




# NO ONE LEFT BEHIND

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A message from the Communication Committee

## POLICY STATEMENT

NO ONE LEFT BEHIND is a publication of UNIFOR Local 2169 and is intended to educate and inform the members. The views expressed are those of the writer and not necessarily of the UNIFOR or Local 2169. The Communication/Newsletter committee reserves the right to edit for clarity or fact. Material of sexist, racist or defamatory nature will not be printed.

*Communication / Newsletter Committee*

Chair - Devon Morgan  
Tom Suver  
Daniel Mabe  
Rob Easter

The purpose of the newsletter is to educate and to keep our Members informed. The circulation of the newsletter ceased for a time but the Communications Committee wanted to release one last newsletter as our term is coming to an end and we feel the need to update our Members on what has happened since the last release. The Committee works together with the Executive and Shop Committee very closely and hope to deliver you, the Members, the most recent news and information that lands on our table.

*Thank you to all the members who put their faith and trust in us.*

NO ONE LEFT BEHIND. Over the years Membership has increased diversity. We now see inclusion with people of colour, indigenous people and people with disabilities. What was in the past is not what we see in the now and we want to ensure the newsletter reflects the cultural environment. No one will be left behind. We will support all at our Sisters and Brothers and continue to grow STRONG.

**DID YOU KNOW?**



### STATEMENT BY GORD DOWNIE (Ogoki Post, Ontario September 9, 2016)

Mike Downie introduced me to Chanie Wenjack; he gave me the story from Ian Adam's Maclean's magazine story dating back to February 6, 1967, "The Lonely Death of Charlie Wenjack."

Chanie was a young boy who died on October 22, 1966, walking the railroad tracks, trying to escape from the Cecilia Jeffrey Indian Residential School to walk home. Chanie's home was 400 miles away. He didn't know that. He didn't know where it was, nor know how to find it, but, like so many kids - more than anyone will be able to imagine - he tried. I never knew Chanie, the child his teachers misnamed Charlie, but I will always love him.

Chanie haunts me. His story is Canada's story. This is about Canada. We are not the country we thought we were. History will be re-written. We are all accountable, but this begins in the late 1800s and goes to 1996. "White" Canada knew - on somebody's purpose - nothing about this. We weren't taught it; it was hardly ever mentioned.

All of those Governments, and all of those Churches, for all of those years, misused themselves. They broke up many families. They erased entire communities. It will take seven generations to fix this. Seven. Seven is not arbitrary. This is far from over. Things up north have never been harder. Canada is not Canada. We are not the country we think we are.



I am trying in this small way to help spread what Murray Sinclair said, "This is not an aboriginal problem. This is a Canadian problem. Because at the same time that aboriginal people were being demeaned in the schools and their culture and language were being taken away from them and they were being told that they were inferior, they were pagans, that they were heathens and savages and that they were unworthy of being respected - that very same message was being given to the non-aboriginal children in the public schools as well... They need to know that history includes them." (Murray Sinclair, *Ottawa Citizen*, May 24, 2015)

I have always wondered why, even as a kid, I never thought of Canada as a country - It's not a popular thought; you keep it to yourself - I never wrote of it as so. The next hundred years are going to be painful as we come to know Chanie Wenjack and thousands like him - as we find out about ourselves, about all of us - but only when we do can we truly call ourselves,

"Canada."

"Do we want to live in a haunted house the rest of our lives?" - Joseph Boyden



## EXECUTIVE COMMITTEE

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MARCH 2019



## A message from the President *Chris Santos*



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Sisters and Brothers,

It seems like forever since we have had a Newsletter and it feels like forever since we have been able to conduct our business in a "normal" manner. This pandemic has made things extremely difficult in so many aspects of our lives, inside and outside the workplace. This doesn't change for the Union. The Leadership has been forced to become more creative and think outside the box when it comes to keeping our Members engaged and informed. I believe we are doing the best that we can and have

adapted not too bad. I would just like to acknowledge all the people who worked towards the goal of SOLIDARITY and all those that have stepped up and accepted the role they needed to play in achieving that goal. Hats off to all Leadership that have toughed it out through these unprecedented times. Thank you for not giving up! Thank you to those members that stepped down for personal and health reasons. These are crazy times and not easy for anybody by any stretch. Ones personal health should always be at the top of ones priorities.

