Have a Safe and Enjoyable Summer Vacation!

From the CAW Local 200 Executive Board and Steward Body
President’s Report

CHRIS TAYLOR

This is my first Ford Facts as President of Local 200 and I would like to start by thanking all those who have supported me over the years as Committeeperson at Essex Aluminum and as Skilled Trades Chairperson. It is an honour to be able to represent people and I will always appreciate that opportunity.

I am more than honoured and humbled to be acclaimed as President of Local 200 and I accept the position knowing all the responsibilities that come with being President of this great Local. We have a lot of hard work ahead of us and it will take all of us to take on these challenges.

I would like to personally thank Dan Cassady for stepping up to lead our Local for the last year and a half. Dan approached and handled this responsibility with honesty and integrity while taking on the ongoing and new challenges that were presented to him.

Dan led the way on getting an agreement with Nemak that allowed us to keep Nemak in Canada and continue to grow. This agreement will allow Nemak to continue to grow in Windsor and allow our laid-off members the opportunity to continue working at a good paying job with good benefits. I know that Dan will approach his new role as Financial Secretary with the same ethics and I look forward to working with him.

I would also like to thank Marc Renaud for his continued service as Vice President and I know that Marc’s dedication to this Local is deep rooted.

Congratulations to Tim Little, Chris Moynahan and Darby McCloskey who were all acclaimed as Chairpersons of their respective plants and to Gary Barash, who was acclaimed as Skilled Trades Chairperson. And to John D’Agnolo, who was also elected as Chairperson of Windsor Engine.

The support from the Chairs has been unwavering and appreciated and as we move forward I know that the Bargaining Committee will continue to stand together and united for the good of the Membership and our Local.

Darrin Morand was elected as Chairperson of Voith, Joe Tremblay was acclaimed as Chairperson at Penske and at our Nemak Unit, Mike Olar was elected as Chairperson at Windsor Aluminum and Carrie Hawkins was acclaimed as Chairperson at Essex Aluminum. Congratulations and we look forward to working with all of you.

Congratulations to all of the steward body at all of our units who were acclaimed or elected and I know that you all will approach your positions with respect and dignity.

I would also be remiss if I did not thank Jeff Vilag for his dedication and service while he was a member of the Bargaining Committee before moving to his new role as Annex Health and Safety Rep.

At the time of this writing, at Ford we have 918 production and 174 trades on indefinite lay-off with another 80 production and 78 trades on notice of layoff. Nemak has experienced a short term layoff of 16 people.

The new Block Line at EEP is progressing well and the first trades are in place with the first production people coming in shortly. We need to continue to remind Ford that we have open capacity and space on the Windsor Site and a workforce that takes on any challenge and always meets or beats...continued on next page
President's Report  ... continued

expectations, just as they have witnessed with the 5.0 Liter launch.

PROFITS

It is good news to hear that Ford is profitable and without a solid and profitable company, our security is always in doubt. What is disturbing is to hear the amounts of profit sharing or bonuses that are being paid out to the top executives.

Alan Mulally has done a great job recreating Ford and bringing it back to a position of respect and profitability, but with all due respect, no one deserves a 56.5 million dollar bonus (33.4 million after taxes).

The people who make money for the company are those of us who work on the plant floor, those of us who gave concessions to keep this company afloat and now making billions of dollars in profits.

We bargain in good faith and expect that the company does the same; we bargained under the impression that both sides would share the pain and bare the brunt of the unpopular but needed concessions so that Ford could survive and not have to get government bail-outs. We were not the cause of the global financial crisis that hit us, nor were we the reason Ford lost market share and money, yet our members bore the brunt of the criticism and the blame. If Ford feels that 56.5 million is fair compensation for Alan Mulally, so be it, but they must deal with what is fair for all those who sacrificed for the good of the company.

ELECTIONS

The federal elections have passed and we are now faced with a Stephen Harper, Conservative Majority Government. This is concerning knowing the Conservatives’ stance on Business versus Labour and social issues.

To win a majority with only 36% of Canadians actually supporting the Conservatives should not give Mr. Harper the green light to destroy social programs that a lot of Canadians value and need.

It is apparent to all Canadians now, that the Canadian Labour Congress’ plan on increasing CPP for all Canadians was heard by Harper and his party and we must keep this fight going. There are still too many Canadians who worked their entire life to build our communities and our country that are now retired and living in poverty. The Conservatives increased the GIS for seniors by $600.00 per year. This is far too small an increase when you consider that this equates to only $50.00 per month and because the Federal Government will not regulate the gas industry, I would suggest that those seniors who can afford a vehicle and insurance will not be able to afford the gas even with the $50.00 increase.

Fortunately the NDP are now the official opposition in Ottawa and as long as they stick to their platform, Harper will face some strong opposition along the way. We congratulate both Joe Comartin and Brian Masse on their election victories and we know that they both have our best interests at heart. We have always valued our relationship with both Joe and Brian and look forward to helping and supporting them as the official opposition party.

We now need to focus on the upcoming Fall Provincial elections. The Conservatives with Tim Hudac as leader of the Provincial Party are more dangerous than Harper. Just look south of the border, in states like Wisconsin, Ohio, and even Michigan and you get a feeling for what Mr. Hudac is all about. If we are going to be successful in convincing Ford to invest in Canada, we are going to need Governments at both levels that understand the business today and that are willing to partner to get the investments that are needed to put all of our members back to work.

DAVE CROSSWELL

Dave has chosen to retire this year and it is well deserved. Dave has devoted his life to the labour movement and Local 200 and has sacrificed so much for this devotion. He has been a mentor to me and so many others and to say he will be missed is an understatement.

We wish you all the best Dave in your retirement and you deserve to spend some time with Sue and the kids. We can’t thank your family enough for what they have shared with us and the sacrifices they have endured so that you could help others.

TIM MURPHY

It was with great sadness that we lost brother Tim Murphy in December of 2010. Tim was a great person and a well-respected leader as Skilled Trades Chairperson. His passion for the members of our Local spoke volumes at any round of bargaining that Tim was involved with and any one that knew Tim knew that he loved to bargain and he was good at it. Thanks Tim and rest in peace brother.

RON JOYAL

We also lost Brother Ron Joyal in May of this year. Ron was a past Vice President and Staff Rep for the National Union. He will be sadly missed and his service to our Local and National Union will always be remembered; rest in peace Ron.

Lastly, I would like to take this opportunity to wish you all a Safe and Enjoyable Summer. Take the time to spend with family and friends, we all deserve the rest.
FEDERAL ELECTION
I would like to thank all who helped support Labour friendly candidates in the Federal Election. The re-election of Joe Comartin and Brian Masse was a critical victory. It reaffirms the good work that they and their staff provide for our Community.

Harper may have gotten his majority, but with Layton as the Leader of the opposition, there is a real opportunity to challenge Harper’s push for low wages, deregulation and lack of concern for the Environment. We all need to continue to push for good jobs, healthcare and secure pensions.

SANDRA PUPATELLO
I was as shocked as everyone else to hear about Pupatellos’s decision to retire from politics. Sandra has faced a variety of challenges from the labour movement through the years. I would like to thank her and her staff on the good work that they have done for the membership of our Local Union. There have been many discussions on the need to secure more investment and Sandra has always done whatever she could to help us. Thank you, Sandra and all the best into your future.

CLUB 200 YOUTH
Our Club 200 Board has been hard at work organizing our 16th Annual Golf Tournament “In Memory of Frank McAnally”.

The tournament will take place Friday, September 2nd, at Roseland Golf Club. At the time of this writing, there is still an opportunity to play. If interested, give us a call at 519-256-3453. All funds raised go to area youth organizations.

RETIREMENT
Making the decision to retire isn’t an easy one. The decision was a lot easier with capable people like our new President, Chris Taylor. Chris will do one hell of a job in leading our Local through these tough times. Brother Dan Cassady will take over as the Local’s Financial Secretary. Dan brings a wealth of knowledge as well as a solid work ethic; I have complete confidence in Brother Dan Cassady. With Chris, Dan, and Brother Marc Renaud the Local will be well served.

This will be my last column in the Ford Facts as I will be retiring later this year. I would like to thank my family, wife Sue and kids Jenny and Jason for all their support over the last twenty-one years. I have missed a lot of their lives and hope to make up lost time.

My Mom and Dad taught me from the start of the importance of the Union as well as the Labour Movement. Without those early seeds being planted at supper table discussions, I may have never got involved. Thanks Mom and Dad.

To thank everyone else I would need to write a book. So thanks to all the Reps, past and present, the staff at the Local, Our retirees, to the area Locals in the community and most of all to all the women and men of Local 200 who through the years supported me in a variety of Local positions. Thank You!

Chris Taylor, Roger Dzugan, Cathy Masse, Dorothea Hughes and Herb John are pictured with past Caw President Bob White at the CLC convention in Vancouver.
A Personal Message from . . . DAN CASSADY

Let me begin by wishing all of our recently elected In-Plant Reps nothing but success as they start out their new terms in office. There is much to be done on behalf of our hard working members and I am confident that you will be up to the task to face the challenges that are clearly ahead of us.

The transition is also in motion at the union hall, as brother Chris Taylor has moved to his new position as President of the Local. I have the utmost confidence in Chris in representing our members and look forward to working with him and Marc Renaud at the Local.

I am presently working with Dave Crosswell who will be assisting in my transition to the Financial Secretary position, effective July 1st. It is quite evident that I have plenty to learn as I move into my new role within our local union. I consider myself very lucky to have a teacher with the credentials and experience Dave has to help start me along the way. I will have more to say about Dave’s career and his accomplishments in my next Ford Facts column.

