





NO ONE LEFT BEHIND

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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 posted

Communication / Newsletter Committee

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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.

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 at our brothers and sisters and continue to grow STRONG.

DID YOU KNOW?



Fourteen women lost their lives that day. Their names were **Geneviève Bergeron; Hélène Colgan; Nathalie Croteau; Barbara Daigneault; Anne-Marie Edward; Maud Haviernick; Barbara Klucznik -Widajewicz; Maryse Laganière; Maryse Leclair; Anne-Marie Lemay; Sonia Pelletier; Michèle Richard; Annie St-Arneault ; Annie Turcotte.**

The event, which became known as the “Montreal Massacre,” sent shock waves through Quebec and the rest of Canada. In the days and weeks that followed, there was widespread public debate focused on the cause of, and motive for, the attack. For some, Marc Lépine's action was an isolated act without any social significance. For others, it revealed a profound malaise about the place of women in Quebec society. Many suggested that the tragedy was indicative of deep-rooted and widespread anti-feminist sentiment.

The event led to larger debates about violence against women and stricter gun control laws in Canada. After the events of December 6, Heidi Rathjen and Wendy Cukier founded the Coalition for Gun Control. Their efforts contributed to the November 1995 adoption of Bill C-68, the federal firearm control legislation.

In 1991, the Parliament of Canada declared December 6 to be a National Day of Remembrance and Action on Violence Against Women. It is also known as White Ribbon Day.

(source: École Polytechnique Tragedy (Montreal Massacre) | The Canadian Encyclopedia)



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VACANT



A message from the President



Sisters and Brothers,

As we near the end of 2020 all I can say is... THANK GOD its over! What a rough year! While I don't have too many good things to say about the year, I can say we made it and things seem to be on the up-swing, let's hope that 2021 brings us a better forecast.

Our Local is currently sitting with approximately 350 members awaiting recall and we hope to see them all back sooner than later. The Membership needs to be given credit for their display of SOLIDARITY during the Work Share proposal. Kudos to all of us for ensuring we prioritized the well being of our Membership and got the result of 81% to ratify the work share. Even though we haven't entered the program to date, the Company is still pushing to make it happen but with the demand on production, it doesn't look promising. The local does see this as a positive thing. With us not going into a reduced work week and the Company not announcing any further job loss, we can only see this as a good thing. We will know for certain before the break whether we will go into reduced work week or not. The Company hasn't announced any plans of recall this year but has consistently offered overtime. This will never make sense to me but it is what it is and all I can do is ask our members to be responsible for their own physical and mental health. **Time at work is time away from home.**

Membership meetings have been the most impacted by the Public Health orders due to COVID. General Membership meetings are the roots of our organization and with COVID; we just haven't had the ability to get them off the ground. There was a short period that we were able to meet as a Membership but that was short lived to 2 meetings. Our Committee meetings are in the same boat and for that we have seen a steady decline in activism. This however does not take away from our capabilities of getting objectives met. The Executive still meets once a month to ensure our Membership finances and business is still in check. We meet virtually and in person as we have 2 vacancies inside of our Executive and are able to meet Social Distancing guidelines. Thank you to the Local Executive! That said I would like to send the Election Committee kudos for getting elections off the ground even in time of COVID. Their steady focus on getting the task done is obvious when you see them running around to make sure our Local By-Laws are met. So Thank you to Amanda Drake, Sean Spencer, Cheryl Bryant and Roger Allen for the work you all are doing. If any Members have any motions that they want looked at by the Executive please email me and we will be sure to entertain and debate it. I ask folks, as difficult it seems to keep our Local running we are doing our best to do so but **we all need to do our part.**

As we watch the World come together and take unified stances against injustices in the world, I want the Membership to recognize the power of Solidarity! We have watched campaigns like, Black Lives Matter, the country wide General Strike in India, the young people coming together to fight for the Climate Change and even our Winnipeg based Bear Clan fighting poverty. These are beautiful examples of SOLIDARITY. It's not hard to recognize and appreciate people that come together to achieve a common goal. We need to follow this lead and come together. We need people to realize we are in this together and will only achieve common goals TOGETHER. The sooner we come together the sooner we start achieving our goals. One way we can achieve this is, simply be KIND to one another, accepting our differences and respecting all. We need to understand that everybody carries their own problems and we shouldn't be so quick to judge and say things we really know nothing about. Let me remind this membership, we will be heading into contract talks in 2 years and **NOW is the time to come together, determine the common goal and stick together to achieve that goal!**