So to this day we are still trying our darndest to navigate through this pandemic, the restrictions and rules it has created in our workplace and our operation. I just want to remind everybody, the key to getting through this pandemic is, stay KIND and know we will get through it, TOGETHER. We all hold different opinions on how to solve the problem and how to get through this but if we RESPECT and TOLERATE each others opinions we will overcome this thing! There has been no official discussions between Union and Company around mandatory vaccines in the workplace but i would imagine that conversation is coming. I do need Members to understand our National Leadership has taken the stance and stated they support the idea of Mandatory Vaccinations, however the company has not stated their stance with the whole vaccine debate. They were seeking direction from Mother Boeing the last we asked. We all need to agree to disagree at some point and that point is now. The world as we know is changing due to difference of opinions and we just have to remember one of the oldest rules in the book, treat others the way you want to be treated. There will never be any justification in belittling somebody for their opinion and there has been a lot of that going on lately and it needs to stop. Regardless what your stance is with the vaccine I hope our goals are the same and that's to stay healthy, get through this and start enjoying the things we use to without having to wear a mask!

With talks of a "4th Wave" the Company has decided it was a good time to re-introduce the Attendance Management Program. The Union has pushed back and reminded the Company the pandemic is not over and this was the wrong move. The Company has ignored those cries and has decided to move forward with the re-introduction. Let me remind everybody, the message from public health is still clear, "self-monitor and stay home if you are sick." The Union has been voicing concerns about close contacts, children under the age of 12, schools and other care obligation. They commit to handling any COVID related absences on a case by case basis. My suggestion is, if you will be missing work due to a COVID related issue please be prepared to provide reasonable documentation to validate your absence. At this time its stated by the Government that employers are not able to ask for medical documentation from Doctors or other Healthcare professionals to relieve pressure on our Healthcare system. The Company is able to ask for reasonable documentation. So if your scenario is unclear and you are unsure on what is required, its best to call the Union or Company. Regardless any attendance program the hopes of the Union is, for all of our Members and their families to stay healthy and that we try to keep each other safe. Please stay home if you are sick.

On the brighter side, we are going to be experiencing a recall of approx.. 70 members this year. WELCOME BACK! This is a good sign for us and the future of our site. With the recalls coming in we are hearing concerns from our Members about moves that have been happening as of late. Surpluses from the Assembly and Trim to Plastics and how they are being done. We are challenging the Company on a couple Temp Assignments and their validity. We are challenging but we are at the point where our Collective language is not strong enough to serve what our Members seek. This is a reason why its crucial we really understand the importance of strong language in our CBA. Its time for our Members to learn and understand our language. The onus of strong language falls on all of us because we all get the same opportunity to understand and debate the language we ratify. The Union's fight can only be as strong as our language. I challenge all Members to learn and understand our language and be prepared for 2023 to fight for change!



As for the State of our Union, we are doing exceptional in regards to our are Finances and our books are consistently balancing. We perform quarterly audits and everything is in check! Hats off to our 3 Trustee's (Sayid Ali, Jeff Papoff and Anthony Cuenca) for always being on top of our audits and ensuring our books balance and every penny is accounted for. Thank you to our Financial Secretary (Chester Lagman) for always ensuring our Locals funds are handled properly and responsibility. Currently, based on the Provincial restrictions we are not able to meet in person so all of General Membership Meetings have been held virtually. The schedule hasn't changed and we still meet every 3rd Wednesday of the month. These ZOOM meetings are a great way to attend meetings from the comfort of your homes, cars, garages or even the backyard, whatever your heart desires. There is no excuse to not attend and I challenge everybody to just attend. Meetings aren't that bad and a great way to stay informed and ask questions. It really is the best outlet to have your voice heard and concerns addressed. We have been successful in achieving new involvement but not enough. We need more Members to attend in order to serve the best interests of our Members. Step up folks! Get involved and help our workplace be the best for ALL OF US! We have made the ZOOM meetings really to easy to do. Just send us an email and open up the link. It's as easy as jumping on Facebook and dropping a negative comment... just saying! Thank you to Tom Suver for making this virtual way of meeting a viable one! I would like folks to understand that we will be going into Bargaining in 2023 and it won't be an easy task to achieve success if we don't start building the Solidarity within our Membership NOW! We are all workers and have similar interests, the Union is just the voice of the Members so be apart of that voice. Let's be heard at the table in 2023! Stop with the rumors and speculations and be apart of the solutions and be the voice of information. We have a Membership of over 1000 Members, we need all the voices so our demands are made loud and clear. Easy to sit in the back and point out things that are done wrong so I say stop pointing things out and fix them! Be apart of the solution and not apart of the problem! The time is now to get involved. The Local will be going into a General Elections in a couple of weeks. I want to thank the newly appointed Elections Committee. Your work and commitment to process is highly appreciated!!! All I will say about the Election is, lets not turn it into a popularity contest! Its important that this Membership place the right Members at the table in 2023. Just KNOW who you are voting for and KNOW what they stand for!

