

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

Chair - Devon Morgan
Tom Suver
Gord Loewen
Rob Easter
Daniel Mabe



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?



Canada's first maternity legislation was introduced in British Columbia in 1921. This legislation gave women a short leave of absence from work during which they could not be dismissed. It also permitted women two nursing breaks during the workday.

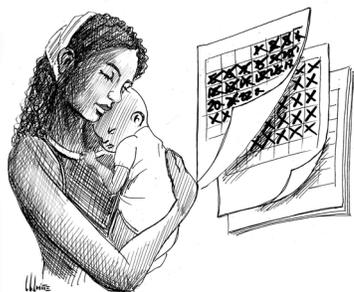
In 1971, the federal government updated unemployment insurance to include 15-weeks paid maternity leave at 66% of the mother's salary.

In 1979, Quebec's Common Front, a negotiating coalition of public sector workers, was the first to win a longer leave and higher benefits than provided by unemployment insurance. They successfully advocated for 20 weeks maternity leave, 5 days paternity leave, and 10 weeks adoption leave.

Then, in 1981 a Canadian Union of Postal Workers strike ended with the workers winning 17 weeks paid maternity leave. Their victory quickly set a standard for Canadian workers everywhere.

In 2019 the federal government extended benefits from 35 to 40 weeks which must be split between parents.

A Labour Minute



CANADIAN ASSOCIATION OF LABOUR MEDIA

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HEALTH & SAFETY CHAIR
BILL BIEUZ



A message from the President



Sisters and Brothers,

It's been a year since I have taken on this position and I have to say... WOW! It's been busy, busier than I could have ever imagined. I have experienced so many ups and downs with this job, I now realize the meaning of "life is a roller coaster". That said, I embrace it and look forward for the next 2 years and the challenges they present. We have all heard at one point in our lives that, if we find something that we love and we turn into a job, it won't feel like a job... Well, I am one of the lucky ones that can say, I truly love what I am doing!



This year I have seen many things come to light in terms of what I felt needed improvement within our Local and I believe the Standing Committee's and the Executive are taking the proper steps to get us there. Engagement being the #1 priority on my list. Getting people involved and being an active part of OUR Union is the key to having us be a strong Union. I have been actively working with Standing Committee's in trying to open doors to events for our Rank and File Members, give opportunity to those that want to get their "feet wet" in

Unionism. I would like to believe that we have been successful in doing that this year. We have had many Members get involved in Rallies under the Union umbrella. We are seeing a group of newer members apply for Union training and we are committed to sending these Members. Involvement outside Union functions have been slow but I know the Recreation Committee, and Executive are working hard in trying to create an event that we will all partake in. So keep your eyes open and make the effort, attend a function that our Local puts on. We need to show a little bit more love to the Members who take the time to create these functions for us to enjoy. If you have any suggestions or ideas, please remember you have a voice, use it! **We meet as a Membership every 3rd Wednesday of the month** and all is heard and respected at these meetings. This is where we get ideas off the ground, hard discussions are had and we share experiences. Have Voice and Vote at our Monthly General Membership meetings!

LTD! This has been a burning issue with our Members and the Local has given me the torch to try to address these skyrocketing premiums. In sitting with the company and representatives from the 3rd party broker (Mercer) I have learned a little better in terms of how our LTD premiums work. It's safe for me to say, it's definitely not in our favor! In short, our premiums are based on our Memberships usage. The more Members we have on LTD the higher our premiums will be. Great West Life has numbers they believe they need to have at all times to ensure that our Members on LTD are paid. This number is called the "reserve". As money is taken out of reserve to pay our Members, we, at work need to replenish the reserve. This results in higher premiums! This is causing huge ruckus amongst our Members and frustration is kicking in. I hear from Members that are actively working and paying these premiums, vent on a regular basis and some of the things I hear are unacceptable and come from a place of frustration rather than logic. We need to keep in mind, we are NOT Doctors or healthcare professionals so we shouldn't call Members out and call them "scams". Because at the end of the day, we don't know. Now, are there Members that take advantage of the system? Maybe, maybe not, but bashing them isn't going to bring them back to work. What we need to do is take a breath and figure out the system and get it to start working for us and not let it tear us apart. I myself am frustrated in the trend of our premiums going up but with just understanding how it works helps me cope with it. I won't speak more of it on this forum, just know the Union sits and waits for the Company to give us options on how to deal with the premiums. **I do want you all to know that we speak about LTD every General membership meeting. This is where it is crucial to have Members in attendance to give us feedback and ideas.**



Nobody is an insurance professional so all ideas and strategy come from us. Come to a meeting, hear what is being said and contribute to getting out ideas of how we can battle this issue together. I will leave this topic at that, just know the Union is working the matter and it's an uphill battle with the Company. They hold all the cards. So I strongly suggest we find Solidarity in this dilemma and come together, fight this together and successfully find a solution TOGETHER!

