to the Human Rights Commission. Never kept the promise of cutting \$1.4 billion in

Federal subsidies given to oil companies, cancelled the Kelowna Accord, wasteful G20 spending, wasteful prison spending increases when crime is on the decline, has silenced scientists on environmental and food safety issues. Removed the protection of our lakes and rivers so oil pipelines can run through them, closed Veterans offices, the Duffy/Senate Scandal, Harper has said that missing and murdered ingenious women is not a political matter, cut EI Benefits, increased the age of OAS to 67, cut 37,000 public sector jobs in the last two years, plans on cutting Canada Post home delivery by cutting 8,000 jobs even though Canada Post has had profits of more than \$1.5 billion over the past decade, is trying to

pass Bill C-377 which is an attack on unions and has signed trade agreements with way too many countries to count with little benefits to Canada.

These are just a few of the reasons why when you go to the polls you should NOT VOTE CONSERVATIVE, and most importantly, get out and vote! It is your right to do so and those before us fought for that right.

I would like to thank the past members who served on the committee and welcome the new members that have joined. Anyone who is interested in being involved with the committee is welcome to come to the meetings on the 3rd Monday of the month at 4:00 p.m. at the hall.

On behalf of the Committee, I would like to wish everyone a Safe and Happy Holiday.



Women's Committee

HEATHER BRUNELLE

I would like to welcome the newly elected committee members: Donna Sears-Howard, Pam Strong, Tracey Ramsey, Jacqui Cardillo, Darlene Costello, Kathy Lucas, Lisa Brown, Brenda Renaud, Heather Brunelle, Lori Balkwill, Darlene DeBoulet, Kathy Paquette, Dawn Joyal, Debbie Shaw and Jessica John.

I would also like to mention that this will be my last column as the Women's Committee Chairperson. I have decided not to run for re-election after three years as Chair and three years as Vice-Chair. I would like to thank everyone who has supported the Women's Committee as well as the committee for all of their support. I would like to wish all the best to the future chairperson in all of her endeavours; I know she will do well, we have a great committee!

On behalf of the Women's Committee, I would like to wish everyone a Safe and Happy Holiday.

200 TALKS

EDITORIAL COMMITTEE

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Members-at-Large

CATHY MASSE

TOM BURKE

Retirees

JACK GIBBONS



Fine Touch Graphics



Education Committee

By AUGGIE MENNA

Being that this will be the last report I make as Chairperson of the Education Committee, I want to thank all the committee members both past and present. It's been a pleasure working with you and I appreciate everything you have done in planning, participating and volunteering for whatever meeting or event that was held, it's all of you who deserve the credit for any success.

I've been a part of the Education Committee for many years, first as a member, then as Chair and I have to say the most rewarding has been our Kelly England Bursary selections. It's always amazing to me to meet the wonderful and active youth we have in our ranks and that's a testament to the fantastic membership we have and the

upbringing they've provided. You should all be proud; keep up the great work!

Thank you everyone for giving me this opportunity and I wish you all a Happy and Healthy Holiday Season!



New Retirees

The following is a list of those members who retired since the last issue of 200 Talks. We know we speak for all in Local 200 and in Unifor in expressing sincere wishes for a long and happy retirement to each and everyone.

**Richard Tracey
Steve Kubasek**

Health & Safety

TONY IACOBINI & JIM TURNER

ANNEX

HOUSEKEEPING

There has been a good and positive increase in housekeeping. I want to take this opportunity to acknowledge much effort being made towards our ongoing leaks. There's a major plan put in place on attacking the ongoing leaks. The department did a survey of all the machines and with that they identified root causes and prioritized repairing the leaks. They have already replaced 16 leaking spindles.

The next plan is to address some co-ax valves that are leaking. Also they have implemented a drain system on one of the machines in C Mod that will help keep the fluids off the floor and it will be redirected into our oily waste system.

Wishing everyone a Merry Christmas and all the best in 2015.

Remember SAFETY is your NUMBER ONE priority; you owe it to yourself, more importantly you owe it to your family.

Windsor Engine Plant

Brothers and Sisters, it has been a long and crazy year at Windsor Engine with many changes along the way. Reducing production on the engine assembly line led to increasing workloads by re-locating and combining jobs.