With tight restrictions throughout the year the goals of the Executive and Recreation Committee hit speedbump with a lot of plans. Not allowing us to gather in groups was a hinderance to the plans we had in store. However, that didn't stop us from trying. We witnessed a great night of virtual BINGO. We have also offered and participated in National held conferences, all done virtually, so all in all, its not perfect but we still have the wheels rolling. As we saw the Province open up restrictions for those that are vaccinated, the Membership approved tickets for the Annual Banjo Bowl. This was a great event and I believe everybody that attended walked away pretty darn Happy. Wasn't much Union talk at the event but none the less, The Bombers walked away with a W and so did the Members in attendance. Thank you to the Members that made this event a success. The Executive learned lots on this event and we will take the criticism and work towards addressing them at future events. With Elections about to take place, I just hope the future leadership put in the same efforts to try to engage our Membership.

The very 1st National Day of Truth and Reconciliation was recognized by the Federal Government on September 30th and is also known as Orange Shirt Day, the Union and Company was able to work together and in a joint effort was able to provide our Members with the 1st Union/Company collaboration shirt. The design we all see on the shirt was commissioned to a Local Indigenous Artist and the shirts were made and purchased through a Locally Indigenous owned shirt Company. A portion of the cost of the shirts will be donated to the Residential School Survivor Society. The money that is collected as monetary donations will be going to Winnipeg Aboriginal Sports Achievement Center. The Union and Company recognized the importance of the Day and knew it would only be meaningful if we worked together on it and that we did! I would like to take this opportunity to Thank Ernie Morrisette and Wes Lillie for being apart of the team. Thank you guys for guiding both parties in the proper direction. Out of these meetings we have also agreed that Education is a crucial component of the Truth and Reconciliation process. This has resulted in training that will be provided over time, to our Members. We will also be witnessing Land Title Acknowledgement declared at meetings. These are the 1st few steps we will be taking as organizations to play our rolls in Truth and Reconciliation.

In Closing I would like to thank each and everyone of you for working together in trying to get through some very difficult years. As we saw our work force shrink by approximately 500 members, we should look forward to the growth of it again and welcome back all of those that have been called back. Lets move forward folks because its the only way to go. The one thing I have learned during this pandemic is the only way to achieve ultimate success is TOGETHER! So lets make our Workplace and our Communities better, TOGETHER!

In SOLIDARITY,  
Chris Santos



## *A message from the Plant Chair* **Bobby Scowen**



Greetings Sisters and Brothers,

As this term comes to an end its time to reflect on the past 3 years that this Committee has been in office. We started off business as usual. We had filed for more arbitrations than the past three committees combined. All the arbitrations were resolved before the arbitration date with resolves that worked for our members and that they have accepted. Then the 737 max issues that threatened to shut down a portion of our work and had the possibility for potential lay offs. The Shop Committee worked with the company and found a way that we could keep approximately 100 of our members still employed through special assignments in that time that the 737 was down. We had to then face an unprecedented time with the Covid-19 pandemic. The Shop reps worked tirelessly to try to keep all of our members working as we had seen so many businesses shut down and a lot of workers out of jobs. The company then had no choice but to lay off our members. Thanks to the membership for voting in the work share program, we at least saved 100 jobs. We are now starting to see some of our members return to work from that lay off period and it is really great to see them return. Hopefully we will have all our members who are waiting for a recall return soon. Now with low rates on most of the other plane lines, 737 has recovered and is employing more and more of our members and is one of the reasons our members are returning from lay offs. I have talked to members who have worked here for over 30 years and they said they have never seen it so slow here in that period as they did in their whole careers here which to me, it says a lot. Lets hope the world can get back to normal soon.

