





# NO ONE LEFT BEHIND

## FIND US ONLINE

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## 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  
Erbe Marquez



## A message from the Communication Committee

Approximately 30 years ago, our Canadian Auto Workers (C.A.W.) local executives decided to establish the newsletter committee. The purpose of the newsletter is to educate and to keep our members informed. The circulation of the newsletter ceased for a time but now your newly elected committee intends to work together to re-establish the newsletter and put out issues as information lands on our table.

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

Recently, the committee had a discussion about changing the name of the newsletter from NO LOOKING BACK to NO ONE LEFT BEHIND. Over the years membership has not only increased in size but also 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 our brothers and sisters and continue to grow STRONG.

**DID YOU  
KNOW?**



## Courage and Dignity

**Viola Irene Desmond** was a Canadian businesswoman of Black Nova Scotian descent. In 1946 she challenged racial segregation at a cinema in New Glasgow, Nova Scotia by refusing to leave a whites-only area of the Roseland Theatre. For this she was convicted of a minor tax violation for the one-cent tax difference between the seat she had paid for and the seat she used, which was more expensive. Desmond's case is one of the most publicized incidents of racial discrimination racial in Canadian history and helped start the modern civil rights movement in Canada.

In 2010, Desmond was granted a posthumous pardon, the first to be granted in Canada. The government of Nova Scotia also apologized for prosecuting her for tax evasion and acknowledged she was rightfully resisting racial discrimination. In 2016, the Bank of Canada announced that Desmond would be the first Canadian woman (as compared to British born royalty) to be featured on the front of a Canadian banknote, but that honour went to Agnes Macphail, who appeared along with three men on a small print run commemorative note issued in 2017 to mark the 150th anniversary of Confederation.

In late 2018 Desmond became the first Canadian-born woman to appear alone on a Canadian bank note a \$10 bill which was unveiled by Finance Minister Bill Morneau and Bank of Canada governor Stephen Poloz during a ceremony at the Halifax Central Library on March 8<sup>th</sup>, 2018. Desmond was also named a National Historic Person in 2018.



## EXECUTIVE COMMITTEE

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BOBBY SCOWEN

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TOM SUVER

FINANCIAL SECRETARY  
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ANTHONY CUENCA  
JEFF PAPOFF

GUIDE  
GLENN AMPOSTA

SARGENT AT ARMS  
MIKE ODGER



## A message from the President Chris Santos



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First, I would like to take the opportunity to express my gratitude towards this membership, for giving me the chance to be the Face and the Voice of this Local Union. THANK YOU! Becoming the President of this Local is a job I do not take lightly, and my intentions are to give this job the effort it deserves. The tasks I have in front of me are not going to be easy but with the help and cooperation of this membership WE WILL ACHIEVE GREAT THINGS! The key note to that phrase would be, "help and cooperation". The Union was never intended to be run by one person or one committee, rather, an organized and well directed team that could overcome adversity by uniting as one and fighting for the greater cause. SOLIDARITY! That being said, I cannot do this by myself.

Second, CONGRATULATIONS to all the New Committee Members and Chairs! I have been fortunate enough to sit in on some of the Committee meetings and I'm excited to see the "spark" that's been lacking for some years. Hearing ideas and listening to how these folks are going to be getting these ideas off the ground is very exciting. A lot of new faces will bring a lot of new ideas. Again, these ideas and plans will only be successful if our Local Committee's have

the support and participation of the membership. So, keep your eyes and ears open for these upcoming events and get involved and encourage others to get involved. Our Union is only strong if WE make it strong. Getting involved is never an easy thing but a little extra effort from everybody makes things that much easier. Stand up! Get informed! Get involved! Engagement is very high on my "priority" list. A Mobilized and Educated membership is my ultimate goal!

Third, I want everybody to know that the Union and Company try to work hand in hand when it comes to **Employee/Family Assistance Programs**. I understand the stresses in life at times can feel too much to handle. I strongly suggest you don't take these stresses and try to brush them aside, rather, deal with it and let your Union help with this. I know from experience, sometimes a good sounding board, a quiet place and some solid direction is all a person needs to turn their life around. Please do not shy away from getting the proper direction to make yourself feel better. Currently our local has trained EAP referral agents and on our way to appointing a Woman's Advocate. We are trained to listen, help and direct you to the right resources. Please take advantage of this.