Many ergonomics and safety studies were done and seem to still continue to help make the workplace as safe and comfortable as possible. May I caution everyone to work at a safe/comfortable pace that the job is set-up for and no more. It has been noted with a leadership audit that General Housekeeping has improved through-out the entire plant.

I want to thank all the Brothers and Sisters for taking pride in their workplaces by keeping them clean and tidy.

With Christmas and New Year's holidays here, I wish the best for everyone. Have lots of fun and please be safe!

Employment Equity

By JACQUI CARDILLO

DOMESTIC VIOLENCE AT WORK

The Canadian Labour Congress (CLC) has just released the findings from a research survey regarding the impact of domestic violence on workplaces. Domestic Violence (DV) impacts on a victim's ability to be at work and some have indicated losing their job over missed time. Some have received abusive phone calls or text messages while at work, as well as being stalked at work or near their workplace. The study also found that perpetrators of DV negatively impact their own workplace and their ability to do their job.

This research will assist governments, workplaces and unions develop proactive practices to support those dealing with DV. As the Women's Advocate, I can help with figuring out your next steps if you are dealing with DV. I can be reached at 519-944-9333. More information on the study can be found at . . .

<http://www.canadianlabour.ca/issues/domestic-violence-work>

In closing I want to wish everyone a great holiday season.

JOHN TRUSHELL

Our sympathy goes out to the family of John Trushell. John represented our skilled trades at the Windsor Engine Plant until his retirement in 2010. Thank you for the sacrifices you made on behalf of our members, and thanks for making a difference.

Retirees Report

JACK GIBBONS

I must say we had a great Retirees Council meeting in Port Elgin. Your representatives Cleveland Magee, Roger Lafrancois, Pam Strong, myself and guest Roger Dzugan were articulate and spoke well on the issues. 138 Resolutions were discussed around senior issues such as pensions, health care and the need for more long-term care beds and funding.

It was a long conference but there was also time for some recreation. There was a large Labour Day Parade and nightly card games and such and a good time was had by all.

WELLNESS CONFERENCE

The Wellness Conference was very informative and Cleveland Magee did our chapter proud and gave a good report. Jim Mitchell and Brian Williams attended the National Pensioners in Saskatoon. Both gave good reports and said the conference was a great experience and very informative.

We have had a busy year. We elected a new Recording Secretary, George Van Watterghem; he will be a good addition to our board and the rest of our board remains the same. 2014 was busy and 2015 looks even busier. We have a Federal Election coming and we all must put forth to defeat the Conservatives. Four years would be a disaster. He said he wants to eliminate our pensions, both in the private and public sector. We need jobs, not his cuts. That does not stimulate the economy. Our Veterans are not losing our support; they are the very reason we have the freedom we enjoy today. Also we don't appreciate Jeff Watson's comments about our veterans, he hasn't heard the last from us.

I will close by wishing all of you a Safe and Wonderful Holiday Season. See you at the banquet and keep coming to the meetings. We are in this together and we need your help.

On behalf of your Executive Have a Very Merry Christmas and a Happy New Year.

HUMAN RIGHTS

By CATHY MASSE, *Chairperson*

What is happening with the Migrant Workers in Canada is nothing but exploitation of workers and it needs to stop!

As of now Agricultural Workers are prohibited from unionizing. Many are not covered by Employment Standard protections, including minimum wage, public holiday pay and more. Employer provided housing is not regulated. Some live in "Bunk houses" of 30 people or more with limited facilities. To get to Canada, migrant workers pay \$3,000 - \$10,000 to recruiters.

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In 2007 the Conservatives changed the law to let more migrant workers into Canada and now we see they are working in sectors other than agricultural. Let's be clear, the problem is not migrant workers, the problem is the Canadian Government.

For example, in 2008 alone, migrant workers and their employers paid \$300 million into employment insurance and yet they cannot collect EI, Pensions or other Federal benefits they pay into. Is this our Canada?

For more information or to get involved go to www.migrantworkersalliance.org. We need to stand together! How else can we make this world a better place?

May 2015 bring you Health and Happiness!