We all know that this Holiday season is going to look different this year but this is an opportunity for us to show gratitude for all the things we may take for granted at times. We need to keep those who are not as



fortunate as us at these times in our thoughts and wish them the best. When you're out and about shopping for gifts or online surfing for gifts, think about those little Local businesses that are going through hard times this year and know every little piece of support they receive goes a long way. #SUPPORTLOCAL. Let me end this quick report with a **MERRY CHRISTMAS and HAPPY HOLIDAYS! STAY SAFE!!!**

In Solidarity,
Chris Santos

A message from the Plant Chair

Brothers and Sisters,

First off, I would like to thank Brian Oberton, Steve Morrison, Bill Bieuz, and Mike Odger for their service to our Union. I wish them all the best. Congrats to John Tomayer for winning zone 3 shop rep. He is turning out to be a very good rep. The Shop Committee is working very well together through these difficult times. They represent the membership with integrity and passion. We have 4 arbitrations scheduled for 2021. I would also like to thank all of our members who have taken the voluntary lay-offs. They have saved many jobs for our less senior members and that truly is a reflection of what solidarity looks like. I wish them all the best in their lives after work and that they remain healthy for years to come. I also would like to wish a speedy return to all of our laid-off members. I remember being laid-off in 2002 for 4.5 years and all the challenges and changes I faced in that time. I can imagine it would be just the same for them as well. I would also like to pay respect to our fallen members and their families. They will not be forgotten.



Covid-19 has really been a challenge to navigate through with limited membership meetings, postponed grievance meetings, postponed arbitrations, the fear of catching it, social distancing, wearing a mask, not being able to see your friends, family, and loved ones. The list goes on and on. This truly is a different time. 2020 will go down as one of the worst years in history and I hope it doesn't carry into 2021. The company is doing a good job (for the most part) of keeping us safe from Covid-19. The number of cases in the plant would back that up as they are reasonably low. If you're sick, please, stay home so that you don't potentially spread it to other members. The company is still currently following the practice of paying their employees while they are out being tested and advising them to quarantine until their results come back. A couple of examples of how the company could be better is by keeping the designated smoking area open. The reason I say this is that they are making the smokers go off the gated property unregulated at the mercy of whoever walks by them hoping they don't have Covid-19 then returning to your work center to potentially infect your co-workers, and also that going for a smoke on the street at 3am would seem unsafe to me. Go 4 Zero? More like Go 4 One or a few. The government also tells us to stay at home to slow the spread, but the company decides, during our worst time for the spread of Covid-19 in Manitoba, to offer the most overtime opportunities they have all year. Parts before people? You be the judge. Hopefully, a vaccine will be accessible to Manitoba soon so we can put this Covid-19 thing to rest and get back to enjoying the company of our friends, family, loved ones, and be able to make a living without fear of becoming gravely ill.

I would like to remind the membership about the 2 year any occupation clause in our insurance providers policy. If you are unfortunate enough to be disabled for 2 years and are receiving benefits, the insurer can assess you to perform any work outside of your current workplace that you are able to perform. They do not give you much time before cutting you off once they have determined that there is other work you can perform. The jobs that mostly come up in this situation that they say you can perform is Dental bench technologist (to which you need a college degree) or a bus driver (to which you may need to take training depending on what class of license you possess to what class of license is needed). If any of you are presented



with these jobs, you should ask them "Who is paying for my training?" Without the training you would be unable to do this work. If you run into any problems with your claim you should reach out to myself or the shop committee especially during the return-to-work process.



It is looking like workshare will be reviewed early next year to see if it is still viable. The company has until December 22, 2020 to inform the Government that they wish to implement workshare, if they don't by that deadline and choose to implement it in the new year, we will have to submit a new application to the Government and redo the process. The reason that we voted on workshare is to serve the memberships best interests and to get the members to debate the pros and cons of entering in this program. If we end up not

needing workshare I would consider it a win, win. We won't lose a day of pay every pay period and the company hasn't announced any further lay-offs. I know some of you were looking forward to a long weekend every second week but that is not the reason for workshare. The reason was to save jobs. Thanks to the membership for voting in favor of it. That is another example of what solidarity looks like in my opinion.