In closing, I would like to say Thank you to all the Members of the Standing Committee's and Executive Members for stepping up and moving our Local forward. For not looking back at the past to ensure our future is better. All the hard work on and off hours folks have committed to our Local. These acts of Solidarity do not go unnoticed so, thank you! I would also like to encourage those that are thinking about getting involved or even just thinking about attending a Membership meeting to, JUST DO IT! The Union is only as strong as our weakest link. Finally to all of you, have a Merry Christmas and Happy New Year! To those that don't celebrate Christmas, enjoy your holidays and may it be filled with Family, Friends and lots of good times! HAPPY HOLIDAYS ALL!

In Solidarity,
Local President

Chris Santos

A message from the Plant Chair

Sisters and Brothers

The Shop Committee is working very well with each other and we are a solid unit. It is great to see that all the Shop Reps are representing the Memberships best interests and are challenging the Company with a lot of issues that arise in the course of this term. The Membership has done a good job of selecting these individuals to represent them.



This Shop Committee has filed 4 cases to Arbitration in our first year and plan on filing at least 2 more in the near future. That is more arbitration's then the previous 3 committees have filed to arbitration combined. We will take the Company to task. We had just finished the fall DRP (Dispute Resolution Process) session and are looking for better results with this session compared to the last session. The NC Trim and Drill classification has been upgraded to a pay grade 6. We were preparing to go to arbitration but unseen circumstances forced us to settle with the Company the day before arbitration. They did not receive any back pay as a result. If you would like to know more about any issues in the plant come to a Membership meeting and ask your questions there or come down to the Union office in plant. The Membership meetings are at the Gordon Hotel (the A) on Portage avenue every 3rd Wednesday of the month (with the exception of December).

Over inflated LTD rates are an issue to all of us. There is speculation that the over inflated rates will go up again in January of next year. If this is the case, the Company must split our premiums between 2 checks in the month to alleviate the financial hardship of the first cheque of the month. LTD premiums combined with our RRP (registered retirement plan) are making that first cheque of the month hard to stretch out for most of us. This would be a short term solution to this issue, a long term solution would be in 2023 (contract year) to bargain that the Company pays these premiums. This would put more responsibility on the Company to accommodate these Members who are off on LTD so that they could get back to work (if possible) and alleviate the usage which GWL claims is the main reason for the rate hikes. Something must be done.



We have an issue with Return to Work. The gradual RTW plans are not being accepted as much as they should. Returning to work in a speedy manner is important to all of us. The longer a Member is off work, the harder it is to bring them back to work. Medical documentation is very, very important in these cases also include your Union from the start so that we can guide you through the steps to help insure that your return to work plan is on track and to point out that the OHAF form was completed properly. The duty to accommodate falls on the employer. The Company must accommodate until undue hardship. Don't wait until you are being cut off from GWL or being turned down from the Company based on a return to work plan. Involve your Union from the start. These cases take a lot of time to resolve so the sooner you involve the Union the better your chances of being successful in a timely fashion will be. RTW is a 3 party process (the Union, The Company, and the employee). All parties must be involved and willing participants in the process. Your RTW plan might not be what you wanted but you must try it out and report any discrepancies to your manager if it is not working. You just can't say no to a return to work plan, you must consider it then try it out or give reasons based on medical to prove that the RTW plan would not work for you. Have your say if you feel you could be accommodated in a certain area even if it is outside of your classification. All of these steps show that you are a willing participant in the process.

I would like to talk about 1 on 1 meetings with managers. You should ask for your Union rep to be present for these 1 on 1 meetings as it could turn in to a situation where there is a miscommunication between you and your manager and there would be no one present to witness what was actually said in the meeting. I'm not saying your manager can't be trusted and I'm not saying that your manager can be trusted, I'm just saying why leave it to chance. If it came down to who was recalling the conversation accurately (you or your manager) your managers word in a lot of cases would prevail just because they hold a position of trust. If you had a Union rep there it would never come down to that because now you have a witness to what was said in this meeting and it would be documented. It is your right as a Unionized Member to have a Union rep present whenever you speak with a manager all you need to do is stop your manager and ask them for Union representation, your manager must stop the meeting until a Union rep is present. Do not leave it to chance.

I would like to wish all of our Members a safe and happy holiday season. Spend time with your families and enjoy their company. See you all in the New Year!!

In Solidarity,
Bobby Scowen



A worker who was being paid by the week approached his employer and held up his last paycheck. "This is two hundred dollars less than we agreed on," he said.

"I know," the employer said. "But last week I overpaid you two hundred dollars, and you never complained."