Last, as we work side by side with other members, it's not hard not to notice that Boeing has done a great job diversifying its work force. We work with Women and Men from all different cultural back grounds, different Religious belief, Workers with Disabilities, Workers from the LGBTQ Community and people of all ages... To me, this is a beautiful thing! Take note and learn from each other. Accept that we are all different and embrace this opportunity to learn. I also know it's easy to find comfort in similarities and easier to stay in your comfort zone but like I tell my kids, "you have to try things even if you think you won't like it... what happens if you LOVE it?" The message here is be kind to one another. You don't have to love or even like each other BUT you do have to RESPECT each other.

In closing, I am currently on the 1<sup>st</sup> shift and always available via email. I have been working on getting our Local Shop Committee and Chairs, Union owned and operated cell phones but until then, email will be your best bet on how to get a hold of me.  
[chris.santos@unifor2169.ca](mailto:chris.santos@unifor2169.ca)

### Union Meetings

Meetings are held on the third Wednesday of each month at:  
Assiniboine Gordon Inn On The Park  
1975 Portage Ave.

In Solidarity,  
Chris Santos



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



Thank you for your support for the previous election. I will continue to serve this membership as I had in the past by being **your** voice and not **my** voice. The membership has elected a good group of reps in office which is refreshing to see us all come together as one team bouncing everything off of each other to get the best results for this membership. I thank you for that.

There is a new "Dispute Resolution Process". This process is held in a formal setting with the Union, Company, and an arbitrator. There will be six cases that will be heard in one day. The Union and the Company will each pick three cases. Both sides have to mutually agree on the cases selected. Each side has 20 minutes to argue their case to the Arbitrator and present the evidence or supporting language etc. Then an additional 20 minutes for rebuttal and questions from the arbitrator. No legal counsel will be allowed to represent either side. Following the hearing, the arbitrator will strive to provide a response to both parties within 30 days of the hearing. There is an opt out clause if any party chooses not to continue with this process. The window for this is July 31, 2020 to September 30, 2020. Time will tell if this is a viable option to resolve some of our grievances that need a third party to make a decision one way or the other. The Union will not be resolving any terminations in this forum as most terminations require more than 20 minutes to debate.



The summer shutdown cancellation is something the Union does not agree with and we are challenging the Company on this issue. The Unions stance is that the Company should honor the language in the C.B.A that states "*a period of temporary shutdown, normally in July or August, of at least one (1) week may be designated as a vacation period.*" We are not asking for the Company to give all members a week of during that period but to give them an option of taking a week off if they choose to do so. With that being said, if you have any questions about how this cancellation is going to work, we ask that you send a email to your Manager and CC your Union rep as we don't agree with the Company and it's their change so they should be the ones to answer for their changes not the Union.

Long Term Disability payments are too high. We have spoken to our legal council and will revisit it soon. In the meantime, the Union is trying to get these payments split between 2 cheques but are being met with resistance from the Company. The talks are ongoing at the moment.

The new cell phone rules are in effect now and still the membership has no magnets with their managers phone number on them, no cell phone stations in the cafeteria, and no clarity on how the "exception process" will be implemented or how long it would take to get an exception approved. This is another rule that the Union doesn't agree with. Why are cell phones allowed in office work spaces on breaks and not on the floor during breaks. Once again 2 different sets of rules for the same thing. The Company explains that part of the reason is that an employee would be distracted by having their cell phone on them when their working. I don't believe this to be true. If I had my cell phone in my pocket while I was working I wouldn't be thinking if my children, parents, or other significant people in my life are ok but now that I am not allowed to have my cell phone on me I would be constantly thinking " Did someone call me, who texted me, and are my children ok". That is more distracting than having my cell phone on me and knowing if anyone had called me. The Company has given out discipline for this rule as of late and the Union has grieved all the warnings that we know about when it come to this particular rule and will continue to do so.