The Shop Committee has approximately 80 grievances on file and have just done 4 arbitrations in a 5 month period. Some of our members inform me that they don't see me as much as they did in the past when I was a Shop rep. Being in the Plant Chair position, it is hard to get out on the floor with all the organizing that is required to put issues to arbitration, prepping for arbitration takes time away as well, being a resource for the reps to help them and guide them through their issues so that they can get the best results for the members, and with the pandemic. I definitely miss being out on the floor and talking to the members but still make it out when I can.

The AMP program has started up as of September 7, 2020. The company has given all of our members 24hrs of unpaid time loss until November 28, 2020 when the AMP year ends. Just a reminder, if you miss more than 24hrs of unpaid time loss you will be placed on a documentation requirement that will last for 1 year plus time loss. If you are on a documentation requirement you would have to bring in documentation for every absent from work for the duration of the period that you are on the documentation requirement (1 year plus time loss). The AAP program will start on November 28, 2020. If you were on a step of the program before the pandemic, you will return to that step in November. The plant average for absenteeism will be calculated from May 28, 2020 to November 27, 2020. Discrepancies with these programs will be grieved on an individual basis. When it comes to attendance every member has a different reason for missing work so the Union has found that keeping these cases individual and on its own merit is the best way to handle these issues. If you are unsure how these programs work or would like to ask questions, please stop in the Union office and ask your rep as it is important that every member needs to know about these programs and how they work.

Removal of the chairs in the work centers. Our members need chairs in their work centers to take the stress off of their back, knees, and feet. Our members have gone on claims for this reason alone because the company has taken their chairs away and now they have no relief from standing on a concrete floor for 8+hrs a day. There are chairs around the lead hand desks but during this time the Union does not believe that having our members rotate in and out of those chairs is keeping them safe from this pandemic. The only reason I have heard from the company is that it doesn't look good when their employees are sitting in a chair in their work area. I don't agree with that. We need to leave work in the same condition as we show up in. The company is hurting their employees (our members) just because " It doesn't look good". The company needs to respect the work that we do and give us the tools so that we can do our job safely. They are failing horribly in regards to this issue and the Union will not stop until this problem is rectified. I challenge them to remove their own chair in their office just so they can see how much a chair helps with your health after work when your at home.

### **Union Meetings**

Meetings are held on the third Wednesday of each month via Zoom.

Contact the Union Office on how to join our virtual meetings.





This has been a very challenging term in the Union office. I would like to thank all the reps for their hard work this term. We have done a good job of including the membership in all the tough decisions we had to make this term and had always been echoing your voice when addressing the company. I hope to see all of our laid off members return to work and all the airplane lines return to full rates. It is a great honor to serve this membership and I do not take that responsibility lightly.

Please stay safe during these times and respect each other.

In Solidarity,  
Bobby Scowen

*A message from Zone 1*  
**Brian Corrigan**



Hello members of Local 2169.

It has been almost a year since our last newsletter. I had hoped the Covid-19 pandemic would have been in the rear view mirror by now but that just isn't the case. With the school year just starting and Covid-19 cases slowly on the incline I question the companies reinstatement of the attendance program. The Union strongly disagrees with this decision yet company leadership felt it was appropriate to start monitoring employee time loss. Not a very logical decision in my opinion, but not the first poor decision I have seen.

A couple of hot topics lately in assembly, first is temporary assignments. The company is playing games with the current temp assignment language using this language to pick and choose employees outside of seniority. I do ask that people, please do your part and contact the Union when you see these games being played. We aren't always aware of every single transfer and rely a lot on information from members. The Union strongly opposes anything outside of using seniority for the purposes of fulfilling job requirements in all classifications. I would like to see this language improved in the next round of negotiations to avoid these games.