With the reduction of approximately 500 jobs the company has informed us that they will be balancing the shifts in the new year. The language can be found on pages 90-92 in the C.B.A under the heading Re: Preferred Shift Selection in the Letters of Understanding. The section that would be most relevant would be I. K. on the bottom of page 91. Please read this language so that you are aware of the rules surrounding these moves. If you have any discrepancies or questions about this subject, please contact your shop steward and we will represent you to the fullest.

I would like to wish all of you a happy holiday season and please stay safe. Let's hope 2021 brings us all more joy and good fortune than 2020 has.

In Solidarity,
Bobby.

"How many union guys does it take to change a lightbulb? Fifteen. You got a problem with that?"

"Did you know the ninjas have gotten together and formed a union? They strike from the shadows. "

"Today the carousel workers union has voted to go on rotating strikes. "

"Why are Canadians so good at sports? They always bring their eh game"

"I was doing an overnight at a hotel away from home. I took my computer to the hotel lounge to do some work. I sat down at the bar and I asked the bartender, "What's the WiFi password?"

Bartender: You need to buy a drink first.

Me: Okay, I'll have a beer.

Bartender: We have Molson's Canadian on tap.

Me: Sure. How much is that?



A message from Zone 1

Hello members,

What a tumultuous year 2020 has been! I would like to start off by welcoming John Tomayer to the shop committee as the zone 4 rep. I am looking forward to working with you!

This year we lost many members due to layoff. This is always a difficult time as we have to say goodbye to many friends and coworkers. I wish them well and for a speedy return! I would like to give a big THANK YOU to all the members that took the voluntary lay off. This directly helped save some of our more junior members from losing employment. Next, I would like to thank Brian Oberton, Steve Morrison, Mike Odger and Bill Bieuz for their service and commitment to local 2169 over the last few years, It was a pleasure working with you guys.



The next hurdle thrown our way this year has been the Covid-19 pandemic. We are going through unprecedented times as none of us have lived through a global pandemic such as this. I cannot stress enough that if you are not well please stay at home, if someone in your household is awaiting test results, please contact the company for direction. This is in everyone's best interest as we all try and stay healthy. Even through these uncertain times we still seem to face recurring issues. The hours collected in the OVOPS system need to be checked every Monday to be sure they are correct. The language on this is clear:

"It is the responsibility of each employee to check their cumulative overtime hours each Monday, or as soon as possible thereafter, and to report any discrepancies to their Manager immediately. Complaints shall be confined to discrepancies or changes occurring within the ten (10) calendar days prior to the Monday. If there is no complaint by an employee, or the Union on behalf of the employee in accordance with Article 11, Grievance Procedure, the employee's cumulative overtime hours up to that Monday shall be deemed correct."

When a member scans in early or out late it is the Managers job to remove the extra time on Kronos and OVOPS. Too many times we see Kronos adjusted but not the OVOPS hours and this leads to the .1, .2 and so on of accumulated hours even with no offers made.

As a Union Rep, my main role is to ensure the negotiated language in the Collective Bargaining Agreement is upheld but I would like to ask all members to take some time and familiarize yourself with our CBA. We should all have received a copy. An informed membership with a clear understanding of our negotiated rights makes us even more powerful. If you have any questions, I would be more than happy to help.

There has been some positive news towards the end of this year. The 737 MAX should be flying again soon! We have long awaited hearing this news and hope it will mean an increase in rates on those production lines. Next is news of a viable vaccine for Covid-19. Hopefully we will see something soon that will help return our lives to somewhat normal!

As we approach the holiday season, I would like to wish everyone a Merry Christmas and a happy and healthy New Year. With the Covid-19 restrictions in the province still in place for the holiday season, please take the time to enjoy a well-deserved break with loved ones however you can. We will have to get creative this year as we stay in touch with families while being apart but hopefully that means next year will be even more reason to celebrate TOGETHER. Stay safe and healthy.

