

NO ONE LEFT BEHIND

December Newsletter



YEAR RECAP



Message from the President **Christian Moises**



Hello Siblings,

I would like to start off by saying what an amazing year!! As I am writing the year end newsletter, I cannot help but reflect on the theme, we as a membership, stood strongly together for. Through AWARENESS, ENGAGEMENT, and ACTION, we fought for the ratification of the contract that we wanted!

The ratification process in June was an important milestone for our Union. It was inspiring to see our members actively participate and make their voices heard. By coming together and collectively deciding on the acceptance of the new contract, we ensured that our interests were represented and protected!!!!

The theme did not solely reflect just the contract, but how we also conducted the year as a whole. Our Local leadership has been busy organizing events for us to come together and engage since the last newsletter. Through events such as our Family BBQ / Golf Tournament and last weekend's Kid's Christmas Party, it was heartwarming to see everyone come together and celebrate each season as a Union family. The spirit of camaraderie was truly uplifting.

This does not mean that this year did not come with any hardships. During the upcoming transition period, we will be facing challenges, but we will also embrace new opportunities for growth and improvement. Our Union Leadership will work tirelessly to ensure a smooth transition, so we can be proud of the progress we made together.

In the new year, let us continue to spread awareness and engage our fellow members in conversations about important issues. By sharing information, resources, and personal stories, we can inspire others to join us in our efforts and build a sense of Solidarity that extends beyond our own Union. Additionally, we can explore more opportunities for collaboration with other Unions, community organizations, and social justice movements. By joining forces, we can amplify our voices and create a stronger network of support!!

Happy Holidays!!

In Solidarity,
Chris Moises

Message from the Plant Chair **Jeff Papoff**



Hello Brothers, Sisters and Siblings,

Thank you for taking the time to read this, and thanks for following along with my long-winded speeches over the years.

Although many of you will already be aware of the news I'm about to share, consider this as my official announcement. I have stepped down from my role as Plant Chairperson. My last official day in the Union office was Friday, December 8, 2023, so by the time you're reading this I'll be in my new work area.

As much as I have truly enjoyed representing Local 2169, and as passionate as I am about the job that I've done, I need some time to focus on some outside concerns, and it was becoming obvious that if I was to continue in my role, this membership would not get the attention it deserves, and I do not want this Local to suffer.

This was not a decision that I made lightly. While it's not easy to step away, I'm viewing this as an opportunity to get back to my roots and to reconnect with the membership in a way that I haven't done in years. While I will miss the daily brainstorming and strategizing within the Union office, I look forward to the challenges of the next stage of my career.

Even though I'll be out of the office, I'm not going far. And even though I won't be in an official Union role, I'll always lend an ear if anyone wants to talk. The relationships and bonds that I have formed over the years mean a lot, and I'll always strive to maintain those.

I started my Union career in 2012 as an alternate, and worked my way up through the ranks, eventually becoming Plant Chairperson in 2021. It's been an honour to have been chosen to represent this membership for the past 11+ years. I'm happy to say it was worth it, and I'm proud to have been your spokesperson.

I'm very grateful to all those that I've worked with, and to all those that have helped to make my dreams, and the dreams of this Local, a reality. I know I'm not always the easiest to please (hence the Shop Committee giving me the nickname of "Dad" and my reputation for correcting everyone's grammar). Right down to the colour of the new CBA (Go Packers!), I fully realize that my attention to detail isn't for everyone. Thanks to everybody who has had to put up with me, for your patience and perseverance!

I've learned a lot over the years – the training and opportunities that Union involvement brings are second to none. I only hope that I've been able to share some of that knowledge and experience with you. If any of you are considering getting more involved in your Union, I say go for it! There is always something to do, some way to help, and more learning to be done.

NO ONE LEFT BEHIND

December Newsletter

Along the way, I've had the opportunity to fight many battles, explore new places, share stories, and meet countless fellow Union members from many diverse Locals across our country. As a result, I have gained new perspectives, learned greater compassion, and developed many memories that will last a lifetime.

This has been one hell of a roller coaster ride! Many ups, downs, twists and turns. Local 2169 has accomplished a lot over the past few years.