I would also like to pay tribute to the most important group of people within our Union, – you, our rank and file membership, for the support and encouragement you have shown me throughout the years in my various elected positions, and especially while I completed the balance of Mike Vince’s term as President of our Local, after Mike was appointed to his Staff position with the National Union.

Special thanks to the dedicated members of our Bargaining Committee and our Local 200 Executive Board for their hard work and valuable assistance they have provided for me during my term as President. It was always clear that they were all working diligently in the best interests of our members.

Many of the issues we had to tackle were complex and were created by circumstances that were beyond our control. I am proud of the fact that we faced the challenges that were before us head on and did what was right by our members.

Moving forward, I am confident that we have the right teams in place at all levels of our Union to navigate the inevitable minefields we may encounter in the future. It is up to all of us, collectively, to play our part.

Now that the summer months are upon us, make sure you take some time to relax and re-energise away from the job. You deserve it!

DAN CASSADY

The 2011 annual Garry "Sparky" Shaw fundraiser for Drouillard Place raises $10,000.00, with the cheque being presented with Gary’s daughter Tina and Local Leadership to Drouillard place in Sparky’s memory.

2011 Elzsche Banks Tournament Winners were the Steve Monforton Team.
I would like to thank you, the membership for your support in our recent 2011 executive board elections. You have my commitment that I will always do my best to serve the interest of our members each and every day.

With Dave Crosswell deciding to retire, there has been some movement here at the Local with Dan Cassidy moving to the Financial Secretary’s position and Chris Taylor taking over as President. I look forward to working with Chris and Dan.

**JDRF**

Our membership has done a great job again on the JDRF Campaign with the limited ways to raise monies for charity this year. Once again we have all reached deep into our pockets and raised over $31,000 this year, including a $5,000 donation from our own Local 200 Social Justice Fund.

**NEMAK UNIT**

We continue to work through issues at Essex Melt Dept. and WAP with the in-plant committee led by Mike Olar at WAP and Carrie Hawkins at EAP. We are making some progress but it has been slow going.

I would like to congratulate the two recent safety rep appointments at Nemak with Jody Porter at Windsor Aluminum and Pam Vander Park at Essex Aluminum.

**VOITH UNIT**

Local 200 will be opening bargaining this summer with Voith as their contract expires on October 13, 2011. The contract amendment forms were given out at the Voith membership meeting in June. We, along with your in-plant leadership, Darrin Morand and Linda Demers, will be taking your issues to the bargaining table to make progress on your new agreement.

**THE HARPER GOVERNMENT**

Gas prices affect everyone in our community and country. The need for a parliamentary committee for oil industry executives, refiners and gas retailers is evident every time the price jumps up in one day by double digits.

Tony Clement was happy to have the photo opp. during the election saying that a Commons committee will get to the bottom of the spike in gas prices. All I know is that prices are going up and down and sideways and nobody knows why. Clement said, “No one can understand how last year when oil was $140 or $150 a barrel, gas was at $1.27 a litre and now that oil is $98 a barrel we’re paying more.”

But if Clement is confused about what makes gas go up, critics have said key factors forcing gas up include energy speculators, a shortage or refinery space especially in eastern Canada and government taxes, particularly the federal GST, which goes up in lockstep with the price.

It is time for the Harper Government to respond on this issue and show they really represent the majority of Canadian citizens like they claim. It would be a good start for them, but I won’t bet too much on it!

**PROVINCIAL ELECTION**

This fall’s election on October 6th will be here before we know it. As the election race heats up, we will be pummeled with rhetoric from all parties. Ask yourself which party or Member of Parliament will best serve your future in the manufacturing sector of Ontario.

**SUMMER VACATIONS**

It’s time to enjoy the summer with your families and friends.
STATE OF THE PLANT

At present we have 127 people on the roll. We are running a five-day operation through three shifts. Saturdays are being used for cleanup and maintenance. We are scheduled to run the 3.0L product through the first quarter of 2012. There recently have been rumours that the product will be or has been extended; there is no truth to this rumour.

The last month and a half we have been having some quality issues. One was a burr inside the block which Cleveland engine plant thought was causing failure in the lower end of the engines. This burr has been present in the blocks for years. It is the size of the end of a pen. We ended up calling 10 people back to sort through every block and deburr. The company installed a deburring brush in Op 40 in the finish department to take care of this issue. We released five people once this was done.

In the meantime we had an issue from Cleveland that required us to boroscope every block. This is continuing at this time until Cleveland gives the o.k. to stop. The concern that Cleveland had was that they found sand and shot in the oil return causing an engine failure. We have not found one block with this concern.

Since the beginning of the year we have been working alongside of the Nemak employees. It amazes me that there have been so few issues with two different workforces in the same building. This is a testament to you on the floor and your co-operation in making this a smooth and easy transition to these employees.

SUMMER VACATIONS

We will be getting five more people to help cover people that requested vacations giving us four vacation replacements for the core area, four vacation replacements for the Melt/TSR area and two for the finish area.

If you have not booked your vacation by now it is a first come first served if there is an opening for the requested week. Get it in or be left with a week not so desirable.

INSUBORDINATION

There recently has been a rash of incidents where supervision wants to write up employees for insubordination. If the supervisor questions you as to what needs to be done and you say anything back you are being insubordinate. It is o.k. for supervisors to get loud and curse (Oh yeah, they don’t curse) but if you raise your voice or curse you are being insubordinate. If you come across a supervisor raising his voice or cursing, tell him calmly to get your rep down there immediately and stay calm.

LOCK-OUT

If you need to go into any machine make sure that you lock it out properly. If you don’t know the proper way of locking out, ask; take that extra 15 seconds. It could be your limbs or even your life. We all want to go home to our families.

ELECTIONS

All the elections for the site have been completed. I would like to congratulate Chris Taylor on becoming the President of our local.

A thank you goes out to Dan Cassady for all he has done in his term as President and congratulations on his new position as Financial Secretary.

What can I say about Dave Crosswell? – a person who put everything else in his life to the side so that he could represent this Local. Enjoy your Retirement.

As for the plant elections, the whole office was acclaimed. Mark Simpson was elected as skilled trades rep. filling in the spot vacated by Gary Barash.

I need to thank Gary for all his hard work and friendship while he was here in the plant. Good luck to the site HR community; we already miss you here Gary.

SHUT-DOWN

This year we are having a one-week shut-down, – the week of July 4th. From everyone in the union office, have a Safe and Enjoyable Vacation with your families.
ESSEX ENGINE PLANT

Tim Little

We spend many hours of our lives with our co-workers. Sometimes they become our friends, sometimes we form relationships that last a life time and sometimes we simply say hello as we pass by. When we lose a co-worker to a senseless death, every single one of us is affected. There is no time to mourn, we talk at our breaks and lunches and we go back to work fresh in our minds that someone that we are used to seeing everyday we will never see again.

Gary Triiolet was a friend and a co-worker.

Gary lost his life in a traffic accident on the way to the job that provided a living for his family, the same routine everyday one of us does everyday. Gary left behind his wife and four children. The money that was given towards a scholarship fund from all of us was our lasting memorial, something we could all do together to remember a friend that we all lost.

I would also like to thank the management at EEP for showing the leadership to take the time in allowing us to mourn together. Actions like this go further than words in showing respect for an employee and a co-worker.

ESSEX ENGINE PLANT

The schedule of the engine line for the 5.0 is still being dictated by the constraints of our suppliers.

In several of the meetings, the topic that dominates the agenda is the work going on in the background to give us all the components we need to build the engines that are required. From the very launch of the 5.0, the popularity of the motor quickly caught on. We went from 80,000 units on the initial launch to 275,000 units and a study underway to take us to 325,000.

In 2007 and 2008, we saw a recession that left two of our North American competitors in bankruptcy and our company barely treading water, but what was barely talked about was how bad the supplier base had been decimated. Many of the pre-recession suppliers don’t even exist anymore and 37% of suppliers say that their ability to make parts is below their customers planned volumes and within that group 20% are below requirements.

As the auto production starts to grow, the problem will increase.

There is only so much overtime and when this doesn’t meet requirements any longer, decisions must be made. Our suppliers must expand if they have the facilities or the capital to do so. We may have to go to new suppliers or we can invest back into our own company especially now with multi-functional equipment that can run many products or be retooled for new programs.

The bottom line is the supplier problem will not clear up with the snap of a finger. As I write this article, Chrysler’s van plant is down again due to a lack of cranks at their engine plant.

Also, a warning has gone out that the effects of the Japanese earthquake may not have been felt yet. Not just the suppliers that where based in Japan, but the fact that several of the Asian automakers will be looking to make up for lost production, something that could cause a greater capacity risk.

The crank department has just cleared six jobs; these jobs will allow us to run with a tag relief system in cranks. The cranks... cont’d on next page

Local 200 Bargaining Team leadership at CAW Council in April at Port Elgin.
ESSEX ENGINE PLANT ... cont’d

department has been running extremely well and the demand on the department has it producing its maximum capacity of 270,000 cranks.

The engine line capacity will reach 325,000, which will still leave us a short fall in crank production.

The Rod dept has been running 7-days a week as demand for the 3.5/3.7 rod has taken off. The Rod dept. was to be a one-shift operation until the end of 2010 and then a second shift to come on in 2011. The demand saw the rod dept. go to three-shifts by the 3rd quarter of 2010.

The operators and trades have done a great job on getting rods out to our customers, but with the quick pace that we launched we lost the time that was set aside for the trades that were pulled ahead on the program to work out some of the bugs during the launch.

We have asked several times for some support to go back and tackle some of the issues that plague the dept today; but without the help and the dept that is running with only two trades per shift, there is no manpower or opportunity to tackle the issues.