"Well, I don't mind an occasional mistake," the worker answered, "but when it gets to be a habit, I feel I have to call it to your attention."



A message from the Health & Safety Chair



Hello my fellow Members,

Tis the season! The holidays are finally upon us. It's a wonderful time to get together with family and friends to give thanks for all of our blessings. It also means the end of the year is soon approaching.

It's a time for us to reflect on the year that was and resolutions for the year to come.

This brings an end to the first year of representing our members. Looking back, your Committee has brought forward 49 recommendations, 23 that are complete, 24 that are waiting for the company's decision, and 1 that was unsuccessful. We have participated in 108 IRS investigations, 33 IRS reviews and 3 special investigations along with all the day to day concerns. We have also been busy obtaining copies of all the applicable legislations, safety standards and codes to help us debate any safety issues our members may face.

ALTERNATE CHANGE

A couple months back, one of our alternates Mr. Darcy Ratte informed us that he will be stepping down from the Safety Committee. We expressed our gratitude for his service letting him know he will always be considered a part of our safety family. The Committee spent time discussing who we thought would be an asset to our team, but more importantly to our Members. We unanimously agreed to send an invite to Mr. Shawn Clark to join us as one of our alternates. We were very excited to hear that Shawn accepted our invite. Shawn brings with him extensive knowledge on the CBA as well as serving as an elected Health and Safety representative in the past. Please join us in welcoming Shawn to the team.

We believe the only way we can truly keep our Members safe is through education. Moving forward we will be adding an educational component to all our reports called "Knowledge is Power".

KNOWLEDGE IS POWER SPECIFIC LEGAL DUTIES



Under the Act, everyone has specific legal duties (including employers, supervisors and workers).

Employers

- Post the employers safety and health policy (reviewed annually)
- Post the Joint Safety and Health Committee Minutes
- Post Any Workplace Safety and Health reports for the workplace that have been issued
- Develop a training program to carry out the safety and health policy
- Provide and maintain a safe workplace, including equipment and protective devices
- Train workers to perform their duties safely, including the use of equipment
- Protect workers from dangerous situations
- Must identify all potential hazards and provide training to work safely with those hazards
- Comply with the Act and all regulations related to workplace safety
- Provide competent supervision

Employers must take every reasonable precaution to protect workers.

Supervisors

- Tell workers what safety and health risks they may encounter in their jobs and how to prevent injuries
- Train workers how to follow safe work procedures
- Make sure workers work safely and know how to use protective equipment



- Make sure the workers follow the Act and Regulations related to the workplace
Supervisors must take every reasonable precaution to protect workers.



Workers

- Follow all safety rules, procedures and policies established by the employer
- Use required protective equipment the way they were trained on how to use it - and don't change in anyway
- Report any hazard, dangerous situation or violation of the Act or Regulation to your supervisor
- Follow the Act and all Regulations related to your workplace

Workers must take reasonable care to protect themselves and their co-workers.

On behalf of your Health & Safety Committee we wish you all a safe and Happy Holiday season.

In Solidarity,
Bill Bieuz

A message from Recording Secretary

Greetings fellow Sisters and Brothers,

It's been now a year since I took over as a Recording Secretary on the Executive, and I just wanted to say I really enjoy this position. I hope that I have met everyone's expectation. It's been my number one priority to provide proper and transparent minutes of our Executive and General Membership meetings as I believe that openness should be one of the top priorities of our Union. All minutes are available for every Member to see and review in the Union office at MP. If you ever wish to review any of the minutes please contact me at tom.suver@unifor2169.ca.



I am very happy to say that even with some differences behind closed doors at our Executive meetings we can make decisions that will benefit our Local and our Members. With a membership of 1300 people it's impossible to please everyone at all times. All Members are strongly encouraged to attend the monthly membership meetings. Use this opportunity to ask any questions related to how your Union operates, give suggestions and to voice concerns.

Our monthly Union meetings take place every third Wednesday of the month. Our meetings used to be at 3:30 pm. Evening shift Members thought the times were unfavorable to them. They were not allowed shift changes or simply life got in the way. WE HEARD YOU AND WE LISTENED. The Executive discussed it and we agreed everyone has to have a fair chance to attend the meetings. It's on a rotation basis of times from 1:00 pm and 3:30 pm. I'm very pleased to see everyone making the effort to come out to the meetings. Numbers have been growing and I hope it continues. We will vote on this in February whether to make this change permanent or not.



Lastly, I would like to wish everyone Happy Holidays, a Very Merry Christmas and all the best in the New Year. Stay safe and Enjoy your time with your families and friends.