In Solidarity,
Brian Corrigan



A message from Zone 2

Hello Sisters & Brothers

I would first like to wish all our retired members best wishes and a big thank you for all the years you have put in as a member of our Union. I would like to thank Brian Oberton & Steve Morrison for their services as shop committee members.



2020 has left our membership with challenges and has flat out sucked! However, I can see the light coming at the end of the tunnel. There has been a lot of movement due to our changing membership size. People are being moved around in different areas. Unfortunate events forced the Company to run overtime, being behind in all programs except for the 737 areas. There have been numerous opportunities for overtime, and I would like to encourage our members to take a break from work to rest mentally and physically from work. It is important to have that time off. These are reasons why our Union negotiated the weekend time off.

I would like to thank all the members that continue to bring up issues to me concerning the grievance process. I will continue to follow the oath as a shop rep to uphold the CBA. Overtime issues have been a reoccurring problem. We as a committee are always bouncing off cases to ensure that any wrong is done right. The Company will be holding overtime training for the managers once again. This is good news for us, but always feel free to reach out to me if any concerns do arise.

I will continue to encourage our members to follow guidelines to battle this pandemic, not only at work but everywhere. We're coming closer to overcoming this and it will just take a little more effort to bring things back to normal.

Lastly, I want to send my best wishes to all of our laid-off employees. I'm very optimistic that you will be back again. To our members, continue to work safe and always remember **we work to live we don't live to work!**

In Solidarity,
Anthony Cuenca

A message from Zone 3

Hello,

I would like to send my thanks out to the sisters and brothers of Zone 3 for putting their faith in me for the remainder of this term. It's an honour to represent your interests with the Union and to work for you all to ensure you are treated fairly and respectfully. My thanks go out to Steve Morrison for his service during the first two years of this term. His assistance to me in getting to know the zone and acclimating to working with the Union is appreciated.



Clearly this has been a challenging year for our members. Many of you are asking for clarity on many burning issues that have recently been brought upon us and I will do my best to bring your concerns forward. Layoffs, workshare, plane certification, COVID restrictions and LTD payments are the leading issues our members have raised their concerns over. The Union continues to act in our members' interests to ensure that we are treated as per the terms of our Collective Agreement with the Company.



Unfortunately, the return of overtime to the plant has led to a great deal of issues for our members. Most notably, there have been several mistakes with how overtime lists are generated and managed. If you have any concerns, please phone, email, or stop me in the plant and I will work to correct your situation.

COVID continues to be an ongoing concern both with our work and home lives. Many of you have sought clarification regarding Boeing's regulations around this. If any of you have any questions or concerns that are not covered on the Boeing communications web page do not hesitate to contact me by phone, email or in person.

Thank you again for your support. With the assistance of the Shop Committee, I am working to learn as fast as I can the responsibilities and procedures involved in this office. I am looking forward to working for your interests with the Union.

To you and your families, our brothers and sisters who took advantage of the VLO offer, and to our membership who have been involuntarily laid off, stay safe and healthy this holiday season and Merry Christmas.

In Solidarity,
John Tomayer

A message from Zone 4

First let me start with saying THANK YOU to Brother Brian Oberton for his service and commitment to his Zone and the Members he represented. You will be missed Brother and I wish you the best for your retirement years!

It's been a trying year for this zone, especially in the Quality classification. With the Local seeing a good handful of QC's taking advantage of the VLO, the Company has been left scrambling trying to figure out how to accomplish the QC shortages. We currently are trying to get things sorted out with CMM and Tooling inspectors and what the Company perceives as "cross training". Kudos to the Tooling Inspectors, they have been the main source of useful information to file a strong grievance. Hopefully we can get that issue resolved. I will take this opportunity to remind all, if you feel you have a viable grievance, bring it to the attention of a Rep and help them help you by being patient and having information for them to work off of. Always keep in mind we work under a "work now, grieve later" clause. Unless the work being assigned to you puts you or somebody into harm's way, we do not have the right to refuse work. Bring your concerns to your Rep and let them deal with it but DO NOT refuse unless you feel endangered by the assignment. The Stores classification has become recently busy with the offer of overtime. Again, hats off to those techs that have concerns and come to the Union with useful information to allow us to look into the issue properly. It's important to have information like dates, names, times and OT groups. It gives us a running start to try to resolve the issue. Lastly, let me remind Members, please keep track of your overtime accumulation! It's crucial that we all know that the onus falls on us if hours need correction. As per CBA the hours will be deemed correct after 10 days of said discrepancy. So please, be on top of watching the hours in the group and ensure they are accurate.