The new Block Line has all the concrete poured and the lighting is installed. We will start receiving equipment this month and we will be posting the first IMS jobs for the dept by the end of July. The forecast shows all equipment installed in the dept. by the end of the year and producing new aluminum blocks. The block line will be a 3-shift operation and all three shifts in place in the 1st quarter of 2012. The block line is CNC line including the hones; it is the only one of its kind in North America.

POLITICS

The Conservatives may have won a majority government but according to an Angus Reid survey done going into the election, 71% of Canadians did not want a majority. We will have to see how aggressive Harper goes after his agenda.

The last Conservative Majority Government in Canada brought us Free Trade against the will of the people and the famous GST tax. Harper will aggressively pursue more free trade at the expense of Canadian jobs and he will continue to sell off our natural resources and his vision of this country and its future will be paid for by the next generation of Canadians.

The citizens have spoken, but with 70% of the people nervous about Harper having a majority, the Conservatives will have no one to blame for the direction they take this country or will 2015 be a repeat of the one seat they were left with after Mulroney's majority. The only good thing will be that in 2015 after the damage is done, they will have no other parties, no Reform, no western alliance and no chance at another coalition government to run this country again.

I would like to congratulate Chris Taylor on his new position as President of our Local. I put all my support behind Chris and I believe he will do an excellent job.

I wish everyone a great summer. Enjoy your time away from work and my final thoughts are for two great guys, Marcel Sleiman and Larry Taylor. You are in our thoughts and our prayers.

Stu Shepley, Auggie Menna and Joe Tremblay take calls for pledges at the Easter Seals telethon.
Let me start off my first Ford Facts with saying that I am honoured with being acclaimed as your Skilled Trades Chair. I am truly looking forward to representing you in the challenges we face over the next three years.

I would like at this time to thank Chris Taylor for his support, guidance and friendship these past several years. I believe that he will continue to be an essential asset and driving force for Local 200 in his new position as our president.

What can I say about Dave Crosswell? He has worked tirelessly in several positions in this union for many years and has excelled in his last position as our Financial Secretary. I know him to be one of the most passionate unionists and community activists I have ever met. I hope he is as passionate about retirement as he has been in representing our membership over the years. I am sure he will continue to be involved in our union and the community.

Dave is leaving the financial reins in the hands of another hard worker, Dan Cassady. I feel confident that Dan too will excel in this position and will afford our members, active or retired, great service.

I would also like to congratulate Tom Kerr, our new Vice Chair for trades, Ted Szpak, JR Chevalier and Vito Taranto on their acclamations as committeepersons and welcome a new addition to our trade committee. Mark Simpson won an election to replace me at WAP. I would also like to mention Gary Forget who has been acclaimed to the Local 200 Nemak WAP Unit. I am looking forward to working with all of them. It speaks volumes to me that all the existing committee people were acclaimed. It assures me the security and confidence that the membership has the faith and trust in us to represent them for the next term.

I would like to thank the trade and production membership at WAP for their support and understanding over the last six years as a committeeperson. We have gone through some major changes at WAP during this time with the MOA, the GM project and now the Nemak Local 200 Unit. I ask that you give Mark Simpson and Gary Forget that same support.

As we are all aware, the WAP is in a transition period and by years end the Ford Local 200 membership will completely cease to occupy positions there. I have found that the co-existence of the two units under one roof has been going quite smoothly for the most part. I would like the new Nemak committee to feel free to call on me if they should ever be in need of assistance.

I would be remiss if I didn’t thank the in-plant committee, especially Darby McCloskey. They have been like family to me. I’m sure I am going to miss them a lot more than they are going to miss me.

I have tried in the past few weeks to prioritize some outstanding issues with labour clearance process, the Powerhouse, TSSA QA certification for the EEP and Windsor/Annex sites and some COA issues.

LAYOFFS
As of this writing, we have 174 trades on layoff and 78 on notice. We still do not have a final number of trades that are going to elect to take retirement December 1st. We are trying to identify how this is going to coincide with the loss of the members at the WAP facility.

POWERHOUSE
There has been a manpower shortage at the Powerhouse for a while now. With some long term illnesses and upcoming retirements this situation is only going to get worse. This shortage causes other issues in changing procedures, roles and responsibilities, health and safety and overtime. Some of these issues are being addressed and hopefully we are getting closer to some solutions. I would like to thank our members at the Powerhouse for all their assistance in helping me and management understand that facility better.

ESSEX ENGINE PLANT
The tear-outs continue but at times, slowly coming to an end. The tear-out crew has been reduced due to the volume of work. The two head Mod's were removed from the Annex and re-tooled for the EEP block department along with the rest of the equipment which is scheduled to arrive soon. The company wants to get this department up and running as soon as possible and with the expectations that it will be a 3-shift operation by the end of the year.

The new Block department has seen six permanent trade positions filled, three Electricians and three IMM positions. There are to be a few more trade postings in the very near future. Some of these job post-
SKILLED TRADES ...cont’d

ings may have delayed moves until the equipment is in, possibly sometime in August. The company and I felt it necessary with an upcoming heavy vacation period that we post these positions now to be as fair as possible.

ANNEX

Ted and I have received calls from some Annex trades over a concern with the EEP Block people coming to the Annex to work. This was agreed to until the block equipment at EEP arrives on the floor. These EEP tradespeople are going through some cabinets, etc. and now merely shadowing the Annex tradespeople to gain knowledge. It was agreed that they are there for observation purposes only. They will not perform any work and if you feel uncomfortable with them observing you, then please politely say so or tell Ted and they will leave. Some trades have expressed that they are willing to instruct and pass on their knowledge and I ask that you be respectful of that also.

TSSA QA CERTIFICATION

I was involved in the TSSA QA Certification of the two Nemak facilities a couple of years ago and have a good understanding of that process. The Ford sites were in the beginning stages for this process when I came on board. I am assured by the company that the Ford sites will be QA certified by mid-September the latest. This is good news for the trades and essential for our Appendix “T” language to be enforced within government standards.

SKILLED TRADES LICENSE SURVEY

Recently the trades were given a license survey. The company is telling me that it is needed for their documentation for legal purposes since they do not have accurate and updated data on our licenses and their expiry dates.

Although I was not a big fan of this survey, I do believe that with the changing laws and for all of us hired before TSSA came into effect, it is to our best interest to fill out this survey.

In the 2005 negotiations, the company assured the union that it would fulfill its obligations of training our trades regarding both existing and future legislated standards so we are not excluded from any normal and historical work. This survey if handled properly and I have had discussions with the HR personnel involved and I’m hopeful it will, should act as a catalyst to hold the company responsible for our licenses and their upkeep.

WEP RODS - 865

I feel it necessary to comment on malicious damage and tool box break-ins within the Rod Department. I understand that this has been an ongoing issue for some time now. This activity if and when the perpetrators are identified will lead to serious consequences. We need to be respectful of others property, this needs to cease and desist.

With summer vacations upon us, please stay safe and enjoy some well-deserved time for yourselves and with your families.
HEAD MACHINING

The Annex Head Machining Department is currently running Mod 'A' Coyote [5.0L] on a seven-days a week schedule when we have the parts to do so. Mod 'D' [5.4L] has been running on a five-days per week schedule over two [2] shifts [Midnights and Days].

The Mod 'B' Coyote conversion is going well and is on schedule to be ready for the start of the fourth quarter of this year. The department is currently running capability studies as we wait for the new opp 80's to arrive.

We have recently posted a full-time IMS Leader position departmentally for Mod 'B'. This full-time job after being filled returned one person with RTRs back to full-time status within the department. For every full time job that we increase moving forward, we will see the return of our people who have retained their RTR Rights. With the increase expected in the fourth quarter [MOD 'B'] and retirements at the end of the year, we should see many of our RTRs return before the end of this year.

PARTS SHORTAGE

We continue to see down shifts in our Coyote Program due to parts shortages. We have been informed that this issue is being addressed by the company although it continues to be a regular occurrence.

This issue is compounded by the fact that some heads that we can be machining are committed to "Comtech", as they were contracted to machine the projected additional Heads needed until Mod 'B' has completed its change over. This is a greater concern as EEP continues to have issues when they are running, using Heads not produced at the Annex Head Machining Dept.

ANNEX RODS

The Annex Rod Department has been running on a five-days per week schedule with some Saturdays when needed. They currently have an inventory of over 300,000 Rods and have scaled back production to use up some of the float.

TRANSPORTATION

Our Transportation Department has been operating with a current staff of fifteen [15] drivers. With a handful of drivers looking to retire this year, we will be posting some driving jobs company-wide. If any active members qualify, they may bid when the jobs are posted.

The requirements to become a Ford Transportation Driver are as follows:

- The successful applicant must have an A/Z License.
- The successful applicant must have three [3] years of clean verifiable driving experience.
- They must be able to obtain a Passport and be Fast Carded to cross the border to the United States.
- The successful applicant will be required to pass a Road Test and a Drug Test.

If you are a current active member and have the qualifications as stated above, please get your drivers abstract together and be ready when the jobs are posted in the forth quarter later this year. Please contact the Annex Union office if you have any questions.

GOOD NEWS FROM ANNEX

Moving forward I will now report in each Ford Facts article that I write any good news stories or accomplishments that come from the membership of the Annex and their families. If any member from the Annex has a good news story or an accomplishment [School/Sports] of their children or family member, please let us know in the Annex Union office and we will get it reported in the following Ford Facts.

OUR FIRST GOOD NEWS STORY

We would like to congratulate Melissa Bashura, daughter of Jim, dept. 8651 and Bonnie Bashura who earned the position of Academic Honour Roll for Graphic Design Program at St Clair College. Few students earn this distinction in their academic careers and you should be very proud of your accomplishments Melissa.