In Solidarity,
Tom Suver



A message from Zone 1

Hello Sisters and Brothers,

2019 GREY CUP CHAMPS! I will never get sick of hearing that! The drought is finally over for the Winnipeg Blue Bombers and I couldn't be happier! Like many in Winnipeg I have been a loyal Bomber fan over the years and finally had the privilege of watching them dominate in the big game! Well done!



It has been a year since I started my role as Zone 1 shop rep, and it has been a busy one! Each and every day I am proud to represent the Members here at Local 2169. Over the last year I have met a lot of newer Members and have seen some senior Members move on to retirement. Congratulations to all of you, I wish the newer employees fulfilling and rewarding careers here at Boeing and the retirees long and relaxing retirement.

The Shop Committee continues to work very well together which is crucial to the effectiveness of the Committee as a whole. We are always working together to come to common resolves which strengthens our arguments with the company. We will always defend the language in the CBA and hold managers accountable for any breaches. For example, the company thinks it is Ok for the 777 assembly shop to be painting parts in assembly! The Union obviously does NOT agree and will not leave this issue alone until the work returns to its correct job classification! Another current grievance is the unequal distribution of overtime. Overtime distribution can be a hot issue but what our Members need to know is the language states:

"The Company and the Union agree that a system which provides for the equitable distribution of overtime opportunities to willing employees is an important part of the Collective Agreement; that the groups be composed of employees in the same classification; and that accurate, up to date records of overtime distribution be maintained. It is further agreed that it is also an important objective that employees make a sincere effort to work the required overtime after agreeing to do so."

There are some departments in assembly where managers are playing games and not honoring this language!

It was suggested that the Union start rotating monthly Membership meeting times from 3:30 – 1:30 on a trial basis and so far in my opinion, it has been a big success! It is great to see our meetings fill up with Members who are eager and engaged! These meeting are the best time and place to share **YOUR VOICE** and to get information on important Union matters like current grievances and other hot issues in the plant! Come to the meetings and ask anything you want!

Long Term Disability! It is very important that Members do their part in supplying medical information to Great West Life in regards to current claims. I have seen claims go unpaid due to paperwork not being filled out properly or the information not going to the right place. I can't stress enough if you are unsure about filling out any of the required paperwork please ask for clarity! I understand that communication with GWL is terrible at best but please make all efforts to work with your case manager and the return to work coordinator to ensure all forms and paperwork are completed correctly. Even better try and keep a brief record of dates for appointments, calls and even emails made in regards to your current claim! You never know when you might need that information.

I would like to take a minute to wish everyone a very happy and well **DESERVED** holiday! For those traveling abroad and for those staying right here in Winnipeg please enjoy your time away from work with family, friends and loved ones. Take Care

In Solidarity,
Brian Corrigan



A message from Zone 2

Hello Sisters and Brothers

It has been an eventful year in zone 2. A lot of manager shuffles in different areas are happening and I don't believe it's going to end. The company has faced issues when it comes to production programs and they are addressing it. The expected rate is to jump in the upcoming year and for sure this will affect the Members. Take the time to ensure your health is never compromised when working overtime. The money is good but always remember we do not live to work, we work to live.



Any issues with overtime feel free to approach me and we'll see if there is any wrong doings. The hours should be checked by the employee at the beginning of the week. Let your manager know of any discrepancies, together we will hold them accountable and adjust it. Any changes to your personal contact information for the purpose of overtime "call ins", contact manager to update it on their system. A lot of lateral transfers happened in the past year to help the company deal with the rates and issues of the 737 MAX grounding. Our Seniority will protect our shift and classification.

These new cut resistant gloves should be worn. Feel free to give your feedback to your manager. So far, complaints about the gloves are "cut resistant but prone to puncturing" has come forward. Keep in mind, you still need to wear nitrate gloves over the top. I would say be careful as it is more suspect to not noticing inclusions that might be left behind. Not the greatest idea in my opinion, what is next we wear chain armor?

AAP is in the process for going arbitration in July. It is still here on our doorstep and it is affecting Members that generally have good attendance. ALL it takes is life to happen and in a 6 month span you are in the program. Employees do need to be aware of their attendance and make all efforts to come to work. Managers need to be available for contact and answer their emails on a timely manner for any requests. No excuse for weeks to pass to hear back for a simple vacation request. If anybody experiences this happening, let us know so we can address it immediately.

Always more to learn when it comes to being a shop steward but I'm very confident in the knowledge I have acquired and now, some experience. I enjoy working to protect our rights as Union Members and will continue to do so!! Listening to ALL of YOU is key and come contract time I will deliver that message. It is encouraging to see the growing attendance at our Union meetings. I still encourage more people to attend and have a voice in terms of where we want to see our Union go!

I want to end of wishing retirees good luck and thank you for all your hard work. Wishing everyone Happy Holidays and best wishes in the New Year!! MERRY CHRISTMAS!