The next issue is clearly defining the assembly classification from quality control. These two classification have always had to work very closely yet the expectation of both seem to be getting very muddled since the beginning of SI&A. Assembly techs are constantly being asked to take on more responsibilities with little to no training being offered to perform these additional tasks. Again, I have to ask for help from members in these affected shops. The Union needs to be informed on tasks that you feel are outside of the assembly classification. If in doubt or if you ever question what your being asked to do, please call the office! The more information that members pass on to the Union the stronger we become! Next, auto assembly was brought in and again more responsibilities from assembly technicians while still remaining at a pay grade 5. Logical? I don't think so, my opinion is more responsibility = more pay.

The company and Union will start meeting to discuss step 2 grievances again. These in person meetings were another thing put on hold due to the pandemic. Hopefully we will start to see positive resolves to the list of current grievances. I will be updating everyone with active assembly grievances end of September, beginning of October.

**WELCOME BACK!** As of September 20, 2021 we have 56 people that have been recalled! This is great news. Hopefully the numbers keep climbing until we have everyone of our members back in the building!

Last but not least, I would like to announce that I will be running for the assembly rep position in the upcoming election on October 27, 2021. Over the last three years I have worked to gain your trust and respect and I hope I earned it. I take pride in being a voice and advocate for the assembly classification and would be honoured to sit at the negotiating table to ensure that YOU are heard.

In Solidarity,  
Brian Corrigan



## *A message from Zone 2* **Anthony Cuenca**



Hello Sisters & Brothers.

Let us begin with a big recognition to all the members for the long 18 months that we have endured. We faced a massive layoff, problems with 737 and dealing with this never-ending pandemic. We still overcame all those issues and continue to work and finally we are seeing the light at the end of the tunnel. Recalls have begun, 737 rate is going up and we managed to keep members safe with zero transmission at work. The Shop Committee has maintained transparency and has endlessly put in the effort to keep our members informed and the fight does not end!

As your Zone 2 Shop rep, I am very appreciative of my position. My loyalty will always be for the Local! The experience and training that our Union has provided for me will always be utilized for the betterment of this membership. I have a good relationship with both floor managers and senior management. I work endlessly to try to resolve grievances in the Step 1 and am not afraid to file the Step 2. I am very easy to approach and always willing to answer any questions you may have and like always, I welcome the challenge. I will always be straight up and able to have those hard conversations. I have the willingness to go that extra mile. So, take advantage and help me help you!

There have been a lot of new transfers into the plastic tech classification. I always remind members if you are coming from a different classification that your overtime hours should be averaged in. It is our responsibility monitor those hours on weekly basis. If you need help looking up and clarifying the hours, I will gladly help. If you feel there are any mistakes just let me know and we can handle it. Temporary assignments and temporary shift are supposed to be no longer than 30 days as per CBA. Sometimes these are not communicated to the Shop Committee, and I would like to thank those on the floor that are always communicating to us. We will hold the company accountable for any violations to our CBA.

The grievance process has several steps and those of you that feel like a violation has happened, I urge you to come talk to me and I will explain thoroughly how the process works and what you should expect.

The Attendance Management Program is now back in effect and the Attendance Assistant Program will follow Nov 27 (Those are two different attendance policy's). The pandemic is still in effect and the company has decided that it is a “perfect” time to reinstall these programs and we strongly disagree but it is not our program to take away. The public health emergency leave, a temporary job, protected leave for employees who are unable to work due to circumstances related to COVID-19 is still in effect. If you have any concerns related to your rights on this protected leave, come see me and we can go over it.

The time is now for ALL OF US, as a membership to get together and be engaged and involved. Listen to one another and have those important talks. The upcoming election is the first major step to have the right people in office! People that will put in the effort our members deserve. 2023 will come fast and we need to be prepared. We consist of different ages, different hire dates & even different political views. But we all share the same CBA. We are all on the SAME TEAM!

Thank you for this opportunity and always remember WE DO NOT LIVE TO WORK, WE WORK TO LIVE!

In Solidarity,  
Anthony Cuenca

### **UNIFOR Member and Family Assistance Program (Referral Service)**

A Union Assistance, Labour Oriented program for confidential referrals for Alcoholism, Chemical Dependency, Financial, Mediation, Stress, Retirement, Legal, Health (Mental and Emotional) and Divorce – Family Breakdown.