On behalf of everyone at your father’s work place, the Annex and all Local 200, we wish you all the best with continued success in your future endeavours. Keep up the good work!

ANNEX SHUT-DOWN

The Annex will have a one-week shut-down as posted. Work plans for the shut-down period have not been finalized at the time of the writing of this article.

VACATION TIME

With the main vacation season upon us, it is nice to report that all the people in all departments under
the Annex who scheduled their vacation time prior to the May 1st deadline, have received the time off that they requested. Postings have been placed on the board showing vacation availability for the rest of the year. If you require specific time off, you would be best to schedule it ASAP with your clerk and your department.

NEW SAFETY REP IN ANNEX

I would like to take this opportunity to welcome Jeff Vilag as the new Annex CAW Safety Rep replacing Jim Grant. Jeff has many years of experience within our Union representing our membership and I believe he will do a great job making sure the Safety of the Annex membership is maintained as priority one.

I would like to thank Jim Grant who has decided to return to his job within the Annex Trades, dept. 8653. Jim took his position as Safety Rep in the Annex very seriously and ALWAYS had the best interest of our members at hand when he dealt with issues.

Jim is very knowledgeable about the Annex Head Machining Department as he has worked in the department since the first launch prior to becoming the Annex Safety Rep. Jim will remain active as Jeff has decided that he will utilize Jim’s experience and he will use him as his certified Safety replacement.

ANNEX COMMUNITY OUTREACH

It has become increasingly more difficult to raise money for the Annex Community Outreach as we are no longer permitted to have raffles or draws at work due to company rules. The only way we are able to give back to the Youth in our community at this time is through our Pizza days and BBQ’s. So I ask everyone to participate when we do have these fundraisers as you can enjoy a good meal while giving back to our Community.

The Annex Community Outreach recently gave $150 to help send Danielle DiLallo, daughter of Ed DiLallo, CAW Local 200 Member, to Philadelphia for treatment of Eosinophilic Esophagitis [EE]. We also donated $200 to benefit Jacob Bezaire, a twelve [12] year old boy from Amherstburg, who was suffering from Meningitis as well as $50 to this year’s Easter Seal Campaign. Thank you for your continued support of the Annex Community Outreach.

DAN LASORDA – Community Outreach Award

The Dan LaSorda Community Outreach Award is an award that has been given in honour of Dan LaSorda since 2005, for the Female and Male from the Annex who have gone the extra mile when given back to their communities through their volunteering and contributions. Starting this year, due to our reduced population, we will be awarding one person each year Female or Male that has gone the extra mile to give back to their communities.

The 2010 recipient of the Dan LaSorda Community Outreach Award is Bruce Robinson from Dept. 8658, ANNEX RODS. Bruce has been a long time volunteer during all children's Christmas parties and Labour Day festivities, as well as many other causes. Bruce was recently called after winning a 50/50 draw from the Chili Cook-off and generously donated the almost $200 prize back to the Cook-off's charity. Congratulations Bruce you are truly worthy of this award given in honour of our friend.

THOUGHTS AND PRAYERS

Our Thoughts and Prayers go out to some of our Annex co-workers who have fallen ill in the past year. Our thoughts and prayers go out to you all and we wish you all a speedy recovery.

To the members of the Annex and all of Local 200 who have lost family members in the past year, we wish you and your families all the best as you and your families together are dealing with the grieving of your loved ones.

JDRF CAMPAIGN

I would like to thank Roger Dzugan, dept. 8651 who again was this year’s JDRF Campaign Co-Chair for the Annex. This year’s campaign raised over $2,477.

I would like to give a special thank you to Gary Maisonville, dept. 8653, for volunteering his own time to collect $739 which went towards the Annex totals; great job Gary.

I would also like to thank Allan Chan, Acting Lead Engineer Annex, for all his support in helping raise money for this great cause. Thank you to all who gave to this year’s campaign and supported the BBQ’s and Pizza Lunches that we had in support of this cause.

HAVE SAFE SUMMER VACATION

On behalf of the Annex Union office, I would like to wish everyone a Safe and Happy Summer Vacation. Enjoy your time away from the workplace with your family and friends and return rejuvenated!

THE ANNEX MOTORS ON!
PLANT POPULATION
Currently we have 30 on roll with 2 members on layoff. Over the past and upcoming months, the laid-off members are being utilized to fill vacations and leaves.

PERSONAL LEAVES OF ABSENCE
Within the past four months the company has been monitoring the frequency and the validity of personal leaves. As per our collective agreement, any leave requests must be valid and the company reserves the right to challenge the validity of the leaves.

Please, if personal days are needed make sure the reason is valid. We recently lost a member due to falsifying a leave and company acted swiftly and terminated the member.

UNSAFE WORK
Everyone needs to be aware that everyone has the RIGHT TO REFUSE if they feel the work requested is unsafe. I can’t stress this enough. If you feel it’s unsafe, please call your in-plant rep or your safety rep. If there are any questions regarding this, please call your reps. If you have any doubts about the work, call your rep.

VACATION PAYOUT
We are finally resolving the vacation payout for 2009 and 2010. Recently the company paid out a few members the 4% which was owed to them for 2010. After reviewing this, we determined that more members were actually owed for 2010. After meeting with the district manager, a request was placed with the head of HR for Canada asking for a review. After a month of talks, 11 members were paid for 2009 and 24 members were paid for 2010.

A special thanks to Paul Georges for all the hard work regarding this issue.

ELECTIONS
I want to welcome Dave Vizard to the union office as he was elected #3 Shift Union Rep. Congratulations to Paul Georges on his acclamation to #2 Shift Rep at EEP and Joe Vivona for his acclamation to #1 Shift Rep.

BARGAINING
Everyone is aware that 2011 is a bargaining year for our unit. We recently had a unit membership meeting and questions about bargaining were asked. Everyone had the chance to meet the new President of CAW Local 200, Chris Taylor. I look forward to bargaining with, not only Chris, but Marc Renaud and Dan Cassady because they know firsthand what to expect from this company.

At the 2011 Easter seals Rick Laporte, President of Caw 444, Dan Cassady, President of CAW Local 200 and Mike Dunning, Vice President of Local 195 donate $20,000 to this year’s campaign.
Benefits

JERRY FERGUSON  
CAW Benefit Rep. for WAP & EAP  
519-944-9277

PAT FREELAND  
CAW Benefit Rep. for WEP & Annex  
519-297-2412

S&A and W.S.I.B. - Use as Waiting Period for E.I.

You have three weeks from the day you return to work from either S&A or WSIB to apply to E.I. to use your last one or two full weeks as waiting periods served for E.I. purposes. It may be to your advantage to cancel an existing claim and start a new one.

If you were off on WSIB, and are submitting your application on-line, you will need to know your claim number when applying.

If you were off on S&A, and applying to EI on-line, other than having to know what your S&A earnings were for the week(s) in question, all other information is obtained electronically.

For further details, don’t hesitate to call your Union Benefit Rep. if need be.

EI REPORTING

A reminder to employees who are currently submitting their bi-weekly EI reports, be sure you are claiming any earnings you may have in the week that you actually worked, or the earnings were specifically applied to, – not the week you may have received the actual pay.

There have been some TPT’s who have mistakenly reported their earnings for the week they actually received the pay, which is one week later, which is the case with all employees.

If you did declare the earnings to the wrong week, you should contact an agent ASAP to correct it. Phone: 1-800-206-7218 and speak to an operator. If the reporting error is not corrected, EI will be sending you a "Clarification of Earnings" letter.

OUT OF PROVINCE COVERAGE

If you intend on traveling outside the province, and you have a pre-existing medical condition, you should consult your family doctor prior to travel to confirm and document that you are medically cleared to travel.

It is also important, that if you need medical attention, are hospitalized, etc… contact the Travel Assistance Group at the toll free number that is on your Green Shield card immediately. Do not wait until you return home.

GREEN SHIELD CARDS

If you haven’t had any reason to have received a new Green Shield card lately, your existing card may still show that our drug co-pay as 35 cents and semi-private hospital coverage. This has been changed to a 10% co-pay and ward hospital coverage.

This could create a problem for the uninformed individual who while being hospitalized assumes we still have semi-private coverage as stated on his older Green Shield card. If you happen to have one of these older cards and want new ones, call Green Shield at: 519-739-1133, with your ID number and request new ones mailed to your address.

VACATION SHUTDOWN EARNINGS & EI

Any employees who are on lay-off collecting SUB or IMP, If you have 40 or 80 hour blocks of vacation hours available, it will be paid out during the shut-down period.

Any hours over 80, or partial vacation weeks (hours), will be paid out in PP 50 in December. If you did declare the earnings to the wrong week, you should contact an agent ASAP to correct it. Phone: 1-800-206-7218 and speak to an operator. If the reporting error is not corrected, EI will be sending you a "Clarification of Earnings" letter.

Any employees who are on lay-off collecting SUB or IMP, If you have 40 or 80 hour blocks of vacation hours available, it will be paid out during the shut-down period.

Any hours over 80, or partial vacation weeks (hours), will be paid out in PP 50 in December. If you have less then 40 hours available at shutdown no monies will be paid out, so it does not affect your EI or SUB.

At this time we would like to congratulate Chris Taylor for his acclamation as President of Local 200, with out-going President Dan Cassady moving over to the Financial Secretary’s position. Dan is replacing Dave Crosswell who has made the big decision to retire this fall. Dave has been indispensable to us in his knowledge in dealing with pensions and benefits. Dave will be greatly missed, but Dan will surely fill his shoes nicely with the same way he performed in the President’s position. We wish Dave the best in his retirement.