In Solidarity,
Anthony Cuenca



A message from Zone 3



Greetings Sisters and Brothers.

It has been a good year already and wish to thank the Membership for the continued support with the Shop Committee. There has been many ups and downs in dealing with the various issues, but the Committee will continue to keep moving towards resolving them. With the upcoming Festive season arriving, let's all remember to keep aware, sometimes we let the moment catch us off guard and accidents can happen so quickly. At the end of the day, everyone just wants to get home safe and sound.

Just a reminder everyone, remember to make this a respectable workplace. Just keep in mind sometimes there are things going on in someone's life that can be a factor in the behaviour. There are resources available to all of the Members, and hope that if needed a person would seek it out.

Prepping for an arbitration was a very good learning experience. From the gathering of the evidence to doing the witness interviews, understanding how the whole process works can be daunting. Looking at the how and why of an argument from a lawyer's perspective based on case law from other arbs was interesting on it would effect this one. In the end the NC Trim and Drill did get an upgrade to a labour grade 6.

On a different topic, Members commuting by public transit were limited to either walking at the side of the road or crossing the grassy area, which made it difficult to walk across when it was dark. Brought this matter up with Health and Safety as well as having discussions with the company to get a sidewalk put into place. Company agreed and it was built in early November, with added lighting. This addition is for the well being of our commuting Members or those who wish to go for walks.

I would like to wish all a Merry Christmas and Happy New Year ! Be safe and enjoy the holidays and come back all recharged and rested.

In Solidarity,
Steve Morrison

A message from Zone 4



Hello Brothers and Sisters

It's been a very busy first year and a huge learning curve especially since there are so many different groups within Zone 4.

Over the year OT issues were prominent. Most of the OT issues were caused by management not updating the OVOP balance correctly. Other factors such as incorrect manual canvassing or managers telling people to work OT in other groups than the one they belong to. All of these I have grieved and have been successful in getting our members paid out.

If you have any medical concerns which may be affecting your attendance go to your Doctor and talk about having chronic illness time allocated to you. The process to follow is first go see the RTW (return to work coordinator) here at work, the RTW will supply you with documentation to take to your Doctor to fill out. That documentation will then be sent to Great West Life for authorization.



When inclement weather hits especially if you live out of town please ensure that you collect information from whatever source such as television, radio or internet to verify that the roads are dangerous to drive on. We will use that information to prove that your time should be coded as inclement if you miss time due to severe weather conditions.

Our entire shop committee remains very tight and we share the issues. Christmas is near with a well deserved break for all us. Take care and drive safely. If you have any questions or concerns please contact me.

In Solidarity,
Brian Oberton

A message from Zone 5

Hi Sisters and Brothers,

We're just over a year into our 3 year term in office, and this Shop Committee, as well as the Executive Committee and our various Standing Committees, have all been more active than any I have ever seen. I am proud of the level of communication and transparency that exists between our Membership and our collective group of elected officials. We can always strive to be better, but it's been a very promising first year!



Despite all that, I continue to hear comments like "nobody told us that" or "why didn't the Union inform us?", or "what is the Union doing about this?" 99% of the issues that these comments revolve around are discussed at Monthly Membership meetings. If you're feeling out of the loop, there's any easy solution: come to the meetings! Don't rely on rumours and assumptions as your sources of information. Ask questions. Speak up. Be informed. If you get involved, you'll find that things appear a lot different out of the shadows.

One committee that has been very active is the Recreation Committee. They have been working hard, planning events, and trying to get our Membership engaged. Unfortunately, there has been a lack of interest and support so far in many of these activities. We'd all like to have more events for our Members and their families, but it's discouraging when people don't show up to the ones that are being organized. There are a lot of great ideas being tossed around for future activities, but if they are to be a success, you have to sign up and join in!

Long Term Disability premiums are on everybody's minds at the moment. They are at an all-time high, and continue to rise. Some Members have suggested the Union is "not doing anything about" the cost. Clearly, the Members making these comments haven't been to a Membership meeting in a while, as it's been discussed for months the lengths we have gone to with regards to investigating and brainstorming ways of reducing costs. One thing that a lot of people seem to misunderstand is that Unifor doesn't negotiate with Great West Life, or have a role in setting the fees. We are all paying these high premiums. Your reps don't like them any more than you do.

Overtime is still one of the biggest problems we face on a regular basis. Incorrect hours, improper canvasses, unauthorized shifts, managers not understanding OVOPS, etc. Hold your managers accountable and get them to fix the problems. There's nothing wrong with expecting managers to do their jobs too!

The company claims to be an environmental leader, but it's sad how far that is from reality. Most people recycle on a regular basis at home but every day at our workplace, we see garbage and recyclables put in the same bags and tossed out together. Keep encouraging the company to do a better job.