Our Shop Committee, Executive, Standing Committees, and the many volunteers that have helped out have all played a part in getting to where we are as a Local today. Together, we've achieved some amazing things this term, from reducing the grievance backlog by resolving more than 80 grievances, to the many events that have taken place, to ratifying a pretty decent contract this past June. It's been exciting to be a part of it all.

Seeing the level of Solidarity within our membership has been inspiring. Although I'll mostly be on the sidelines now, I'll be cheering this Local on as it strives for even bigger and better things. Don't lose that momentum!

When it comes to the remaining Shop Committee, don't be shy! Continue to stop by the office with your questions and concerns. Just as it was when I was in the office, I'm sure the Reps will be eager to help any way they can. The team that I leave behind is well established, and I'm confident they will continue to lead this Local into the future. You're in good hands.

In my place, Rick Paintin will be assuming the role of Interim Plant Chair. I've worked with Rick in the office for the past few years and have known him for many years beyond that. Rick is knowledgeable, passionate, and dedicated to this membership. He knows how to get his point across and believes in fighting for what is right. I'm fully confident that Rick will do an amazing job, and I hope that he will have your support.

There will be a by-election in the new year to fill the Plant Chair role on a more permanent basis. Watch your emails for details on how and when to vote. I hope that whoever you choose to fill the role for the remainder of this term will receive your backing as well.

Thank you to everyone for the support you've given me over the years. It's been a pleasure working with, and for, this membership.

For now, at least as Plant Chair, it's farewell, my friends. See you on the Shop Floor!
In Solidarity, Jeff Papoff

Message from the Zone 1 Rep **Devon Morgan**



Hello Sisters and Brothers,

I would like to firstly thank everyone for electing me as the Shop rep for Zone 1, This is a position I have been striving for ever since I had the privilege of being Chris Santos's alternate over 10 years ago and having been involved in many aspects of our Local since, I would also like to thank Brian Corrigan for his time as the Zone 1 shop rep and for selecting me as his alternate, he laid a great foundation for Zone 1 and I look forward to continuing with everything he has accomplished.

During my short time in Zone 1 so far I have had to already enforce and grieve the company on our new language on lateral transfers and have gotten a few members significant payouts because of it. Our new language on lateral transfers now limits the company to a max 45 day move of any seniority if they have not asked for volunteers first, and then if no one volunteers to go by reverse seniority, this is a significant change as previously they could lateral transfer any member for any length of time. I suggest every member takes a look at this new language on PG 99 of the new CBA.

I would like to wish everyone a Happy Holiday for the upcoming holiday break and to remind everyone that this can also be a very challenging time of year for some so please take care of yourselves and check up on friends and family and lend a helping hand or ear where you can.

Thanks!

In Solidarity
Devon Morgan



Message from the Zone 2 Rep **Rick Paintin**



Hello Union Siblings,

This newsletter comes as we are heading into the holiday season and thankfully, we can report that all those on lay-off have been given the opportunity to come back and we are in process of bringing in new hires for the first time in a number of years. This is a happy development as we move beyond the post pandemic and plane grounding periods and on to happier and more prosperous times.

As a reminder to employees either as recalls or new hires any employee can be a mentor or trainer when new employees come into the area. It seems many people still get confused about the idea that only leadhands or team leads are responsible for the training and mentoring of new people. During the new hire period the new employees will be part of the new in-house training program that was bargained in the latest round of collective bargaining.

Another recent development in lay-up is the high visibility of inclusions in the lay-up process. Many of these inclusions are the result of material backing that has been left accidentally in the build process which has led to an unacceptable level of scrapped parts which the company points out can greatly affect costs and schedules that bring us unwanted visibility from our customers. One of Boeing Winnipeg's strengths has been our commitment to quality, and it has allowed us to bring in challenging and valuable work packages so I would urge everyone to take whatever care you need in order to build defect free parts as your SI+A stamps are indeed your signature that you are asserting you have built the part correctly.

We are approaching another shift preference season so along with the new employees we also might have new faces that move from shift to shift so I urge people to be kind and respectful as we go about our days. I continue to try to make myself available out on the shop floor as well as by phone or email and encourage any of you to bring any concerns to me that I may better serve the membership. Always remember that we, the workers, build the products our customers pay for and only by staying strong and united can we hope to share equally in the profitability and growth of Boeing.

