

NO ONE LEFT BEHIND

Fall Newsletter



2023 NEGOTIATIONS

UNIFOR LOCAL 2169



Message from the former President **Chris Santos**



Sisters and Brothers,

As I write this letter, I am overwhelmed with a mix of emotions but the one that stands out the most is one of gratitude! I truly can't thank our Membership enough for changing our narrative and accomplishing a well-deserved contract, that will have positive impacts on our Membership for years to come. As your Local President, I want to believe we have elevated the engagement of our Local to levels we haven't seen in decades. Our Membership grows stronger and stronger through every event, through every meeting, through every training session and through every conversation we have about our workplace and the role the Union plays in it! Its tough not to notice that after ratification, we all walk a little prouder and talk a little louder! This is the direct impact of SOLIDARITY!

We have accomplished that. We can do better though, and we will do better! I believe that and always will! The things we can accomplish as a Membership is remarkable when we come together, the proof is there. We can't slow down but rather embrace the momentum and continue to build SOLIDARITY!

That being said... Our Locals success has been noticed by many Union Members across the country including our National President! She Congratulates the Membership for ratifying a well directed, strategized, and executed contract. She commends the Leadership for figuring out what was needed to accomplish what we did!

With the **Congratulations** came an offer to a Staff Rep job! After speaking with my Family and the Local Leadership, I have accepted the job and will be National Service Rep as of July 24th. I will have big shoes to fill as we see the retirement of one our Service Reps in Winnipeg but I will be able to give it my best effort because of the work we have done as Local 2169! Bringing the knowledge, I have learned with our members to other Locals, I believe we can make a difference!

Thank you to everybody of Local 2169! I will take all the lessons learned here, even the hard ones with me! I really will miss the day-to-day business with Local 2169! I would like to thank our Leadership and Membership for the continued support and trust! You all have made a positive impact on my life, and I will take that with me forever!

THANK YOU THANK YOU THANK YOU!

This is 100% not good-bye. I will always be Local 2169, and I will always be here for Local 2169! I have full confidence that as I step down as President, knowing I leave the Local in capable hands! Our Leadership knows what needs to be done and how to do it! Our members know how important their role in the Union is! The last piece of advice I have for our members as President is simple....

KEEP THE MOMENTUM GOING! KEEP BUILDING SOLIDARITY! SUPPORT YOUR UNION! REAP THE BENEFITS THAT CREATES!

In Peace and Solidarity,
Chris Santos

Message from the President **Christian Moises**



Hello Sisters, Brothers, and Siblings,

Firstly, I would like to thank the membership once again for electing me as Vice President. As we say farewell to our previous President, Chris Santos, it is my duty to step up to the plate.

Chris Santos and I have always been aligned when it comes to increasing engagement within our Local and inside our communities. With the current contract negotiations done, it does not mean our work here is over. Our fight here never **ends!**

My goal is to keep this momentum we have going with events that bring us together and to keep continuous transparency. It is important for Union interest to increase within our newer workers, and those who are curious, so please if you are interested in any Committees or events, let's talk! I am always open to conversation and will happily hear **YOU** out!

Having a 3-year contract instead of 5, it is important to make the upcoming years count. The chants that echoed throughout the factory during the days before Ratification was a clear-cut indication of the passion of the members and showed true solidarity. The open opportunities this Local has to become stronger is now more evident.

As President, I am looking forward to working with our Chairs, Zone Representatives and the rest of our Leadership!

Something exciting to look forward to is the Family BBQ event the Recreation Committee is throwing on August 26, 2023, and I am extremely excited to enjoy a day with our Local!! Let's have some fun in the sun!!

In Solidarity,
Chris Moises
Local 2169 President

Message from the Plant Chair

Jeff Papoff



Hello Sisters, Brothers and Siblings,

It's been a busy few months, and it's great to be back in the plant after a successful round of Bargaining! In April, we headed out to prepare for negotiations. Our Bargaining Committee spent the first 6 weeks in a windowless room, with the walls getting closer and closer by the minute. I appreciate the dedication and perseverance of the team as we went through the surveys and scrutinized the contract looking for areas that needed improvement. We had some long days, but I believe the preparation was worth it. When it was time to start meeting with the Company, the Committee moved into a smaller space but at least gained some windows, and the long days were joined by some late nights. Stress levels went up and discussions gained intensity, but we managed to maintain our focus throughout the process.

Our members made it very clear that they would not stand for a repeat of 2018. Despite the Company's reminders that the last contract was ratified by 66% at the time, we knew the membership had spent the past 5 years growing more bitter and angry with every passing day.

We had a lot of ground to make up, and your Bargaining Committee was determined to do things differently this time. The preparation started a couple years ago, but really ramped up in the 13 months leading up to ratification. By reaching out to the Membership, and listening to the feedback we received, we had a pretty good understanding of what it would take to put the ugliness of 2018 behind us.