To all our active and laid-off members have a safe and enjoyable summer with your families.
On February 25th together with the Standing Committees, we held our Second Annual Chili Cook-off for local Charities. Last year we raised over $2,000.00 between the three events we held throughout the year. We also received a donation of $1,000.00 through the Local and the Social Justice Fund so we were able to donate $3,000.00 to be split three ways with the Downtown Mission, House of Sophrosyne and Club 200.

Thank you so much for all your participation and volunteer time. Hope to see you at our next event. We will be doing a Charity BBQ before the union meeting on Wednesday, June 29th; please come to your Union meetings and get informed on the latest information. You just might find something that interests you or a cause you may want to get involved with.

This summer the Local will be subsidizing tickets to Cedar Point. The cost is $37.00 Canadian for Good Any Day Tickets and $70.00 for the 2-Day Ride and Slide tickets.

New this year: Canada's Wonderland tickets will be available in the plants and /or through me at pamela.strong@sympatico.ca to make arrangements. The cost is $38.00 a ticket.

On Sunday, May 29th, 20 of our members went to Comerica Park to see the Tigers against Boston and a good time was had by all. We have another game on Friday night, July 29th against Los Angeles. Fridays are always fun with fireworks after the game. Hope you are able to join us. The cost is $35.00 and includes the tunnel bus there and back, good seats, Lower Baseline box seats 114. Hope to see you there. Please call the Union office to reserve your seat. The deadline is June 29th.

On April 16th, the 12th Annual Elszie Banks Local 200 Hockey Tournament was held. Steve Monforton's Blue team won the Championship game in a shootout. Out of 12 games, six went to a shootout which made for a very competitive tournament.

Tommy Dawson would like to thank Elszie Banks, all the sponsors, team reps., players and fans for making this a fun weekend.

**CLUB 200 GOLF TOURNAMENT**

The registration date was Sunday, June 12th. Anyone still interested in participating can register at the Local 200 Union Hall; the Entry Fee is $120.00 per person.

The Local 200 Golf League is planning an outing. Past members are invited to join in for a reunion. Please come out and join us. Bring you're A game, a few good stories of past outings, which is always fun, pictures and your sense of humour. You are sure to have a good time.

This reunion will take place at Tilbury Golf and Country Club on Monday, August 1st. The cost is $55.00 and includes 18 holes of golf, cart and steak dinner; closest to the pin prizes and more. It's open to the first 72 golfers so first in first out. Tee times start at 10:30 a.m. The Deadline is July 22nd.

If you are interested and want more details, call or email John at 890-8289 johnmaurina@hotmail.com or Pam @ 519-776-7537 and leave a message for . . . pamela.strong@sympatico.ca

On behalf of the Recreation Committee, I would like to wish you all a great summer vacation, be safe and enjoy your time with family and friends. Recreation news and discount park tickets information is also available on the CAW Local 200 web site under Recreation.
16th Annual Charity Golf Classic

In Memory of
FRANK McANALLY

FRIDAY, SEPTEMBER 2nd, 2011
ROSELAND GOLF COURSE
Two Person Scramble – Open and Mixed Divisions

ENTRY FEE: $120.00 per Person
Includes Green Fees, Cart, Dinner, Putting Contest, Closet To The Pin,
3 Chances at the Major Draw, Complimentary Gift and Prizes

“HOLE IN ONE”
4 Chances to Win a One-Year Lease of a New Ford - Sponsored by ...

Applications available from the In-Plant Union Offices, Local 200 Union Hall,
1855 Turner Rd. or Local 200 Website: www.cawlocal200.org
Applications are to be submitted to the Local 200 Union Hall no later than FRIDAY, AUGUST 26, 2011

PLEASE NOTE: Applications restricted to the first 140 Two Person Teams, on a first come basis.
Two Person Team to consist of Local 200 Members and Family.
APPLICATIONS WILL BE ACCEPTED FROM TEAM MEMBERS ONLY
FOR FURTHER INFORMATION, CONTACT MARC RENAUD at 256-3453, Ext. 225
Dan Cassady addresses the Nemak unit membership during the recent ratification for the Nemak Windsor Aluminum bargaining.

CAW Child Care Services

CAW Child Care Services is now accepting applications from the community for enrollment in our child care program

- We offer a high quality, play-based curriculum for children ages 3 months to 12 years.
- All Program staff are experienced, registered Early Childhood Educators.
- Extended hours of service from 5:30 a.m. to 1:00 a.m.
- We offer care for PD days, March Break and a Summer program.
- CAW members are eligible for up to $12.00 daily fee reimbursement through the Green Shield Child Care Benefit.

Find out how you can access child care at our centre and how you may qualify for subsidy through the City of Windsor.

For more information about enrolling your child, visit us at our Child Care Centre, located at 3450 Ypres avenue, or call 519-944-3444.
**PLANT POPULATION**

WEP currently has a plant population of 505 production and trades CAW Local 200 members.

**ELECTIONS**

First of all, I would like to thank everyone for taking time away from their families to vote on Sunday, February 27th, 2011. I want to give cudos to all the candidates who ran for a position at WEP. It takes a lot of courage to run. Congratulations to April McLellan, Sean Curtis and Tommy Kerr on day shift; Vince Taranto on afternoon shift; and Al Hernandez on midnights. I’m looking forward to working together.

On a personal note, I would like to thank all the people I’ve worked with in the union office over the years. I’ve worked under three chairs, – Tom Cochois, Dan Cassady and Jeff Vilag. They all had their own style but the goal has always been the same. Take care of the membership and the community. I will continue to follow the path of my predecessors. Thank you for all your support.

I want to congratulate Jeff Vilag on his new position as Financial Secretary. Dan did an outstanding job as President in the worst economic times in the auto industry.

As you know Chris Taylor is now our President of Local 200. Congratulations Chris, I look forward to working with you in the future.

**STATE OF THE PLANT**

Communication is a key to success. At one time the worker or workers participated in any changes involving their job. At the present time the reps are getting called to find out there has been a change made to the process without following the proper steps. Any changes the company wants to make has to involve a MTC form (manage to change) which needs to be filled out by managers then forwarded to ergonomics, safety and the Reps.

The worker is on the job every day and you would like to think that they would be involved in the process of changing their job and this is not happening. This lack of communication creates frustration.

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**A Farewell Message as W.E.P. Chair**

First off, I would like to thank all the people I have represented here in WEP since 1999 for their support over the years as Committee person, Vice-Chairperson and Plant Chairperson; it was one heck of a ride.

There were many very good years here at WEP and some not so good especially the last few with volumes and demand dropping and the complete Global Meltdown which saw GM and Chrysler both go into bankruptcy and Ford completely mortgaging the entire company to stay in business (unprecedented in history).

At the end of it all, I gave everything I could to keep people at work and hold the company accountable. I will truly miss the people that I spent the last 15 years with in WEP, but it was time to move on and I want to thank everyone who has welcomed and supported me in my new role as Annex H & S Rep. It is an exciting new challenge in my career as a worker representative.

To the Union Office, I wish all of you nothing but the best and I really do not have to say much else because you all know how I feel about each of you personally. Remember no matter how tough of a day you have, hold your heads high because it takes truly caring folks like yourselves to represent workers and remember you all have a family to go home to at the end of the day.

In closing, everyone needs to remember:

**UNITED WE STAND, DIVIDED WE WILL FAIL.**

**IN SOLIDARITY**

JEFF VILAG
among the membership which is negatively affecting moral. You would think the company would care about the morale of its workers because a happy workforce is a productive workforce.

**SCHEDULE**
Forecast shows no down weeks or down days in the schedule. As we all know, gas prices are rising and that can affect sales.

**CAFETERIA**
The cafeteria will have full service canteen sometime in August. We wanted to open the canteen ASAP but legislation states the previous business must be closed for a certain period of time before it can be reopened or the new company would have to hire any employees that were laid-off. Eurest who owns the vending machines was given notice on May 27, 2011 to remove the vending machines.

**RETIREMENT**
On behalf of the WEP union office, I would like to wish all the best to Tom Cochois and Dave Crosswell on retirement. Tom and Dave are both pit bulls with huge hearts.

Tom was the chair when I was first elected and I was as green as they come. Tom believed in learning by jumping right into the fire and if you screwed up he would give you hell and do whatever he could to help you.

Dave Crosswell makes you feel like family when dealing with an issue and you can see the compassion as soon as you talk to him.

On a personal note, I would like to thank him for all he’s done. He is one of the hardest working reps, not only at Ford, but in the community. I would like to wish both of you and your families all the best on a long and happy retirement.

**SHUT-DOWN**
On behalf of the WEP union office, we would like to Extend a Safe and Happy vacation to all Local 200 members and their families.

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Local 200's Big Bike team raises $2,955.00 for the Heart and Stroke at this year's ride in June.
Wow... does time ever fly by during retirement! This is another good reason to retire early.

I would like to begin by thanking Danny Robson and Gerry Frain for their hard work, dedication and unflinching determination to improve the lives of retired workers. They served the Chapter together for 12 years. Their efforts will surely be missed in the leadership but I am sure they will continue to raise issues and participate on the floor. We wish them all the best in their second retirement.

Congratulations to Rob McLean who was elected to Recording Secretary, Mike Lepine who was elected to Financial Secretary and Ernie Spickett who was elected to Guide. Jack Gibbons was re-elected Vice-Chair, Elsie Banks as Sgt-at-Arms and myself as Chair.

I would also like to congratulate Dave Crosswell on his decision to join us in retirement and thank him for the excellent job he did for the retirees. Congrats to our new President Chris Taylor, Financial Secretary Dan Cassady and Vice President Mark Renaud.

We lost two brothers who dedicated their lives as elected Representatives to our Local and workers nationally since the last publication.