In closing I would like to remind all of our members that if you go off on a GWL claim you need to continue to pay your Long-Term Disability premiums each month you are off work. If you don't pay them, they will continue to add up monthly and you will have to pay back all of the LTD premiums that had accrued before you go on LTD or when you return to work. Work safe and enjoy time with your families! Please don't over work yourself as it's not worth it in the long run. All the best to all our members who had retired in the last couple of years. I wish them all good health and a very long retirement. They have earned it!!

In Solidarity,  
Bobby Scowen



## *A message from the Health & Safety Chair* **Bill Bieuz**



Thank you for electing me as your Health and Safety Co-Chair. I am truly honored by the trust you have instilled in me. This year's election was about listening to your questions, concerns and ideas which I plan on doing for the entire term. I would like to congratulate Dave Winnicky, Chris Ogloza, Mark David, Sherry-Lynn Vincent and Anacleto Ochoa for being elected into the Health and Safety committee. I would also like to thank Darcy Ratte, Sandra Reich, Ed Sabourin and Dariusz Kurek for accepting the roles of Health and Safety alternates. The committee would like to express our appreciation for showing your patience during this transition period.



I would like to address completing the worker's and doctor's report forms for WCB.



### WORKER'S REPORT

The worker's report should give a thorough, detailed and accurate description of how the accident happened and what caused the injury. You should describe in your words all areas of the body affected and all the physical evidence of the injury such as restricted range of motion as well as cuts or bruises. I would recommend starting a personal diary, noting times and dates, and places of where the conversation took place with the employer and your health care provider. Include what you told them, what they said to you and of any changes in your health.

### DOCTOR'S REPORT

It is very important your doctor understands your work and injury. Your doctor's report is the most crucial and necessary part of starting a claim for workers compensation. Take the time to give your doctor a full and complete description of what your job entails and exactly what you were doing at the time of injury - the whole routine. Refrain from discussing anything that is not work related. Describe:

- What you do in your job that brought about the injury or disease.
- The working conditions that contribute to the injury.
- Any recent changes in the way you do your job that brought on the injury or disease.
- Any recent changes in the working conditions that contribute to the injury or disease.
- The symptoms or health effects you experience at work compared to when you are not at work.
- The hazardous materials and substances you work around.
- What brings on the worst, most acute symptoms such as shortness of breath, rapid heart rate, muscle pain, etc.



Show your doctor the awkward postures and repetitive activities you do at work. Give the doctor a physical demonstration of your routine. Your doctor's report must show how the injury happened and why it is work related. Disputes over whether an injury or illness was work related is one of the main reasons why claims are denied. Only you can make your doctor thoroughly understand your job. The more they understand, the more likely their report will show how your injury was work related.

Lately, I have been seeing a lot of IRS reports stating WCB packets were offered to the worker but the worker refused them. I would strongly recommend you follow the process to prevent future problems that may arise from the initial incident. This data helps substantiate the claims that a particular job, process or piece of equipment is causing our members harm. The loss case work day data is used to prove the worker is being subjected to a work related risk. This data gives the safety committee the leverage to make recommendation for change. Without some form of data it is very difficult to back any claims that our members are bringing forward.

Please feel free to contact the committee for any further questions or concerns.

In Solidarity,  
Bill Bieuz



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

I am both humbled and honored that you have placed your confidence and support in me by electing me as your zone 1 shop rep, Thank you. I will represent each and every one of you to the best of my ability.

The year has started with some big changes! First, the cancelation of our annual summer shut down. This is NOT something I agree with. A lot of questions have been raised about how vacation time will be handled in a fair manner throughout the plant. These questions should be directed to the same people that decided to change our 30-year practice of a 2-week summer shut down as well as your Union rep, so we can reinforce our argument.

Next, the rule change on personal electronic devices on the shop floor. We have seen several members receive written warnings for cell phone use and as we deal with these case by case situations I would have to caution people about using PED's on the shop floor as the company is watching closely for it.

I take pride in being a part of the shop committee and in representing the members of local 2169, ensuring every member has a voice and is entitled to a fair and respectful workplace but have noticed an alarming number of member to member conflicts. Nothing destroys our strength as a Union then fighting among ourselves. I need your help, we need to strengthen our membership and it starts with simply being more respectful and polite to one another.

Please don't hesitate to email, phone or stop me in the hall to voice any concerns to ask questions?