**Confidentiality is Strictly Maintained**

**EAP Reps: Rowena Deluz (204-955-0513) | Chris Santos (204-612-9200)**

**Women’s Advocate: Amanda Drake (204-218-1144) | amanda.drake@unifor2169.ca**



## A message from Zone 3 John Tomayer



Hello, Brothers and Sisters.

Do we dare to be optimistic after two years of nearly constant negative news? We have witnessed the return of 56 members to the bargaining unit after leaving us for a year. Welcome back everyone. What's more, 737 rates continue to increase closer to pre-2019 levels. Hopefully, this trend continues well into next year.

Thank you to all our members for your assistance during work share. Because of your selflessness in sacrificing a day every pay period, we managed to save 100 of our Brothers and Sisters from unemployment at the start of the year. We need to use this solidarity going forward as we begin to prepare for the upcoming contract.

Covid-19 continues to be a burning issue in the plant, and our world in general. Fortunately, our provincial case count continues to be low, at least by Western standards. Clearly, people are doing their best to protect themselves and others. Unfortunately, mask and vaccine mandates seem to be the social reality for the near future. The immediate outlook of the airline industry is murky at best.

This is an important election year for our Shop Committee. The next contract will be a difficult battle with the company. No doubt many of our valued rights in the current CBA will be challenged, just as your Union will be seeking to correct certain faults imposed upon us by the company. Chief among these is the administration of the long-term disability plan. Only by making the company financially accountable for this are we able to curb the runaway rate increases that we've seen.

Zone 3 is currently seeing a sharp increase in the use of contractors to perform bargaining unit work. Our HVAC department was thoroughly dismantled and given to contractors. Furthermore, contractors are taking work away from our members in violation of the CBA. We have a disturbingly high number of grievances concerning these practices by the company.

Special thank you goes out to our Executive Committee, who hosted 100 members at the Banjo Bowl on September 11, 2021. By all accounts it was a great time. With the lifting of health restrictions we look forward to future events with our membership and your Union.

To all of you, stay safe and healthy as we enter the school season. All the best to you and your families.

In Solidarity,  
John Tomayer



**How do you tell a chemist and a plumber apart?**

*You ask them to pronounce unionized.*

**How many union workers does it take to screw in a light bulb?**

*I don't know, that's not my job.*

**What steps would you take in event of a fire?**

*"Big ones" was apparently not the right answer.*

**Did you hear the announcement from the Janitors' Union?**

*They proposed some sweeping changes.*





## *A message from Zone 4* **Gary Misko**



Hi Brothers and Sisters.

This is a story of firsts for me. First, I would like to thank all those who voted for me after the sudden retirement of the last zone 4 rep. I hope my learning curve was not too long and that I have proven myself to all that I was a good choice. I would also like to thank all those in the Union office that helped me to learn the ins and outs of our contract and how to become a good representative for the members in my zone. The job was seriously under estimated on my behalf in the beginning, but with the help of the Shop Committee, Plant Chair and President, I truly feel I am getting better and better and am becoming very effective in this role.

This is my first newsletter and I believe more newsletters and information need to be done to better inform our members. I was involved in my first DRP back in February, regarding a stores issue but I'm still waiting ( far too long ) for a result from the arbitrator. I have done both in-house and corporate investigations for various reasons and have learned to take notes at astounding speeds.

I have had my first grievances filed as well, and have solved many without having to file just by negotiating with the managers. I have had my first meetings with senior management where I've learned not to believe everything they say. My first time dealing with Canada-Life and helping employees in need and helping employees return to work. Although there are many firsts for me as your rep, the company continues to march along with their agenda of demarcation and of contracting out of jobs. The company continues to say one thing and do another and meaningful discussion with the Union is an afterthought .

Although it is great to see many of our laid off members recalled from layoff, the company still does not believe good communication is necessary with our Local. We regularly hear from recalled employees long before we hear from the company that they have received a recall.

With an election around the corner and a contract coming soon after, now is a great time to get involved with the Union and start to go to meetings such as the monthly General Membership Meeting. Due to Covid-19, in person membership meetings are no longer available but zoom has shown to be very effective. This is a great way to know what's happening and to build a stronger Union.

I would like to thank the Executive Committee for the great idea of giving out Banjo Bowl tickets to the membership. This is a first from the Union and an awesome way to team build.

My last first, is a request: for you to please consider me when voting in the upcoming election as my first RE-election. I feel I still have a lot of fight left in me and some upcoming fights really need a strong voice.