I would like to wish the Members running for Zone 4 good luck. The election will happen in December with instalment in January. To whoever wins the position, know you have a great group of reps in there and they have lots to share so keep an open mind with leaving the past in the past and get on board to moving forward. Let me finish with Merry Christmas and Happy Holidays. Enjoy the family time and enjoy the fruits of our labour. Support Local during the Holidays and STAY SAFE! See you all next year!

In Solidarity,
Chris Santos



A message from Zone 5



Hello Brothers and Sisters,

2020 is coming to an end, and I'm sure for most of you, it can't end fast enough. It sure has been quite the rough year. From the many current and former coworkers and their family members who have lost their lives this past year, to the struggles of the 737 Max program, to the COVID-19 pandemic and the resulting lay-offs of over 400 of our members, 2020 will be one year that we will be glad to leave behind. We've certainly faced more than our fair share of adversity this year, but we've persevered, stuck together, and learned a great deal from our experiences over the past 12 months. We've had to face new challenges, adapt our work habits and lifestyles, and make many sacrifices we never expected. We've all been forced to accept that our world is going to be different for a long time to come. While we have no way of knowing exactly what 2021 will bring, I'm confident that better days are ahead.

As you know, we were expecting to enter a Work Share program this fall. Even though it's looking unlikely to happen at this point, I was very pleased with the vote that got it approved. While a few of our members didn't fully support the idea, I'm thankful that the vast majority saw the value in a program that would save 100 of our fellow members from being laid off. The vote was a huge undertaking, but it was worth the effort. The results show that when called upon, our Brothers and Sisters will come together in a common cause to support each other. This was a great showing of solidarity and unity, and one which I'm hoping is a sign of things to come for our Union.

Some of you may have noticed that our "open door policy" has become more of a "closed door policy" lately. As a rule, we've been keeping the door to the Union office locked since October. This helps to ensure the safety of those in and entering the office, and as an added benefit, protects the privacy of members while discussing their concerns. We try to limit the number of people inside, and we found that with an unlocked or open door, members would continue to come in, to the point of overcrowding. While the "more the merrier" philosophy may have worked pre-COVID, that's had to change considering the current state. If you arrive at the office and find the door locked, please knock. If at least one of us is available, we'll open the door and either let you in, or come outside to speak with you. Alternately, you can always phone, text or e-mail one of us and/or set up an appointment to discuss your concerns. We don't want anyone to feel like they can't interact with their representatives, but we do need to maintain a certain level of safety and confidentiality. Thank you for your understanding and patience.

Remember to read your Collective Bargaining Agreement, and if there is something you do not understand, please ask one of us to clarify. If there is something you don't agree with or changes you'd like to see in the next contract, let us know. It is never too soon to start planning for the future, but just remember that whether you like the current C.B.A. or not, it's what we're all bound to until 2023.

Until next time, stay safe, healthy, and connected as best as possible while staying apart. Despite the physical separation, hopefully you enjoy the Holiday Season! Here's to a better 2021!

In Solidarity,
Jeff Papoff.



A message from Zone 6

Brothers and Sisters

Unfortunately, we said goodbye to a lot of our co-workers, friends, and acquaintances recently. The hope is to get them back here as soon as possible. That is out of our hands. I believe that things will have a positive twist and good things should come our way in the New Year.



With our 737 Max getting closer to completing all the hoops and tests it has to navigate to get back to some type of normal production again. The hope that vaccine is around the corner. I like to think these two things alone can have a massive impact on our future.

Currently, I am very troubled with all the problems we are enduring on the midnight shift. Many people that make their life the midnight shift have had to make different plans going forward. They have had to make adjustments and sacrifices to accommodate the new plan in the plant. Different shifts, downsizing, different jobs, and so on. I know it is not fair. I like to think some time in the near future we can expect to come back to some semblance of the way things were. The committee has argued at great length with the company on trying to meet as many accommodations as possible. It is tough trying to make everyone happy. It has not been for lack of effort. We will continue as a committee going forward to try and pressure the company to help us in these matters. The good thing for our shift is that many of the investigations have found positive results for the members involved.