Many of our Brothers and Sisters are struggling with various issues on a regular basis. We have an EAP system in place to address these issues, but it's not being used all that much. In case you weren't aware, EAP offers assistance for all kinds of concerns, including but not limited to, marriage counselling, financial planning, legal advice, nutrition and child care, as well as the "usual" concerns like stress and addictions. It was recently reported that only approximately 14% of our Members are using this service. EAP is available to us all 24/7, and is confidential, so don't be afraid to reach out if you need some advice or support. Call 1-800-387-4765.

Christmas is dead at our workplace! It was already on life support, but with no holiday parties for kids or adults this year, the plug has been pulled. A tour of the "Winter Wonderland" at the Red River Ex grounds was a nice touch I suppose, but you could see almost as many lights if you drive down the street to MacDon! At least that's one company participating in Christmas. The closest thing to Christmas lights we have at Boeing are the red and green lights on the security gates. Also note that the company has thoughtfully implemented its "Ethics and Business Conduct: Holiday Guidance" procedure. They've even included a "fun" game to help you determine how cheerful or generous you're allowed to be. If all the Christmas cheer hasn't already been sucked out of you, and you're considering feeling festive, make sure to check the guide for the proper rules to follow. Bah Humbug!

Don't let the lack of holiday cheer dampen your spirit. Focus on what makes this time of year special for you, and enjoy the holidays with family and friends. Have fun and be safe. All the best in 2020!

In Solidarity,
Jeff Papoff.

A message from Zone 6

Brothers and Sisters

It has been a great first year on the midnight shift. The majority of issues are getting dealt with and I believe from the feedback I am getting from people are happy. The Shop Committee as a whole have worked hard to get some resolve on many issues and are continuing to try and live up to the expectations of the Membership.

I have noticed having a midnight rep is quite necessary. There are a great deal of problems that haven't been addressed for a long time without representation. I am doing my best to stay on top of things and get them resolved as soon as possible. It is nice to see a lot of new people wanting to get involved in the Union. It is also nice to see more people coming out to the meetings lately. I have come to realize many of the things that happen from the Union standpoint get voted on in these meetings and the more that attend the more you will have say on the outcome.

Please feel free if you have any concerns to see myself or any of the other reps. We are here to help and I say this because I have noticed some people are reluctant and usually ask someone else to speak on their behalf. I have seen many barriers removed in the interaction with my peers and hope the Membership continues to come forward with their needs.

I will be going to Calgary to see my family at Christmas this year. Unfortunately due to my accident that didn't happen last year. I hope all of you have plans to celebrate with your families and relatives. I wish you all a nice holiday and hope the New Year brings you all prosperity and good health. Take care.

In solidarity,
Dave Habib.





A message from the Communication Committee



Hello Brothers and Sisters,

On behalf of the Communication/Newsletter Committee we would like to thank everyone that has taken the time to read this and the previous newsletters as well as joining us on our new Facebook page!

This last year has been a busy one for us, from revamping our newsletter and updating the locals website to making a new Facebook group that has been steadily growing and having new content added frequently. With that said, we still have a long way to go to have the majority of our Local on the page so please after reading this take the time to join our group and start engaging with our Members and Committee's.



Unifor Local 2169



You can also visit our Local's web page www.unifor2169.ca, which is accessible now on the company computers. Our team gave our website a fresh new look. We have been struggling with the website working properly on the company computers due to security reasons. We are currently working on it with the company's IT techs.

Unifor Local 2169 has rejoined the Canadian Association of Labour Media (CALM). What is CALM? They provide training, news and online services to Unions to strengthen the communications capacity of the labour movement. We now will have the proper resources to make our communications better.



Any suggestions related to Communication/Newsletter Committee can be sent to Devon.Morgan@unifor2169.ca.

In solidarity,
Devon Morgan

A message from the Recreation Committee

Hello Sisters and Brothers,

The Recreation Committee has been very busy trying to come up with events for us to enjoy. Since our last newsletter, we had planned couple events and unfortunately, they were unsuccessful. As it was a little disappointing for us, it was also a very good lesson to learn. We already have something else planned for you.

We have our next event booked. Lets start the New Year with a Pool Tournament. Come and join us at The Hangar Sports Lounge (121 Scurfield Blvd) on January 26, 2020 at 6:00 PM. We have a private room booked with pool tables. Only detail I have confirmed now that it will cost you ABSOLUTELY NOTHING to join. Keep your eyes open on our Local's Facebook page, website and your work email for details about the tournament in the New Year. Hope to see you there.

What events have we talked about to do in the new year?