Tim Murphy passed away on December 29th, 2010 and Ron Joyal passed away on May 26, 2011. Our prayers and condolences go to their families and friends.

With four new Retired Workers National Executive Board members, elected last September, there is a new level of energy at the executive board meetings. We have taken the first steps toward a joint project with students in producing short issue based video presentations for social media.

Our Leadership meeting in Local 1520 Hall in St. Thomas received good reviews from people who were there. We had more reports from individual Executive Board members and more time for everyone to express their ideas and concerns.

The Canadian Labour Congress Convention was very motivating. A protocol to resolve the raiding issue between the Teamsters and C.A.W. was discussed and adopted.

Ken Lewenza made a speech from the floor that brought the whole convention together on this issue and made it clear that organized labour must come together and resolve our differences so that we can focus on our common goals.

Pension security is still at the top of the agenda for organized labour. Much focus was put on using social media to energize people and get them into action. There were specific presentations on how to use these tools and examples about how effective different applications are.

Remember to check out our website at www.cawlocal200retirees.ca

There are a lot of links to information on social issues and current information.

Please also remember that every decision we make makes us part of the problem or part of the solution.

Your Executive Board wishes you a Safe and Fun Summer with your families.

We have no meeting in July and our next meeting is August 11th at 10:00 a.m. See you there.
A lot has happened in the world since our last article. Earthquakes and tsunamis in Japan, Nuclear catastrophes, floods in Manitoba and Quebec, record breaking rainfall in our area are among many other climatic related events.

We don’t have a magic wand to change the course of climate change by waving our arm, (or an alternative energy switch to flip to do this either, but we’re trying; see Mark Bartlett, President of our CAW Windsor Regional Environment Council’s article in the Guardian for more information on how our area is changing to a more “Green Economy”) but we do have the knowledge on how we can work toward making the world a better place by the little things each and every one of us can do.

Here are just a few easy reminders:

Plant a tree: As we all know, trees produce oxygen and remove carbon dioxide and contaminants from the air. "On average, one tree produces nearly 260 pounds of oxygen each year. Two mature trees can provide enough oxygen for a family of four." - Canada's environmental agency, Environment Canada.

Hang up your clothes on a clothesline and use cold water when ever possible for washing: A recent study by Cambridge University’s Institute of Manufacturing found that 60% of the energy associated with a piece of clothing is spent in washing and drying it. Over its lifetime, a T-shirt can send up to 9 lbs. of carbon dioxide into the air, plus you’ll save yourself money by using less electricity.

Don’t idle in your car: As an individual, you can be instrumental in reducing environmental impacts. If every driver of a light duty vehicle avoided idling by three minutes a day, collectively over the year, we would save 630 million litres of fuel, over 1.4 million tonnes of GHG emissions and $630 million annually in fuel costs (assuming fuel costs are $1.00/L; remember those days). Source: Natural Resources Canada.

Some of the activities your CAW Local 200 Environmental Committee has been involved in recently:

"1ST ANNUAL WORKING WITH THE ENVIRONMENT ART SHOW AND SILENT AUCTION"

Students from all three High School Boards showcased their talents at Devonshire Mall from May 16th to June 5th.

The event was called, The 1st Annual "Working with the Environment" Art Show and Silent Auction and it was a great way to appreciate and acknowledge the talents of these student artists, to heighten awareness of labour and environmental issues, as well as a fundraiser for the local high schools.

CAW Local 200 and CAW Local 444 along with the GECDSB (Greater Essex County District School Board), the WECDSB (Windsor Essex Catholic District School Board), the Windsor and Essex County French School Board and Devonshire Mall worked together to create the event that highlighted art works created using the themes of "working", "the environment" or a combination of these two themes.

The students’ art works were up for sale through a silent auction and all the proceeds helped raise funds for their schools and an environmental organization of the students' collective choice, which ended up being the "David Suzuki Foundation".

In addition, two winners of the show were rewarded with $500 each at a Gala Evening to be used for furthering their artistic talents thanks to the generosity of CAW Locals 200 and 444.

One winner, May Beth Macdonald of Holy Names High School, with her entry "Window Pain" was chosen by a panel of three judges (Frank DeBlock, a Local 200 retiree and well known and respected local artist, Rod Strickland, Professor of Sculpture in the School of Visual Arts at the University of Windsor and Susan Gold-Smith, Professor of Visual Art at the University of Windsor) for the "Judges’ Choice Award". Another winner, Barbara Tomczyk, with her entry "Monarch Butterflies" was chosen by the students artists' themselves for the "Peers' Choice Award".

It was a great event and fundraiser for the first year (raising around $1,300 for the local schools) and we are looking to make it even better next year.

LASALLE STRAWBERRY FESTIVAL "GREENEST VENDOR AWARD":

Our Environment Committee was able to heighten the profile of the LaSalle Strawberry Festival’s 3rd Annual "Greenest Vendor Award" through the support of the TD Friends of the Environment grant that we were successful in obtaining this year.

Visitors to the festival visited the various vendors’ booths asking them what they were doing to “help the environment”. They then had a chance to have their say in casting a ballot at the “Greenest Vendor Award” booth with reasons on the back of the ballot on why they chose the vendor that they did.

... cont'd on next page
CESAR CHAVEZ

Cesar Chavez was a Mexican-American labour leader who used non-violent methods to fight for the rights of migrant farm workers in the USA. These Migrant workers are people who do farm labour, moving from farm to farm and from town to town as their work is needed; it is very difficult work that pays very little and can be dangerous due to the use of pesticides, natural weather elements and unscrupulous employers.

Chavez founded a group that advocates for the rights of farm workers, acting to increase wages and improve the working conditions and safety of farm workers. He also organized strikes and nation-wide boycotts of agricultural products in order to help farm workers. Chavez went on many hunger strikes, refusing to eat until violence against strikers ended and until legislators voted to make laws improving the lives of farm workers.

In 1962, Chavez founded the National Farm Workers Association (NFWA). It was later called the United Farm Workers (UFW). In 1968, Chavez organized a “grape boycott” that lasted Five Years, – a movement that urged shoppers to stop buying California grapes until farm workers had contracts ensuring better pay and safer working conditions, when some of the workers’ demands were met, the boycott of grapes were lifted.

In the early 1970s, the UFW organized strikes and boycotts – including the Salad Bowl Strike, the largest farm worker strike in U.S. history, to protest for, and later win, higher wages for those farm workers who were working for grape and lettuce growers.

The UFW got grape growers to accept union contracts and had effectively organized most of that industry. The UFW and its members wanted the government to pass laws which would permit farm workers to organize into a union and allow collective bargaining agreements. Chavez made people aware of the struggles of farm workers for better pay and safer working conditions. He succeeded through nonviolent tactics. Chavez and the union sought recognition of the importance and dignity of all farm workers.

On April 29, 2011, the Supreme Court of Canada has ruled that a provincial ban on farm unions is constitutional, denying more than 80,000 Ontario farm workers the right to unionize. The high court allowed the McGuinty Government the right to deny Ontario agriculture workers the right to join unions and bargain collectively. These workers migrate from many different countries including Jamaica, Mexico, Cambodia and Sudan to make a better living for their families. They pay taxes, CPP and EI premiums which they will never be able to collect. They work in horrendous, dark and cockroach infested conditions as in the case of Rol-Land Farms here in Windsor. These workers deserve the same status as all workers who work in Canada, the right to EI, CPP, Welfare, Health Care and the right to unionize.

Cesar Chavez found a way to non-violently highlight the issues of Migrant Workers in the USA. In Canada, do we want to leave a legacy of legalized slavery and indentureship? Let your Elected Representatives know that all workers should be treated equally.

Sandra Pupatello at: spupatello.mpp.co@liberal.ola.org
Dwight Duncan at: dduncan.mpp.co@liberal.ola.org

It could have been that the vendor’s employees walked, rode a bike or car pooled to get to the festival, thus lessening the amount of carbon that is put into the atmosphere. Or it could be that the vendor made sure to not use plastic or styrofoam plates and utensils.

These items are a petroleum based product and because of that, the creation of the serving ware is not good for the environment. On top of that, because it can take up to 1,000 years for the plastic to break down, it creates a lot of waste.

Using natural light or energy saving LED lights rather than incandescent or halogen light bulbs, was another way that the vendors could “win” some “points” with the patrons. LED lights use 1/10 of the amount of energy an incandescent light bulb does. How far their products had to travel to get to the festival could have been a consideration. What the products were made of? Any of those questions and more could determine why a vendor would have been chosen over another. It was a chance for us as a community to think about the consequences of our actions, both in what we buy and use, and in the way we do things.

The winner of the “Greenest Vendor Award” for 2011 was "the Barter Artist", who embodied the meaning behind the three Rs: Reduce, Reuse and Recycle by taking discarded furniture and giving it a new life in creative, artistic ways rather than have this “used” furniture get thrown in the local dump. They also impressed the visitors to the festival by being energy conscience in their business and by using local supplies.

TOGETHER WE DO MAKE A DIFFERENCE.
Stop Harper

Activity, by definition, consists of intentional action to bring about social, political, economic, or environmental change. This action can be in the form of letter writing to newspapers or politicians, political campaigning, boycotts, patronizing businesses, rallies, street marches, strikes, sit-ins, or using peaceful action or civil disobedience.

Senate page Bridgette DePape stated she was moved by the response she received by people from all walks of life across the country after the actions she had taken during the throne speech in the senate. As we all are aware, Bridgette pulled out a STOP sign in protest of the Steven Harper government. She was “right on the money” when she stated we have a government that 60% of the Canadian people voted against.

This vote left Canadians with a Conservative government ready to: spend billions on fighter jets we don’t need, pollute an environment we want to be protected, to degrade a health system we want improved, and cut social programs and public sector jobs we value. She stated she was compelled to action after having witnessed one irresponsible bill passed after another passed through the senate.