In solidarity,
Rick Paintin

Message from the Zone 3 Rep **John Tomayer**



Hello Members of Unifor 2169, Happy Holidays to all!

I first want to thank you all for the overwhelming support for the contract this summer. This was my first time bargaining on your behalf and our success was assisted to a great degree by the support of the members during the bargaining process. It was incredibly stressful at times but fortunately we had a great team and strong leadership, both locally and at the national level, to achieve our main goals.

It is an exciting time for many of our Zone 3 members. New CNC equipment will be arriving in 2024 and some of our operators will be moving on to these new machines. Our Zimmermans are also being upgraded, one at a time. These improvements are sorely needed. The company's commitment to capital infrastructure is a positive sign moving forward and we can be confident that our facility will play a role in Boeing's long-term plan.

I continue to meet regularly with company representatives in the Contracting Committee. I am confident that we have at least curtailed the process of contracting out bargaining unit jobs. With more manpower we will begin the process of reclaiming work from the contractors.

In the Education Committee we have been discussing the need to hire from within for higher classification jobs. We remain committed to retuning NDI and CMM to internal postings. With continued support from our membership and demonstration of how internal promotions benefit both the company and our members, I am confident that our discussions will meet with success.

Holiday break is coming soon, best wishes to you all and your families. Enjoy your break with family and friends and see you all in the new year.

In Solidarity,
John Tomayer



Message from the Zone 5 Rep **Ernie Morrissette**



Hello Sisters and Brothers of local 2169.

Greetings from your zone 5 evening shift rep. Coming off a great contract and awesome events like the golf tournament and Christmas party has given me a great sense of pride again. What a day that was, just to see all the happy faces on our children, grand children just made my day and filled my heart with happiness and a sense of pride in what we can accomplish when we all stick together. Your faith and belief in us went a long way in getting the best contract we could. I want to thank you for that.

A couple things I would like to speak of that are happening in all zones, the parking lot safety. Far too many times I'm being called in for investigations regarding parking lot violations. Whether it be speeding, running through stop signs, parking in areas we are not permitted to and the big one, the park and scan. This park and scan is when employees are running late or trying to wait for a better parking spot and park in a handicap spot or other spots not permitted unless proper authorization is given i.e. handicap pass, car pool pass, etc. The company looks at this as neglect of duty, and or theft of time and have been writing up employees which also could lead to suspensions. We need to make sure we are being safe out there in the parking lot and on the streets, maybe leaving a little earlier is encouraged so that we are not rushing and can have ample time to find a good parking spot, safely and we wont have to visit HR.

Secondly, the backing issue. The company has taken the stance that they will begin to write up employees who, although it is not on purpose and other conditions play a part, will be written up. The progression we are hearing is that it will be first written warning, final written warning and then possible suspensions. The Union believes that if the company is to start doing this, it should not come in to effect till after the email stating that this is what could happen and are in discussions with the company about this and how it will be handled going forward.

Lastly, we need to be involved. Myself and your rep in your zone, and chair need to be involved. Far too many times, employees are waiving the right to have their Union rep present, and we have no idea what is going on, sometimes until it is too late. We work for you, the members, and are ready to look at everything and come up with a strategy to help with whatever is being done, if its an accommodation, LOU, AAP meeting, or any other forms of disciplinary action. Please keep us in the loop. A lot of the times having a Union rep present makes sure everything is done right and we can together look at every case carefully.

Thank you for the faith and support I have been given from my evening group and in other zones, this does not go un-noticed and I truly appreciate this as we all do, and your confidence in us makes doing this sometimes very difficult job more rewarding. Have a wonderful holiday, enjoy the time off, get rest and have safe and wonderful time. Seasons greetings from myself, the committee, and from my family to yours.

In solidarity, Ernie Morrissette

Message from the Zone 6 Rep **Dave Habib**



Greetings from Midnights.

I hope this newsletter finds you all in good spirits.