In Solidarity,  
Gary Misko

## *A message from Zone 5* **Jeff Papoff**



Greetings, Sisters and Brothers!

By the time you read this, Canada will have wrapped up the latest Federal election. No matter what your particular political affiliation is, hopefully you all exercised your right to vote.

Speaking of voting, our Local's current term in office is coming to an end. The Elections Committee has chosen a date of October 27<sup>th</sup> for the next General Election. This will be your opportunity to help choose the next Executive and Shop Committees, as well as the many and diverse Standing Committees. No matter who you decide to support, I encourage all of you to vote! If you want to get involved with your Union, have some extra time to dedicate, and are up for a challenge, I'd also encourage you to run for a position. No better way to have an impact, and to see what Union business is really like than to step up and get involved!





Looking back on the past 3 years, it's been quite a roller coaster ride for Local 2169! Some good news, and some bad, with plenty of challenges that we've overcome together. Collectively, our membership has endured Covid-19, a work sharing program, lay-offs, multiple by-elections, and the offload of the Redwood plant as well as the related transformation of the Murray Park facility, just to name a few. Most recently, things have been looking up, with recall notices going out to almost 70 of our laid-off members. Some have already returned, and the rest will be re-joining over the next couple months. It will be great to see the happy faces of our Brothers and Sisters as they make their way back. I look forward to 2022, when even more are expected to return!

Even though Covid-19 forced us to cancel some of our planned events this term, our Local still participated in many activities over the past 3 years, including the Banjo Bowl, Bingo Night, Paid Education Leave, local Human Rights Training, a "Talking With Leadership" session, T-shirt draws, bowling, walking with the Mama Bear Clan, Rainbow Stage, the Parade commemorating the 100<sup>th</sup> Anniversary of the 1919 General Strike, Tim Horton's and Shell gas gift card giveaways, volunteering at Winnipeg Harvest and Siloam Mission, the 12 Days Of Christmas, and assistance on the picket line for the locked out Co-op workers. Thank you to everyone who participated in all of these events, and congratulations to all the winners so far! I look forward to more celebrations and community events in the future, and more opportunities to give back to our Membership!

Thank you to the membership for the lively discussion on the Banjo Bowl tickets, and thank you to everyone who voted to send 100 of our Brothers and Sisters to the game to witness our Blue Bombers defeat the Saskatchewan Roughriders 33-9 (take that, Ward!). Despite a few negative comments from a small (but vocal) group that chose not to attend the game, the event was a success, and a great time was had by everyone in attendance! It's something I'd love to turn into an annual tradition.

Although we received plenty of positive feedback over the Banjo Bowl, there was some negativity leading up to game day, mostly revolving around not being able to take spouses, siblings, friends, etc. to the game. While it would have been nice to include others, the theme of the event was "Member Appreciation", and the intent (as voted by the membership) was to include as many of our Sisters and Brothers as possible. Remember that if you have ideas or suggestions on planning events such as this, consider running for the Recreation Committee (or at least make a motion to them) and make sure to come out to our monthly General Membership Meetings to have your say!

Unfortunately, some members are still asking questions about other members' accommodations. Accommodations, no matter what the reason, are no one's business but the person being accommodated. If an accommodation is in place, it means that the member has satisfied all the requirements and provided all the necessary documentation. Remember that EVERY accommodation is unique. Even though someone's circumstances may seem similar to yours, or to another employee's, it doesn't mean that they are. You may think you have all the details, but I guarantee that you don't, and there is no reason why you should. Please respect the privacy of your Brothers and Sisters.

Of course, if you find yourself in a situation where you need an accommodation yourself, understand that it isn't as easy as simply asking for it. There is a procedure to follow, and you will need to cooperate fully along the way. This will likely mean jumping through some hoops, including making phone calls and sending emails, visiting doctors, documenting your progress, and supplying any necessary paperwork. If you need any assistance with an accommodation, please don't hesitate to ask. While we can't do the work for you, we can certainly steer you in the right direction, provide you with the necessary resources, and answer any questions you may have.

No matter what the future holds, let's all strive to build solidarity going forward, not tear it down. This membership needs to stay strong to face future challenges. Support each other, work together, join meetings, sign up for training, read your CBA, volunteer, and get involved with your Union! Until next time...