Indoor Movie Night

Bingo Bowling

Free Family Indoor Skate

1-Day Ski/Snowboard Trip

Go Kart Race

Baseball Tournament

Golf Tournament





These events are not set in stone, but with your help we can make them happen. Please let us know what we can do for our you. Don't hesitate to send me an email to tom.suver@unifor2169.ca. I will be very happy to discuss it with you and the Committee. It is important we build relationships and friendships outside of work, build Solidarity.

The Recreation Committee would like to wish you Happy Holidays, enjoy you time with your families and all the best in the New Year. Merry Christmas everyone!

In Solidarity,
Tom Suver

A message from the Environment Committee

Brothers and Sisters,

During the month of September, Andrei Oprea and Abimbola Salami, attended the Unifor Just Transition Conference held in Saskatoon, Saskatchewan, as delegates from the Environment Committee. The overall theme of the conference was that Just Transition policies must be enacted, that include everyone's voice at the table and where it is good for all Canadians. 'Just Transition' is an approach to economic and environmental policy that aims to minimize the impact on workers and communities of this relatively rapid transition to a low carbon economy, to identify and support economic opportunities for the future, and to involve affected workers and their communities in discussions that would affect their livelihoods.

We need to move away from the right-wing thinking that oil and gas extraction are good for population, fossil fuels are under attack from foreign interests and environmentalists, and that we must protect those industries. We need to build a stronger Union by educating our Members on the facts, and with that will come more solidarity.



On September 27th, the Environment Committee attended the Global General Strike for Climate Action at the Manitoba Legislature. Thousands of Winnipeggers... students, young children, families and activists... gathered on the grounds and spoke out about taking action on climate change to help our planet. It was organized by Manitoba Youth for Climate Action as part of a global movement inspired by 16 year old Swedish Activist Greta Thumberg. The strike started at noon and was followed by a march through the downtown area. It was estimated that 10,000 people were in attendance here in Winnipeg, where strikes were also held across Canada in Montreal, Ottawa, Toronto and Calgary. The event was well attended by our Environment Committee and there were even other Members from our Local in attendance as well. We even joined up with another Unifor Local from New Flyer for the rally and march. It was amazing to be a part of such a huge event where everyone was focused on trying to make a difference for our planet. We are all better for it from being there that day.



On the horizon for the Committee is our annual park cleanup in April for Earth Day, where we pick some city parks to clean-up after the winter so that we and our community can use it and enjoy it. We would like to expand the number of volunteers for it and make it a much larger event. Also we are in the early stages of planning a River Walk where we would try to beautify the banks of a river or creek in the neighbourhood as well as planning to plant some trees in and around our company's property.

In Solidarity,
Chris Ogloza



A message from the Union In Politics Committee

SOLIDARITY

Brothers and sisters,

Since our last newsletter update in July, we've had both Provincial and Federal elections, with Unifor and your Local actively involved in Member to Member campaigning to ensure that the voices of workers were heard by those wishing to represent us.

A saying that really stood out in my mind during both these elections was “if your elected official won't meet with you, change who is answering the door”. In both elections organized labour and progressive voters were presented with a threat from Conservative parties that have proven themselves to be downright hostile to labour, that continue to ignore working class struggles, and who would continue to ignore our calls if forming government.

It was with that pre-election backdrop that Unifor's political action department mobilized activists from across the province and across the nation to speak with our Members directly. Here in Manitoba we knocked on over 10,000 doors in the City of Winnipeg. Nationally over 80,000 members were reached in more than 70 ridings. Information pamphlets were dropped, and conversations were had on door steps about the issues that mattered most to our Members. We heard concerns from our Members about the ongoing cuts to healthcare and social services, a lack of good paying Union jobs, housing affordability, climate change, and the threat of privatizing Crown corporations like Manitoba Hydro and MLCC.

Provincially the campaign was successful in sending 6 additional progressive candidates to The Legislature. The federal campaign achieved its stated objective of stopping Andrew Scheer, and Canadians are now presented with a minority government in Ottawa, and a real opportunity for progress for Canadian workers. Progressive minority governments have brought about many of our countries greatest social programs that all Canadians benefit from, among them universal healthcare and the Canada Pension Plan. Unifor will be calling on this minority government to implement national universal pharmacare and childcare programs, and to continue investing in public service programs that will benefit all workers.

I'd like to thank all of the Members who worked on the two separate campaigns. On the Provincial campaign I was joined by Tom Suver, Betty Johnson and Gary Swampy. On the Federal campaign Local 2169 was represented by Adam Wonnick, Darcy Ratte, Caitlin Barry and Amanda Drake. Thank you all for all the long hours, hard work and dedication brothers and sisters.

In the coming months we will be closely watching the budget consultation process for the City of Winnipeg, the ongoing legal challenge of Bill 28 - The Public Service Sustainability Act, lobbying against further cuts to public services, and making sure our elected officials are held accountable. If there are issues that are of importance to you, let your Union in Politics Committee know, our Union grows stronger with everyone's involvement.