In Solidarity  
Brian Corrigan



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

It is an honor to be elected to represent zone 2 /plastic tech classifications. I want to say thank you and I will commit my best. I truly believe I am meant for this job. I have taken the necessary training and gathered the experience that will put me in a position to represent this membership to the fullest!!

The elections were full of excitement and the membership has spoken. The shop committee lead by Bobby Scowen has come together & built a very unified team. We have been sharing information through each other, had healthy debates and made the commitment to provide this membership the shop committee that will fight hard for Union to be treated fairly. The membership has been tested with the ratification of the new CBA and policy's that the company has rolled out. We have persevered and now have a more engaged membership that is ready to use this experience to move forward united.

AAP aka the Step program is now a few years in and yes it can be confusing. It is affecting our membership and it can lead to termination. IF you have questions about this company policy that your manager might not be able to answer, feel free to contact me about any questions you may have.

Managers have now begun handing out discipline for cell phones. They have made a cute template to hand out as discipline for this policy. Members will always have the right to have a union rep present when receiving written reprimand. During this policy they have failed to provide numbers in order for our family to be able to reach out to us especially for emergencies. Now I do not promote using your cell phone, but they need to understand that we are important to someone and not just a technician. We are not liabilities; we are the assets that work to bring in major profit to this company.

When dealing with coworkers we will not always see eye to eye. Lets try our best to work out problems like adults and if needed we will provide the proper setting to settle our differences. I will be available to anyone that has problems at work or personal issues. Our union has resources like union EAP or soon a women's advocate that are available to us. If I don't have the answer, I will commit to get you answers.

To all the new employees that are just starting their careers, Welcome to Boeing and I wish you the best of luck and encourage you to get to know your Union. Feel free to contact me for any questions or concerns you may have. Lastly, I want to wish all the retirees congratulations and wish you the best in your retirement.

To the membership work safe and always remember **we work to live we don't live to work!**

In Solidarity,  
Anthony Cuenca



## A message from Zone 3 *Steve Morrison*

It has been pretty busy since coming back from the holidays. The shop committee is on the same page for dealing with the ongoing issues that are happening. I feel pretty confident this group can go far this term.

We have made some good strides with some areas, others small blips to overcome. The word on the floor seems to have a more positive note in regard to how all the committees are working and that's a good thing. All the committee's need to keep that up and bring a more unified mindset in the future years.

I do encourage the junior members to start getting involved into the Union and get to know how it all works. You are the future of this membership, with it all going forward for many years.

On the last note I wish to thank the members for voting myself into this role.



In Solidarity  
Steve Morrison

## A message from Zone 4 *Brian Oberton*



I would like to thank the members for putting their trust in me and voting me in to represent them, in Zone 4. It looks like we all felt there was a need for change. I've always wanted to run for a Shop Steward and thought this was the time to do it. I'm very happy with the decision and am prepared to take on any issues as they arrive. Please be patient as I learn the ropes.

There have been many common issues such as OT errors with a lot of payouts to our members. NBU members have also been performing Union work which has also been grieved successfully with payouts going to our members. Please be careful with your cell phone usage as the Company has been handing our written warnings for cell phone usage. If you receive a warning, please inform the union immediately as we are grieving all of them. There are also multiple grievances outstanding which we hope to resolve soon.

Our current committee is very strong, unified and work together as a team. We regularly ask each other for thoughts on current issues were dealing with. I'm sure you will find this committee will be much more engaged with the company on all issues as they arrive.

Feel free at any time to email, phone or just come down to the union office to express any concerns you may have.

In Solidarity,  
Brian Oberton



The supervisor for the Union Of Road Construction Workers called the meeting to order.

"We've agreed on a new deal with the Company. We'll no longer have to work FOUR days a week!"

"HOORAY!!!" the crowd cheered.

"We'll quit work at 4 PM and not 5 PM!"

"HOORAY!!!" the crowd roared.

"We don't have to be in until 11 AM instead of 10 AM!"  
"HOORAY!!!" the crowd thundered.

"And now, even though 99% of the roads in the country are blocked by orange barrels, we'll only have to work on Wednesdays!!!"

.....Silence.....

A voice from the back of the room asks, "You mean, EVERY Wednesday?"