In Solidarity,  
Jeff Papoff.



*A message from Zone 6*  
**Dave Habib**



Greetings Brothers and Sisters

It has been a while since we last spoke. Lots has been going on since then. Our midnight shift is starting to expand again and hopefully with all the new people we can get back to some semblance of what it was. Speaking of that I am sure by now most of you know of the busy call backs for October. 40 recalls coming back by the end of October. With the previous group of 16, that's 56. Not a bad start. With the rates expected to rise I am sure more are coming.

Hope all of you are enjoying some of the summer. I know it has been tough with the restrictions and masking and all. The cold weather is starting to come upon us especially on midnights when things really cool down.

There have been several successful outcomes for people on this shift in terms of the HR meetings that I've dealt with. The people are starting to enjoy this shift again. It has been a transition for some. The Shop Committee has been working hard to get progress on many of the issues that our members have brought up. There has been no lack of effort in this regard. There is a hope that in the near future we can get some normalcy back in the plant. We are working with the company on various issues to benefit the members.

With Thanksgiving only a month away, I hope we can all get to enjoy a nice meal with friends and family. It has been a pleasure being the midnight rep for the past 3 years. With the election fast coming I am hoping to continue the work that I started with many of you and keep the momentum going. I look forward to be on the bargaining table to make sure that your needs and requests are addressed so we can move forward with a contract that this membership deserves.

In closing I hope everyone is in good health and stays that way.

In solidarity,  
Dave Habib.



**United Way**

**HEADS UP!!!!**

Week of October 18, 2021  
Fully supported and endorsed by Unifor  
Local 2169



## *A message from Elections Committee*

Upcoming General Elections

Notice to all Unifor Local 2169 members in good standing that **Nomination Week** for the election will begin @00:00 Saturday, 02 October 2021 and complete @23:59 Saturday, 09 October 2021. Positions in this election include:

### **Executive Committee**

President  
Vice President  
Plant Chair  
Secretary Treasurer  
Recording Secretary  
3 Trustees  
Sergeant at Arms  
Guide  
Health and Safety Co-Chairperson

### **Standing Committee**

Shop Stewards representing each of the 6 Zones  
Constitution and Bylaws  
Education  
Environment  
Recreation  
Human Rights  
Lesbian, Gay, Bisexual, Transgender and Queer ( LGBTQ)  
Aboriginal Workers of Colour (AWoC)  
Workers with Disabilities  
Union in Politics  
Women's  
Young Workers (max age 35)  
Health and Safety  
Communications

- **Accept/Decline week** will begin @00:00 Sunday, 10 October 2021 and complete @23:59 Sunday, 17 October 2021
- **Campaign week** will begin @00:00 Monday, 18 October 2021 and complete @23:59 Monday, 25 October 2021
- **Election day** will be Wednesday, 27 October 2021 from 00:00-23:59
- If a **Run-off Vote** is needed, the date set for that is Wednesday, 10 November 2021
- Swearing in of Newly elected committees and Executive members will occur on Wednesday 17 November 2021

Any Nominations may be made by emailing [eleccions@unifor2169.ca](mailto:eleccions@unifor2169.ca)  
Any questions or concerns can be asked to the Chair of the Elections Committee:  
Sean Spencer  
[sean.spencer@boeing.com](mailto:sean.spencer@boeing.com)

## *A message from Communications Committee*

Hello Sisters and Brothers,

The Communications Committee would like to thank everyone for reading the newsletters and participating in the Unifor 2169 facebook page.

This is the final newsletter from this current committee before elections and it has been an honor for all of us to be able to get information out to the membership. The Facebook page has grown steadily over these last 3 years and it has been a great way for us to share information with everyone that is accessible at anytime and it has been a valuable resource to allow all of you to share content that is important to you and get some meaningful conversations started within our local, if you have not joined the group yet please do so. The more members we have the easier it is to get the right information out to everyone.

Our hope for the next committee is to keep what we have started going strong and to explore more ways we can get information out to all of you, Facebook and the newsletter is a great start of this. From all of us in the Communications Committee  
**THANK YOU.**

In Sol

Devon Morgan





NO ONE LEFT BEHIND