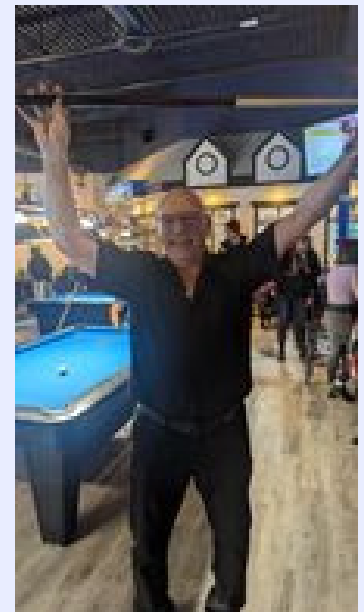
Our midnight shift has been consistent with our work and production. Issues with the company have been rectified and discipline is under control. The cooperation of everyone has been appreciated. With production rates gradually going up and more people arriving on the midnight shift, it is nice to have a commitment from management about getting cafeteria service again on midnights in the New Year. The understanding from management is with the amount of people potentially being hired over the next year we will see an increase on the off shifts with the bulk of the new hires. Hopefully this will create some opportunities for some of you to seek out your preferred shifts.

In case some of you are not aware, we are off till January 2nd for our Christmas holidays, followed by a three-day week to start off the New Year. I have tried to make myself present and available as much as possible, I walk around the plant 3 or 4 times nightly so don't hesitate to stop me if you need assistance.

I would like to wish everyone a Merry Christmas and a Happy New Year. Enjoy the Holidays with family and friends. It is important for our well-being to be around loved ones during the Holidays. I hope you are enjoying the lights and decorations out front. I know I am.

Take care. In solidarity, your midnight rep.

In solidarity
Dave Habib



Message from the **Human Rights Committee**

The Human Rights Committee has been very active this year. We volunteered every second month at Siloam Mission preparing meals for the less fortunate. We participated in National Day of Reconciliation on September 30 together with Unifor 2169 members and members of our National.

Two of our members attended Port Elgin for the National BIWOC conference. We also participated in Human Rights Day on December 10. Human Rights has been a sensitive topic lately with what is going on around the world. If any member has any Human Rights issues, you are welcome to approach any one of us in the committee. We hope everyone has a safe and happy holidays.

Chris Carriere (Chair), Lito Ochoa, Sid Alli, Jonah Nozzie-Guiboché, Craig Desjarlais



Message from the **AWOC Committee**

Coming fresh out of the recalls we've participated in a few amazing events, such as participating at the Port Elgin conference, where we voted in the 1st Indigenous female on the National Unifor board. We spoke to many of our Unifor siblings, and heard their trials and struggles, and of how they overcame them together as a team. The multitude of all those in attendance wished that the conference was longer to learn and hear more of the triumphs that came from across the nation.

The Survivors walk on September 30th was an amazing event, where Unifor set up a tent and gave out drinks and snacks. Those who participated remember affectionally the wide-ranging community coming together, the flags soaring and the smiles while we walked from The Forks to the Canada Life centre.



Message from the **Women's Committee**

This year was very eventful for our committee. We had success running events like the Book Drive. We donated 6 boxes full of books from our members. The books were donated to Weston School where we had our own Women's Advocate read to the students.

We also collaborated with the company to set up a photo booth, all employees were invited to celebrate International Women's Day. In May, we had a draw for Mothers Day, and the winner won a gift basket.

Then to start the school year off we ran a Back to School Drive where we were able to deliver 13 backpacks full of school supplies to Weston School. The students were very appreciative and seeing all the school supplies brought them so much joy for the school year.

We also threw a Let's Paint Event where 24 members followed a guided tutorial painting a winter fox canvas. Lastly we put on an Arts and Crafts table at the Kids Christmas party where families can make their own ornaments.

We are looking forward to the upcoming year and can't wait for you to see what we have planned!

Happy holidays everyone and stay safe!

Robinna Galvez, Joanne Matthew, Karissa Aguilera, Caitlin Barry



Message from the **Communications Committee**

Dear Siblings, Brothers and Sisters.