## A message from Zone 5 Jeff Papoff



First of all, thank you to everyone who voted in November's Election! I especially want to say how grateful I am for the support you have shown towards me. It's an honour to continue serving as your Shop Steward, and I've thoroughly embraced my other new roles as well.

A new era has begun within Local 2169. There is a new level of energy within this group. Individuals with a common goal, and a desire to get things done. There is a refreshing sense of unity and support that hasn't existed in a long time. It's no secret that our local was fractured last term, but that's in the past. I'm excited by the possibilities, and I'm looking forward to the next 3 years working as one cohesive team.

I'm happy to see a lot of eager new members taking an interest in our Union, asking questions, joining committees, and applying for education courses. Our Local will only continue to grow stronger as our new members get more involved.

There have been a few new policy changes lately. Some of them seem like they were scribbled on a bar napkin with no thought at all, and a lot of questions have been raised as a result. Keep asking questions, but please direct them to the right place. These policies are not created by the Union and are not endorsed by us either. Make the Company defend and explain the rules they expect you to follow.

Regarding Overtime, there's still a lot of uncertainty over how Weekend shifts are assigned. For some reason, many members believe that if you are at the top of the list, you get to "choose" which shift you work. This is not how it works! As per our CBA:

*"Where shift work is required on weekend overtime, the overtime whenever possible shall be offered consistent with the employee's shift assignment in the previous week. If this does not meet operational requirements, employees shall be offered an overtime opportunity on a shift according to employee's place on the list."*

The roles of Lead Hand and Team Lead continue to cause some confusion. I won't go into the full job descriptions here, but essentially, they should support their crew, without making decisions which affect their employment. Put simply, a Lead Hand or Team Lead should "assist, not assess".

Unrealistic and arbitrary takt times are a concern. By some insane logic, the Company believes that just because something is theoretically possible to do ONCE, under ideal circumstances, that it means EVERYONE can do it EVERY TIME! Somebody busting their a\$\$, on a mission to impress someone, being timed with no regard for anything that doesn't qualify as "touch time", does not represent reality, and is not sustainable! Don't buy into this way of thinking, and don't be threatened if you can't "measure up". To quote from a previous article: *"...no matter what the "expectations" are, you are only human and there are far more important things than production schedules. Your priority should be to build a quality part, in a safe manner, and you should not have to injure yourself doing so. We do have to keep our production up to remain competitive as a company, but under no circumstances should those key values be sacrificed, no matter how much pressure your manager may place on you."* Do the best job you can with the knowledge and tools you have and do it safely. No one can fault that.

Come out to Membership meetings! This is where you will hear Union news first hand, not through rumours. It's an opportunity to be heard, show solidarity and support, and vote on important issues. It's only about an hour a month. Even if you can't make it to every meeting, include it in your plans once in a while.



Lastly, read your CBA! Know what's new and what isn't. There have been a few comments lately by members upset about supposed "changes" to our contract, but the particular concerns raised are about language or procedures that haven't changed since at least 1996, if ever. Don't make assumptions on what the wording means or how something is to be interpreted. Ask questions. We'll gladly help you understand!



### Get Informed and Get Involved

In Solidarity,  
Jeff Papoff



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



First off I would like to thank you all for your support in the election. I will do my best to restore your faith with my performance.

I have just come back from a near tragic accident that kept me in the trauma unit at Health Sciences for 5 days. I was off for 3 months and finally got the go ahead to come back to work. Thanks to all the kind words of encouragement for my recovery. I am back and hoping to deal with any union issues you may have.

I believe we have a good group of people in the union office and will learn from each other to make this a good committee that you can count on. I am hoping with spring on the horizon that we can have a brighter outlook on the future and be glad to finish with winter.

In closing I hope to have more for you in my next report. I have been back two weeks and have been getting caught up on the goings on. Thank you.



In Solidarity,  
Dave Habib.

*A message from Employee Assistance Program*  
**Rowena Deluz**



We would like to welcome our newly hired members and introduce our EAP referral agents:

**Rowena Deluz and Chris Santos**

EAP, or Employee Assistance Program is a confidential, short term, counselling service for employees and your immediate families that have personal problems and is affecting work performance and personal life.