In the end, our members stood strong, and gave us a 99% Strike Mandate – the power to strike if needed to get what we deserved. Over 100 of our siblings volunteered to be Strike Captains and Strike Committee members, making themselves available for whatever was required of them. We had support at all levels of our National Union, from local Staff Rep Frank Wright to Western Regional Director Gavin McGarrigle, to Assistant to the National President Shane Wark, right up to National President Lana Payne. They (and many others within the organization) offered up anything and everything we needed to get the job done. While a strike was ultimately avoided, we were fully prepared to act. The display of Solidarity we witnessed from all levels of our Union throughout all stages of this experience was truly inspiring.

On a local level, the entire process leading up to this contract was a group effort in the greatest sense of the term. There were a lot of key players who made this round of Bargaining happen. From the Shop Committee to the Executive, to the Elections Committee and the Standing Committees. Many rank-and-file volunteers, everyone who attended the various meetings and Town Halls. Everyone who filled out a survey, and who came to a monthly General Membership Meeting. Everyone who wore a Bargaining T-shirt and who joined in the "LTD Not on Me" chanting. Countless people putting in countless hours, much of it on their own time. I am grateful for all the effort that everyone put into making this contract a success.

We can't stop now, however. Our Local needs to keep moving forward. Our current contract will expire in approximately 34 months, meaning the preparation starts now. There is no time to sit back and wait. We have already begun planning for the next one, gathering information and working on strategies for 2026.

We've discussed doing more Zone-Specific Discussions going forward. Stay tuned for more info on the next round and sign up for an opportunity. We want to continue keeping the Membership informed and educated, and we always want to hear feedback from you!

We're in the proofreading stage of the new CBA and expect to have the books printed soon to be distributed in early September. Once you get your copy, please read through it and understand the changes.

For those that don't know yet, Brian Corrigan has stepped away from his role as Zone 1 (Assembly) Rep in order to start the next phase of his career as a Tooling Technician. I want to thank Brian for all his hard work and dedication. Brian truly cares about the membership, and he has been an integral part of this Shop Committee. It's been great working with Brian, and I wish him all the best in his new position. I have a feeling we haven't seen the last of this guy!

There will be an election on August 23rd to elect a full time Assembly Rep. In the meantime, Devon Morgan is filling in admirably. Devon has many years of experience as an Alternate, so the learning curve has been small. Please help me welcome Devon in the interim, and if you are in Zone 1, don't forget to vote on August 23rd!

For Mr. Santos, it's not necessarily a farewell. More like "see ya soon". Although we won't be working together every day, Chris will always be a member of Local 2169. Chris has left his mark on this local in so many ways, and I know that most of us will continue to ask the question "What would Santos do?" when presented with a challenging situation. On a personal level, I don't think either one of us would have guessed how close we would become. Although we didn't agree on absolutely everything, we respect each other's viewpoints and work well together. Like an old married couple, we eventually got to the point where we were finishing each other's thoughts and sentences. Chris and I could always trust each other to have each other's back, and to have the best interests of Unifor and Local 2169 in mind. I owe him a great deal of gratitude for the support he gave me along the way and for making things run as smoothly as possible. Chris has an intense passion for this Union, and a desire to make things better for everyone within it. I know that he will succeed in his new role. I wish Chris nothing but the best in everything he encounters along the way.

I want to welcome Christian Moises to his new role as Local President. Christian has been one of our more active members for a few years, so he already possesses many of the tools he'll need for the job. I'm confident that Christian has the support of the Membership, and I know he'll work well with our Executive and Shop Committee. I'm looking forward to working closely with Christian on a daily basis. You've got some big shoes to fill, Mr. Moises!

To my fellow siblings, continue to be engaged, keep asking questions, challenge your Leadership (myself included) to do better. Attend meetings, sign up for Unifor education courses, and join the various fun events that we have planned. Share your thoughts and ideas, and don't be afraid to stop by the office for a visit. As always, if you have any questions or concerns, please let us know!

In Solidarity,
Jeff Papoff
Plant Chair

Unifor 2169 Pictures



2169 EVENTS



NO ONE LEFT BEHIND

Unifor 2169 Pictures



MANITOBA FILIPINO STREET FESTIVAL



Unifor 2169

Important Phone Numbers

Union Office Company Phone Numbers

204-831-2630

204-831-2872

Union Office Private Line

204-855-9887

Canada Life

1-800-957-7777

Canada Life (DC Pension)

1-800-724-3402

Element (DB Pension)

204-954-7300

Unifor National Office

204-489-0355

Local 2169 National Office

204-487-2209

President

431-374-1577

Plant Chair

431-374-1590

Zone 1 Rep

431-374-1582

Zone 2

431-374-0939

Zone 3

431-374-1591

Zone 4

431-374-1586

Zone 5

431-374-1583

Zone 6

431-374-1277

SAVE THE DATE

FAMILY BARBEQUE

AUGUST 26, 2023

Unifor 2169 **Direct Link**

Scan this QR Code to get redirected to your Union's links.
Get informed.



Did you hear?.....

We need your personal e-mail!

In order to vote, get invited to events, be eligible for draws, and have access to the latest news, join your fellow 2169 members on our mailing list! It will be the main source of communication during bargaining.