As the holiday season is rapidly approaching I'd also like to take the opportunity to wish all our Members a Merry Christmas, Happy Holidays, and best wishes for a Happy New Year!

In solidarity,
Andrei Oprea



A message from the Human Rights Committee

Hello Sisters and Brothers

The Human Rights Committee (Jeff Papoff, Betty Johnson, Karen Kowalchuk, Lito Ochoa) continues to meet the first Friday of every month (except for July and August), together with the Aboriginal and Workers of Colour Committee, as part of a larger Human Rights Caucus. The Caucus is further made up of like-minded members (both active and retired) from other Unifor Locals. We discuss matters affecting our Sisters and Brothers, and offer each other support and guidance on how to deal with those issues. We also plan rallies and share information on upcoming events within our National Union.

We've had a fairly busy year, including volunteering at Siloam Mission and Winnipeg Harvest. While it is great that we've been able to get out and help in the community, I feel that we can always do more. Hopefully, in 2020, we can take on some new projects to bring awareness and support to deserving causes while also getting our Membership more involved.



On Friday, December 6th, we took part in a special meeting acknowledging both the National Day of Remembrance and Action on Violence against Women, and International Human Rights Day (Dec. 10). We listened to some moving speeches by guest speakers Judy Wasylcia-Leis (Former MLA and MP) and Diljeet Brar (MLA, Burrows). As part of the ceremony, we observed a moment of silence to honour the 14 women killed during the Montreal Massacre at Ecole Polytechnique. 2019 is the 30th anniversary of that horrific part of Canadian history. Our Unifor Sisters in attendance also conducted a candlelight vigil in remembrance of those 14 women, as well as the many Murdered and Missing Indigenous Women and Girls. It's estimated that there have been more than 4000 Canadian MMIWGs, but this epidemic is only recently being widely recognized. After the formalities concluded, the mood lightened somewhat as we all took part in a Pot Luck luncheon and shared a few stories.

We are hoping to be able to offer another Human Rights course in 2020, with the intent on opening up availability to rank and file members who may be interested in expanding their knowledge and understanding. We'll work with the Education Committee to hopefully schedule something later in the year. Stay tuned for more details as they become available.

As a reminder, if you feel like you're being discriminated against, or if your Human Rights are being violated in any way, don't hesitate to reach out. There are many resources within our Local, including your Shop Rep, Plant Chair, President, Human Rights Committee, and Women's Advocate. Even if you're not sure if what you're experiencing is a Human Rights matter, just ask one of us. We are all here to help. If you prefer, you may also contact the Manitoba Human Rights Commission and/or call the Global Ethics Line. In addition, there is also the EAP service for advice, direction and counseling for many issues including, but not limited to, Human Rights related concerns. There is definitely no shortage of resources at your disposal, and no reason that anyone should have to tolerate being harassed, bullied, or discriminated against in any way.

In solidarity,
Jeff Papoff



A message from the Young Workers Committee

Hey Sisters and Brothers!

For those who don't know who I am, my name is Christian Moises. I have recently been appointed as Chair of the Young Worker's Committee. As a second generation employee I am well aware of how important is to have a Union in the workplace.

I have decided to start my journey with the Union starting with the Young Worker's Committee and through that I am hoping to work well with all Committees, gain a better understanding of the behind the scenes actions that partake within the Union and hopefully with that knowledge, we will be able to create a much stronger bridge between the new and young workers and our Local!

So far it has been a very busy few months with the Young Worker's Committee! My first taste of Young Worker's Committee business was to clean out the Union's Storage Unit. It was a very fulfilling day and it showed even smaller actions can create a more grand reward.

Since being appointed Chair, I have recently worked with the Recreation Committee to obtain a weekly Open Gym for all Union members! As exciting as that attempt was I regret to inform that it was shut down after our last day, December 8, 2019 due to low volume of Sisters and Brothers attending. Despite the failed attempt of bringing the Members together, there is still hope yet and we will use this as a learning lesson to create better events for our Local.

We currently finished running a Koats for Kids Drive! We felt it was a great opportunity for our Local to help the community! The boxes were located in both Murray Park cafeterias and also the Redwood cafeteria and Members could donate between November 25 – December 13, 2019. Thank you to EVERYONE that donated!

We have much more ideas that our Local can look forward to!

Also to the other Committees. Feel free to let us know if you ever need extra help! We look forward to work with everyone in the future!

In Solidarity,
Christian Moises





A message from Employee Assistance Program

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 work-site. (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

Amanda Drake : 204-218-1144

Email : amanda.drake@unifor2169.ca