This past year, we have increased our numbers on the emailing list as well as on our Facebook page, which is absolutely amazing. We hope you've enjoyed getting information and updates from your Local so far and we will continue to do so when needed. We also started a public Instagram page @uniforlocal2169 that is not very active yet but it will be our goal this year to showcase the successes our Local has achieved. Feel free to follow us.

The Communications Committee would like to welcome two new members, Karissa Aguilera and Lito Ochoa to the team. We are excited to have them on the team and they are already getting familiar with their roles.

The Communications Committee also joined Canadian Association of Labour Media (CALM) for the year 2024. CALM provides training, news and online services to unions to strengthen the labour movement by building media literacy and to help the Communications Committee to improve our communications skills to provide you, the members, better portrayed information.

We continuously work on our website to inform you with the most current updates. Please visit our website www.unifor2169.ca for more information on your Union.

During the Holiday, please enjoy your time off with your family and friends. For some people these times might be more difficult so please, check up on those that are alone or struggling during the Holidays.

In Solidarity

Tom Suver (Chair), Devon Morgan, Robinna Galvez, Karissa Aguilera, Lito Ochoa



**CANADIAN ASSOCIATION
OF LABOUR MEDIA**

Message from the **EAP Reps**

Greetings Siblings

As the holidays approach us some can find this time of year difficult and emotionally exhausting. Roughly 38% of people feel that their stress levels increase due the holiday season and 64% of people living with a mental illness report that their condition worsens over the holidays. If you're feeling the need for assistance or support please reach out to our EAP provider. The services are completely anonymous and available 24 hours, 7 days a week.

Hotline for mental health 988

As always our workplace referral agents (EAP) are here for assistance and can be contacted at:

Andrea Dobinsky

andrea.dobinsky@unifor2169.ca

Anthony Cuenca

anthony.cuenca@unifor2169.ca



Total Rewards



Employee Assistance Program and Solutions for Living (EAP)

THE EAP CAN BE A LIFELINE WHEN YOU NEED ONE.

We offer an array of services that can assist you and your dependents in addressing personal and work-related concerns. You can access confidential counseling, information and support to help you and your family successfully manage daily stressors, navigate life events and develop fulfilling relationships.

HELP IS A CALL AWAY, 24/7, AT NO COST TO YOU.

You can talk with an EAP professional counselor for support with stress management, strengthening relationships, work-life challenges, grief and loss, substance use and more.

You also can get help with strategies to address underlying concerns that may be contributing to anxiety and depression.

REACHING OUT FOR HELP IS A SIGN OF STRENGTH, NOT WEAKNESS.

You and each of your dependents can meet with a professional counselor up to six times per issue per calendar year.

To get started, call EAP 24/7 or go online. It's all confidential.

WE'RE HERE FOR YOU AND YOUR FAMILY.

Child and elder care services: Adult care, caregiver support, child care, summertime activities, assistance for children with special needs and more.

Education resources: Finding and financing preschools, public and private schools, colleges and universities, tutors and test preparation, continuing education and more.

Parenting and family support services: Adoption, pregnancy, nursing, returning to work, infertility and more.

Convenience services: Consumer issues, home maintenance and repair, pet care, relocation, travel, community volunteering and more.

Financial services: Budgeting assistance and financial referrals and more.

Whatever you're feeling, you're not alone.

To get started, make the call anytime, any day of the week.



Call the reverse charge number
+44 20 8987 5966

Visit
boeing.achievesolutionsglobal.net

Call the regional EAP number
877 847 4525

The material provided here is for informational purposes only; it does not constitute a contract or contractual obligation. Certain eligibility provisions apply, not all of these provisions are described here. In the event of a conflict between the above information and any of the official plan documents, policies, or procedures, the terms of the official plan documents, policies, or procedures, as applicable, will control, in accordance with applicable laws.

Copyright © 2020 Boeing. All rights reserved. 319899 03/20

Call or Text 9-8-8

9-8-8 Suicide Crisis Helpline

NO ONE LEFT BEHIND

Unifor 2169 Events



NO ONE LEFT BEHIND

Unifor 2169 FAMILY BBQ 2023



NO ONE LEFT BEHIND

Unifor 2169 KID'S CHRISTMAS



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

204-612-9200

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

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.