Many EAP providers are quite flexible. They will work with some employees at their therapist offices. They will work with the employee over the phone if that's desired; or they can even meet the employee at the worksite. (Directing an employee on the job - typically during a lunch break and in a private room - may be a necessity for the safety of all involved in a domestic violence situation where the employee cannot go to a therapy.

EAP referral agents are here to listen and offer a wide range of services, often refer to other professionals or agencies who can offer more or extended care in particular areas.

The range of areas typically managed by an EAP provider include:

- Personal issues.
- Job stress.
- Relationship issues.
- Eldercare, childcare, parenting issues.
- Harassment.
- Substance abuse.
- Separation and loss.
- Balancing work and family.
- Financial or legal.
- Family violence.

**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**

**For assistance contact:**  
**Rowena Deluz : 204-955-0513**  
**Chris Santos : 204-612-9200**

**Women's Advocate**  
**VACANT**





## *A message from the Communication Committee*

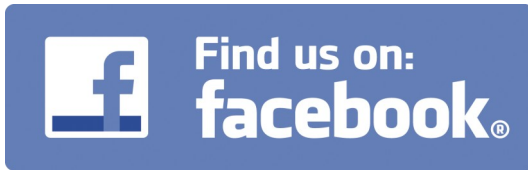


Hello Brothers and Sisters,

On behalf of the Communication/Newsletter committee I would like to thank you for taking the time to read our newsletter.

Our goal this term is to have our information more accessible to our members and to pursue new and updated forms of communication, as well as improving our existing forms of media. The better informed our members are, the stronger our local will become!

If you have not joined our Facebook group yet, we would like to strongly suggest that you do. This will be the easiest way for us to get information out to you and for you to also share things with us. You can also follow us on Twitter.



Unifor Local 2169



@Unifor2169

You can also visit our Local's web page [www.unifor2169.ca](http://www.unifor2169.ca), which is accessible now on the company computers. We will be looking at upgrading ideas on our webpage in the future.

### What can you find on the Unifor Local 2169 web page?



- Executive Committee Contact Information**
- Shop Committee Contact Information**
- General Contact Information**
- Newsletter**
- History**
- Events**
- Forms**

*[www.unifor2169.ca](http://www.unifor2169.ca)*

Any suggestions related to Communication/Newsletter Committee can be sent to [Devon.Morgan@unifor2169.ca](mailto:Devon.Morgan@unifor2169.ca).

In solidarity  
Devon Morgan-Committee chair

**CALM** Canadian Association of Labour Media  
**ACPS** Association canadienne de la presse syndicale



## *A message from the Environment Committee*

Hello from the Environment Committee!

My name is Chris Ogloza, and I have graciously accepted being the chair of the committee again. Since this is the first article after the elections, I would like to introduce the members of our committee to you.

Brian Corrigan has worked at Boeing since Jan. 98. He is happily married and the proud father of 3 children. He enjoys spending his time off at the cottage or camping with family and friends. During our last election, Brian was elected as the zone 1 shop rep as well as a member of the environment committee. Brian joined the environment committee to actively find solutions to environmental issues that we have here at Boeing. To help find ways to reduce our impact on the environment that comes along with the work we do. He would like to see more members actively engaged in environmental initiatives such as park clean ups that have been done in previous years. The more involvement and the larger the group the more impact we can have on protecting our environment for our children and future generations. He looks forward to working with the committee.



Ian Dejaeger has been working for Boeing for just over 6 years. Although he doesn't have any union experience, as this is his first union position. But over the years, he has been having a growing concern for the environment and climate change. "Over the next three years we will eliminate the words climate change, the North and South Poles will freeze again, and there will be virtually zero pollution!" He is just kidding! Ian wants to help this committee achieve its goals and empower others to have the environment on their minds as well.

Abimbola Salami has only been with the company for 10 months, working in Inner barrel as a plastic technician. He is also a member of the AWOC Committee. He will strive to achieve to get involved in the continuing project of saving the planet and cleaning the environment.