Brigette stated she was inspired by many of her peers in North Africa and the Middle East especially Asmaa Mahfouz, who at the age of 26, issued a video calling for Egyptians to join her in Tahrir Square. People joined Asmaa and together they started the Egyptian revolution.

History demonstrates that activism works and this University of Ottawa student has inspired all activists. Anyone who is interested in Bridgette’s efforts, she has started a fund to support peaceful direct action and civil disobedience against the Harper agenda. Send your support to her at www.stopharperfund.ca

FALL PROVINCIAL ELECTION

The Progressive Conservatives will be hitting the campaign trail this summer with promises of scrapping the HST off the hydro bills as well as other campaign promises that had been part of the NDP election platform long before the PC leader Tim Hudak put them on his agenda.

Remember that Mr. Hudak was a member of Mike Harris’ cabinet and we can all recall the “Harris Days”. Like Hudak’s former boss, he is no friend of organized labour or working people across Ontario. In the local riding of Essex South former Windsor councilman Dave Brister is the PC candidate. We all know Mr. Brister’s history, in Windsor, where he was a driving force behind the privatization of the garbage collectors. Labour does not need the Brister agenda in the county or at Queen’s Park. Let’s make sure we are supporting labour friendly candidates not ones that oppose us.

From the UPC committee we wish everyone a safe and enjoyable summer.
Currently at Voith we have 31 full-time members with no one on layoff. We have been working five days a week with some weekend work at EEP, Annex and we expect this to continue in the future.

We have had a few discussions with the company on improving their new attendance policy that Voith is implementing and we have had some success, but with any policy there can be some differences of opinion on what is fair what’s not.

**RRSP AND VACATION**

This year’s RRSP match program got messed up when the company switched payroll systems. The company has informed me that this is resolved and everyone that was entitled has been paid out.

If you suspect that you have an issue with yours, please let your Rep know and they will look into it with the company on your behalf. We also plan on having some discussion around the Max contribution amounts. Our understanding of the 5% calculation is different than what the company is calculating and we hope to have this resolved soon.

Vacation scheduling has been completed. The company was limiting to 10% as per our agreement that created some issues. But after some discussion, they did accommodate in some situations to allow more. This will be a large issue when members start accumulating more vacation entitlement and it will need to be looked at.

**MANPOWER**

We are struggling with completing Task at WEP and some days it’s because of a combination of a few different things but mainly it is because of being understaffed. Our membership has been cut to unsustainable levels over the last three years at this site and it’s not getting any better.

Ford continues to demand the same scope of work to be done with half the people and that’s never going to happen. Our members have large assignments that they try and complete in the time they have but as difficult as this is already, add being pulled off your duties to do other things on a daily basis.

It makes me think that this is done purposely because they don’t care about properly maintaining this site any longer due to it being scheduled to close in a few years.

We continue to discuss these issues with the company but they claim their hands are tied even though they acknowledge the issue.

Brother Dave Crosswell has chosen to retire at the end of the year and I want to thank him for the great leadership and for his commitment to Local 200 and our community over the years. I have known Dave for some time now and I know how busy he is. I don’t think there has been a single day that I haven’t seen him doing something or helping someone, he is always on the go. Even with how busy he was, Dave always took the time to say hello, come over and shake your hand and ask how you are doing.

Listening to Dave get up and talk during meetings was always a treat for me; you never knew what would happen. He would either motivate the hell out of everyone or tell you how it is when he wasn’t impressed with something.

Dave, you are a stand up guy and a great person. We thank you for everything you have done over the years and I hope you have a great retirement. YOU DESERVE IT.

I would like to thank everyone at Voith, Penske, Nemak and Ford who put their names forward in the recent elections and congratulate all of you who were newly elected or re-elected.

Our agreement with Voith is up this year and I am looking forward to getting another chance at the table to try and bargain some more improvements for our members. The Amendment forms are in your workplace and you should return your amendment forms to your reps. I strongly recommend that you make suggestions on things that you would like to improve on. I am confident in you, our leadership and our Bargaining Committee that our solidarity will bring us forward.

**Work Safe and I hope everyone enjoys his or her summer and have a great vacation.**
I would like to take this time to re-introduce EAP-Melt Shop. When you think of EAP think of this. Imagine taking an old book off of your shelf, one that you haven’t read in years, or from way under your bed; at that moment you have two choices: throw it away realizing that it is too old and not worth the effort to reorganize or blow the dust off of it and start the rebuilding process.

Nemak Canada made the decision to reopen that book. Through frustrations, trials and tribulations employees have managed to make that rebuilding process a success.

At present we have 20 full-time production, seven TPTs and eight Skilled Trades with one STR welder. We are currently on a seven day work schedule and melting on an average 10,500 pounds per shift with a goal of reaching 15,500 pounds per shift. We are currently working through several outstanding issues with manpower and safety being first and foremost. Call ins have been an issue with the heat but we are hoping to establish some kind of heat relief process to put into place.

With this being said, I would like to congratulate the team at EAP for their ability to work as a group towards a common vision even when that vision becomes extremely blurry. With that in mind, we continue to push towards reaching our production demands and meeting our customer requirements.

I would also like to take this time to congratulate Pam Vander Park on her appointment as EAP Melt Shop Health & Safety Rep.

And lastly, as vacations draw near, I would like to wish everyone a Safe and Enjoyable Summer!
Sanja Maric

Workers’ Adjustment Centre

The last thing that I expected to be writing about in this edition of the Ford Facts is that I have made the decision to leave the Adjustment Centre. This is the hardest decision that I have ever had to make but I am comforted by the fact that the Centre is left in the hands of some of the most caring and wonderful people that I have had the pleasure to meet.

It has been a challenging five years dealing with the bureaucracy of government policies, high unemployment rates and stereotyping of “autoworkers” but I am very proud of the work we’ve been able to facilitate and the work that the Centre will keep facilitating. The peer counselors at the Centre are all very knowledgeable and highly skilled to carry on all this work.

Like the old saying “I’m here for a good time, not a long time”, I have enjoyed all my years at Ford, working with the best people I’ve had the privilege of knowing. From tossing cores to piston pounding I’ve learned the true meaning of solidarity and I hope that our strength as a membership continues for generations to come.

As for the leadership of Local 200, I would like to say thank you for the opportunity to be involved in many voluntary projects from grant writing for Computers for Kids, to all community and socially conscious committees that have made outstanding contributions. I know the challenges that are before you with the changes of the global economy but I am confident that you will continue make a difference not only to the membership but to the community.

In conclusion, I prefer not to say goodbye so I will end my last Ford Facts with Aloha and TTYS!

If you are having any issues with Employment Insurance, returning to school, government red tape, family, individual and/or debt counseling or looking for work etc. please give us a call.

All information is private and confidential. Our website is accessible off of the CAW Local 200 website:

www.cawlocal200.org

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Employment Equity
By JACQUI CARDILLO

PLACEMENT AND THE DUTY TO ACCOMMODATE

I recently attended the joint company/union Employment Equity Conference. This is a conference held annually to keep us up-to-date on employment equity issues and any changes in relevant policies or legislation.

One of the topics looked at this year was the placement of injured workers and the duty to accommodate. This was an extremely interesting workshop that covered some of the changes being made to workers’ compensation legislation that bring it in line with Ontario Human Rights legislation.

This is good news as there was some confusion about whether the company had met its obligations under the old language when the standards were different between the two legislations. By updating the workers’ compensation legislation to meet the threshold of the Ontario Human Rights legislation, I believe there will be less confusion and workers will have stronger protections under the law.

HARASSMENT

We all have the right to work in an environment free of harassment and discrimination. Unfortunately, harassment is still an ongoing issue in the plants.

I know I have written about this a lot in the past but sometimes we all need a reminder. Sometimes people just don't like each other, but we have to be careful not to cross the line into harassment. We have a very specific definition of harassment when investigating complaints. The language of our definition mirrors what is covered by the Ontario Human Rights Act.

Harassment is defined as "a course of vexatious comment or conduct that is known or ought reasonably be known to be unwelcome, that denies individual dignity and respect on the basis of any of the following grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status, disability, or other grounds prohibited by applicable human rights laws." If anyone is not clear on any of these grounds, please feel free to contact me.

Sometimes harassment takes a more obvious and intentional form such as graffiti. Graffiti can have a devastating effect on the person targeted and none of us should be subjected to this. Other times, harassment happens without the intention of being hurtful because people believe they are just joking around in fun.

The Human Rights Act states that it is the effect on the individual targeted - not the intention of the person making the comment - that carries the weight. Even when the person laughs or otherwise goes along with it, it is not always because they actually think that it is funny but often rather that they are trying to get along.

This is also recognized under Human Rights language; a complaint can still be made under these circumstances. Therefore, the only way to be sure is to not use terms or nicknames that are based on any of the above mentioned prohibited grounds.

SOME UPCOMING IMPORTANT DATES

- JUNE:  
  14th – Flag Day
  21st – Aboriginal People's Day
  27th – Canadian Multicultural Day

- JULY:  
  1st – Canada Day

- AUGUST:  
  1st – Civic Holiday
  9th – International Day of the World's Indigenous People
  12th – International Youth Day

- SEPT:  
  5th – Labour Day
  12th – Prostate Cancer Awareness Week
  13th – Rosh Hashanah
  21st – International Day of Peace
  24th – National Deaf Awareness Week

In closing, I'd like to wish everyone some fun and relaxing downtime with family and friends over the summer months.
Education Committee

By AUGGIE MENNA

I would like to start off by offering congratulations to our last graduating class from the four week PEL program earlier in the year. I am sure we made fine selections and have a fresh number of activists to support our union. I have heard and seen only positive things!