I hope that all of you had a very nice Thanksgiving with your families and look forward to the Christmas Holidays in December. Please feel free to reach out to us when you need help. We will do everything we can to help.

In solidarity,
Dave Habib.



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

Amanda Drake : 204-218-1144



Black Lives Matter - Why the Movement is so Important

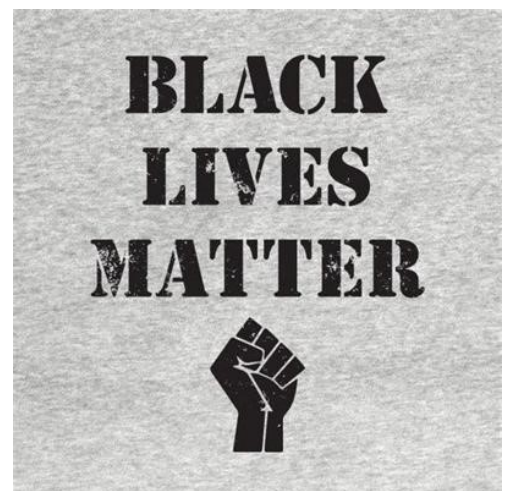
As protests spread across the world against police brutality, systemic racism, and injustice, this is a great time for our community to reflect on what we can do to empower Black lives and all people of color within our communities and within our world. In order to accomplish this, we must be more than “not racist;” everyone must fight to be actively anti-racist.

On May 29th, George Floyd, an African American man living in Minneapolis, Minnesota was brutally murdered by a police officer who kneeled on his neck for upwards of eight minutes while three others helped the first officer and watched as George cried out to them saying, “I can’t breathe.” After days of protests across America, all four officers were finally arrested. While these officers have been arrested, this is just one case of police brutality targeted at people of color among many, many others that people are speaking out against and demanding justice for. The fight is not yet over.

Spearheading this call for action is the international human rights movement titled “Black Lives Matter.” These three words are a cry to dismantle white supremacy, end racially targeted violence, and fix the broken system in which Black people struggle more simply because of the color of their skin. This push to fix the outdated and racially targeted system applies to many different outlets such as schooling systems, housing, job opportunities, healthcare, and the most talked about today - policing and incarceration. As the Black Lives Matter movement has gained more and more traction since its origin in 2013, some have fired back at the statement by saying “All Lives Matter,” unable to see how this message minimizes the movement for equality and ignoring the deeply rooted racial divide within the United States. While it is understood that all lives have importance, the reason for saying “Black Lives Matter” is because they are under attack from different systems purely because of the color of their skin, while white people are not. We are able to see this plainly in many different systems, especially within law enforcement and criminal sentences. Willie Simmons, a Black man from Alabama, was sentenced to life without parole for stealing nine dollars back in 1982, while Brock Turner, a white student at Stanford was convicted of three charges of felony sexual assault and only served six months time in jail for his actions. There are so many cases similar to this where a Black person is condemned for minor crimes and must serve years and years in jail, while white perpetrators get off almost freely for horrendous crimes, showcasing the white privilege and systemic racism that is alive and well today. We must lift up all Black lives and support them in the fight to freedom and equality in all areas from a long history of systemic oppression.

Many voices are speaking up against these injustices - all different races, backgrounds, and ages. When asking some of my peers what “Black Lives Matter” means to them and what actions they want to see done to further equality in all different spheres - policing, incarceration, political action, etc. - they brought forth similar ideas. What they want to see is political action that moves to defund the police and focus on using that money for things such as housing services or schooling systems where African Americans are disproportionately affected, along with electing people into power that will make a genuine effort to make sure Black people are able to have equal treatment and opportunities within all areas. Now is the time to stand with the people of color within your communities, amplify their voices, and take action.

Source: [Press Banner | townmedia.com](https://www.townmedia.com)





**MERRY
CHRISTMAS**

HAPPY HOLIDAYS!

This year the Local 2169 has decided instead of purchasing electronics or supporting big box stores as prizes for our 12 days of Christmas, we chose this as an opportunity to support local businesses in their time of need. We wish everyone a great holiday and please help support local businesses.

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