Andrei Oprea has been with the company and a union member for 21 years, working as a Plastic and Rework Tech. This is his third year on both the Environment and Union in Politics Committee's. He believes that Climate Change is the single largest crisis humanity faces today and that we have an opportunity as a group of likeminded individuals to educate our members and the community, and to advocate for a green energy fossil fuel free future. Andrei has been fortunate during the last 2 years to facilitate the Climate Change and Our Jobs and Environment Community PEL courses in Port Elgin, and will be working with the Committee to implement the plans for action taught within those programs. He looks forward to working with the committee and the membership to implement these ideas, to continue efforts to improve environmental efforts in the workplace, and to work towards a green future for our future generations.

I am Chris, and I am happily married for 3 years with two wonderful kids. I have been with the company for 21 years and this will be my second term on the Unifor Environment Committee as the chair. Currently, I am also a member of the Joint Health and Safety Committee for which I have been involved with for a number of years. I am very excited to have the members on the Environment Committee that we do. We are all geared towards the same ideas with similar goals to achieve. Our plan for this committee is to get more of our members involved in more initiatives that we will hope to implement during this term. And, if successful, these initiatives and projects will continue on in the future for whomever else will be involved in this committee for years to come. We want to ensure that what we do in our workplace does not negatively affect the environment today, and in the years to come, so that our children and our children's children will be able to enjoy clean water, clean air and overall a healthy environment to live in.

In Solidarity,  
Chris Ogloza  
Environment Committee Chair  
Unifor Local 2169



## A message from the Human Rights Committee



The Human Rights Committee is made up of: Jeff Papoff (Chair); Betty Johnson; Karen Kowalchuk; and Lito Ochoa. We currently have one vacant spot, but that will be filled by the time you read this. Thank you for selecting us to represent you for the next 3 years!

Our committee will be working with various local groups and charities over the course of our term. We hope to raise awareness and funds in support of their causes. Stay tuned for news about upcoming events and information about what we're planning and how you can get involved. A word that gets used frequently these days is Discrimination. There are distinct categories known as "prohibited grounds", by

which the law defines that word. The Human Rights Code prohibits Discrimination based on:

- Ancestry, Colour or Race
- Nationality
- Ethnic Background
- Religion
- Age
- Sex and Pregnancy
- Gender Identity
- Sexual Orientation
- Marital or Family Status
- Source of Income
- Political Belief
- Physical or Mental Disability
- Social Disadvantage

If you feel that you have been discriminated against based on these criteria, whether in the workplace or outside of it, please reach out to a member of this committee for guidance, or contact the Manitoba Human Rights Commission directly.

**Toll free: 1-888-884-8681**  
**204-945-3007**  
**[hrc@gov.mb.ca](mailto:hrc@gov.mb.ca)**

## A message from the Recreation Committee

The newly elected Recreation Committee would like to thank each and every one of you that voted for us. We are excited to share our ideas with you and hope to fulfil your expectations of this committee. We want to hear from you. The Rec Committee would like to know what event you want us to plan for you.

As of April, there will be a suggestion box just outside of the Union Office (MP) as well as by the Union Board (RW) with attached papers where you can write your event idea. We will check the box once a month and review these ideas.



### Bingo Bowling

Our first event is coming up on April 6, 2019. Please see poster for details on the next page. This event is on a first come first serve basis. First 60 people to sign up and pay will be eligible to attend. Members can contact the Rec Committee chair by email at

[Tom.Suver@unifor2169.ca](mailto:Tom.Suver@unifor2169.ca) to sign up. A follow-up email will be sent back and your spot will be reserved upon payment.

**SIGN UP DEADLINE is April 3, 2019 @ 11:00 AM**

We are very excited to work on events for our members. We look forward to seeing you at Bingo Bowling. Stay tuned for future events.

In Solidarity  
Recreation Committee

### RECREATION COMMITTEE

- Tom Suver - Chair
- Chris Cochico
- Ernie Morrissette
- Jeremy Solodky
- Mark David



NO ONE LEFT BEHIND

# BINGO BOWLING

## Saturday April 6, 2019

### 7:00PM - 10:00PM

# \$20

The price includes:

- 3 hours of Bingo Glow Bowling
- shoe rental
- 3 slices of pizza + 5 wings



*Chateau*  
**LANES**  
 10 pin bowling

1145 Nairn Avenue  
 Winnipeg, Manitoba, Canada  
 (204) 667-1550

Sign Up Deadline - April 3,