Having said that, and because of the new PEL schedule, I will offer my encouragement to our new group of members now entering into their third week of the Four-Week Program.

We had a number of choices to choose from and I am sure they will all be great activists as well as support our union and promote the importance of the programs offered.

The eight members attending are: Allan MacDonald, Robert Mellor, Jeff Walsh, Brian Paterson, David Drouin, Tarsem Mohindroo, Joe Belanger and Andrew Fisher. Good luck to you all and a successful completion!

We have also selected our five recipients of the Kelly England bursaries awarded every year to local sons and daughters of Local 200 members attending a Canadian college or university in the fall.

The five selected this year include: Chelsea Brian, Jordan Ryan, Shelby Lynn Geier, Randall Busch and Amanda Cacilhas. It never fails to amaze me the involvement and activism shown by so many of our sons and daughters and this year was no exception. It was very difficult trying to narrow down to five winners from the numerous we received.

Congratulations to you all and may this bursary help you further your education as well as your support of our communities and the involvement you show.

It was unfortunate that the Education Committee had to cancel the Youth Education Conference due to lack of participation. All the sessions that were offered could benefit our children in many ways.

With the Skilled Trade portion potentially giving information about future job and grant possibilities, the union portion showing them that unions are not the ‘bad apples’ the media and governments portray us as and how important they are to our survival, and lastly, and I feel so important, the Health and Safety segment.

Above all else, I do not think that any of us would want our children injured but unfortunately there are those, especially employers, who do not see it that way and may regard them as ‘just kids’; this would have given them valuable information and taught them their rights in the workplace no matter what their job.

The Education Committee is looking at how to better present this conference, possibly in a different format in the fall or possibly sometime in the new year. Hopefully we can take advantage of it for the sake of our children. Watch for board postings and announcements as to when this will happen.

Meetings have been held with the National Office as to a new round of one and three day courses that will be offered in the fall. They will be announced as well as posted on the boards as to when and where they will be scheduled.

On behalf of the Education Committee, I would like to take this opportunity to wish all those who have been elected or acclaimed to positions in our recent elections.

Congratulations to Chris Taylor on his acclamations as President of Local 200. Having had a chance to get to know Chris better over the past few years, I know his commitment and determination to our Local is second to none and I know he will do all he can to ensure a bright future for us.

I would also like to congratulate Dan Cassady on his new role as Financial Secretary. Dan’s caring and commitment to our members will be felt immensely as he deals with our members and the decisions they are making as well as keeping our Local financially stable. I know the absence of Dave Crosswell will be missed by all members of the Local.

Dave who has announced his retirement was and is a driving force, not only for members, but as a strong voice in the community and the issues facing our city and county. He has been so active in many groups and organizations and although I am not sure what his future holds, I do believe he will still be a strong voice of labour, the community and anyone else who may need ‘just a minute of his time’.

Thanks Dave for all you have done!

On behalf of the Education Committee, I would like to wish everyone a safe and enjoyable summer and remember the only way to get the true information is to attend your Membership Meetings and be ACTIVE!
**HEALTH and SAFETY**

**TONY IACOBINI, GARY BOISSONNEAULT, JIM TURNER & JIM GRANT**

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**ANNEX**

**By Jeff Vilag**

First off, I would like to thank everyone who has welcomed and supported me on my new assignment here in the Annex. I am very much looking forward to representing this membership in Health and Safety.

Also, I would like to thank Stu Sheply for filling in for the last few months while everything was sorted out and also wish him well on his recovery from surgery.

I have had the opportunity to walk around the plant on a daily basis and focus on H & S and I must say for the most part that the plant is very clean and everyone should be proud of that fact and let’s try and keep it that way.

One of the issues that seems to stand out is oil and coolant leaks which is a big contributor to slips and falls as well as the coolant and oil becomes stagnant and contributes to some of the odor that we have in the plant. Most of it stays under the machines and drains slowly into troughs but some does come out onto the walking surfaces. Please keep your eyes out for this and get it cleaned up so no one gets hurt. If it is a continuous issue, let management know ASAP and if they do not resolve it in a timely matter, please contact me.

I have been paying very close attention to the Air Houses and Mist Collectors on the roof and can report at this time that they are in pretty good shape and just about all the units have had filter changes and the mist collector filters have been changed and washed. I will be monitoring these units continuously to try and keep the air we all breathe healthy and safe.

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The fence around Mod C should be down by the time this goes to print and all the H & S concerns that were raised during our inspection have been completed or should be completed very soon.

I have raised concerns with the company about Mod D and the oil and coolant under machines and around washers and as of this writing we have started a complete clean up of this Mod and during the down week in WEP the entire Mod should be completely cleaned.

Remember we are all responsible for our H & S but it is the duty of the employer to provide a safe workplace so let’s watch out for one another so everyone goes home the same way that you came into work; you owe that to your family.

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**Essex Engine Plant**

**By Gary Boissonnault**

We have accomplished a lot in many areas of the plant in spite of the internal barriers that make it a very difficult, long and drawn out process. I know that lengthy delays for what appears to be a simple fix leads to much frustration for everyone, especially you the worker. After all, it’s you that has to live and work on the job.

Some of these barriers include a painful and cumbersome Purchase Order process to get equipment and materials needed in a timely manner. Then to find out the materials have finally arrived but trades have been laid-off causing more delays to an already back-logged issue deck. Plant/Site level management seem to have struggled with finding that delicate balance.

A few short years ago the Manufacturing organization was running the plant with the Finance and HR Departments playing a supporting roll. Times have certainly changed and in the company’s attempt to drive accountability and get lean quick, the Finance and HR Departments are now behind the wheel while the Manufacturing Team is in the back seat. The decisions today seem to be driven solely by the bottom line, which in the long term can be much more costly. The pendulum has swung too far the other way. The need now is for a more balanced approach that includes the manufacturing organization and decision making by consensus.

So, what can we do about it? Are we using or doing everything we can to help promote a more balanced process? How can we as workers help direct the limited resources we have to the appropriate areas in a timely manner?

We do have a tool within our Safety System that could help us answer these questions. It’s been mentioned before, but has never been used or supported properly. That tool is the SAFETY CONCERN RESOLUTION PROCESS. This tool can only be effective if we use it, and use it properly.

When you as a worker have a safety concern, your first person to contact is the Leader/Supervisor. If your Leader/Supervisor cannot resolve your concern within your shift, then they are required to submit your concern on a Safety Concern Resolution Form. This form is found on the EEP Web Site.

These submitted Safety Concerns are then reviewed at the PIC Meeting the following morning. The plant leadership at the PIC Meeting has the responsibility to make the appropriate deci-

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*H & S . . . cont’d on next page*
Health & Safety
... cont'd from previous page

As a committee we did not agree with the building of these Rest Areas in the first place and the huge expense associated with them. We felt that the plant and workers would have been better served had that money been used to improve work stations. These Rest Areas are unique to EEP and it requires an EEP Joint Health & Safety Committee solution. We don't believe a blanket, 'one size fits all', Site Eye Glass Policy should be applied in these Rest Areas. While we certainly understand the need for safety glasses on the plant floor and the need for a general policy, we also need to exercise a common sense approach on when and where to apply these policies given these unique circumstances.

Supervision in the plant have been given instructions to enforce this Site Eye Glass Policy in the Rest Areas and as a worker if you're found in violation of a Company Policy, we all know where that can lead; written up and disciplined.

Unfortunately, there are times when we have people from all parts of the organization that use Safety for the wrong reasons and that can cause irreparable damage to the Safety Culture we are trying to promote here at EEP. Don't we all have better things to do!

First of all I would like to THANK the entire membership and leadership for all the kind support that I received over the last six months that I have been off work. I am glad to be back to represent our membership to the best of my ability.

Many changes have taken place that I am catching up on. The most important is the fact that there are more lost time cases and first time visits. Our workers are getting hurt and that is never a good thing for the injured and their families at home.

This generated an audit that is going to take place in a few months from the WSIB people and we are classed as a high risk plant and they want to know why. A very in-depth audit will be conducted which highlights the I.R.S. (Internal Respon-sibility System) that the M.O.L. (Ministry of Labour) takes a very close look at.

What the membership has to do is be pro-active to report any and all safety hazards, concerns, aches, pains or improvements to management. Having said that, you need to record or just write down WHO you reported it to immediately, the TIME AND DATE, along with the issue. If this concern is NOT addressed in a reasonable amount of time you get J.H.S.C involved and we will act upon it immediately. Tools that we have are issue decks that we review weekly as well as daily morning meetings to address issues that arise on the off-shifts as well.

So many times I have heard that a safety concern was brought to management's attention and nothing has been done about it for weeks and sometimes months. What happens then is the worker loses faith and trust in the leadership and says, “screw-it – I complain and nothing is being done.” I WANT TO KNOW when this is happening, that is why I need to know the WHO, WHAT, WHY AND TIME of the incident in order for us to work on a corrective action with upper management. Do NOT wait until YOU or YOUR BROTHER or SISTER get injured.

I would like to welcome Jeff Vilag to our safety team. Jeff has a tremendous amount of value to add with his years of service and commitment in our local sitting on many committees and bargaining representing the membership at a top notch level.

Always remember – LET US BE OUR BROTHERS AND SISTERS’ KEEPER.
CAW Members:
Get a quote & contribute to your local charity!

CAW Insurance is not just about providing our members the best insurance at the best price. It’s also about giving back to our local communities. So for each free, no-obligation quote you get on your home & auto insurance, we’ll contribute one dollar to your local food bank, women’s shelter, or the charity of your CAW Local’s choice.

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