

# 444 News



**Building our Union · Strengthening Our Communities**

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**OUR FUTURE  
IS ELECTRIC.**

# The 401 Begins in Windsor, Not Ends!

## Profit Sharing?

The focus is now on bargaining this fall. Many of you handed in your priority sheets, and I am going through each one of them. Please make no mistake. Our member's priority sheets will heavily guide our bargaining. Without giving away our bargaining strategy, profit-sharing cheques are one of the items mentioned.

Not surprising as our UAW Detroit 3 brothers and sisters will receive a mean average of \$9,176 from Ford, \$12,750 from GM and \$14,760 from Stellantis. Stellantis said it was the largest profit-sharing amount the company or its predecessors had announced in 35 years! These are big cheques, and when they were published earlier this year, I received many messages from our members, and I responded to them~ "If you want it, put it on your demand sheets."

We have always believed in sharing in the profits we help produce; the question is always how? We never want to get into what we often refer to as wage sharing, where the hourly wage is reduced with the "promise" of what we will get when the company's profits increase. UAW Stellantis employees receive up to \$900 per 1% of profit margin in North America based on \*individually compensated hours last year. So, parts shortages, low sales, downtime etc., will all affect your cheque size. There have also been years where the cheques were zero dollars. The argument was always made that you could not get a mortgage based

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on a profit-sharing cheque instead of your hourly wage. History has proven the math has \*always worked out in our (Canadian Auto manufacturing) side of not taking the profit sharing and opting for wage increases and wage-related benefit increases. Yet, with these companies' profit margins, I am unsure if the math still lines up. You can bet I am looking into it!

## You were Not Forgotten.

Three years ago, to the day of this writing, the COO of FCA called me, along with Secretary-Treasurer James Stewart and WAP Plant chair Tony Greco to travel across the river to the FCA headquarters. There they gave us the devastating news. We learned that what we worked so hard to prevent would now happen. The third shift would end, and many



would be on layoff. It was crushing news. I was angry at the company for not heading our advice and having the plan to replace the sundowning of our iconic Dodge Caravan! I was hot and let them know as we left the Auburn Hills offices.

(Little did we know the tsunami known as Covid would soon make landfall less than a month later that would bring with it havoc and destruction to many of our industries, playing a part in receiving notice of the 2nd shift being eliminated about a year later).

From Michigan, we came directly to our February Membership meeting, where I promised ~





## Dave Cassidy

... cont'd

"We will ensure that our members receive the support they need in this process as we continue to fight like hell for a new product for Windsor Assembly to get everyone back to work affected by the shift elimination. You will not be left behind. We will not stop! Trust your union."

We organized significant government/company funding for an action center to help our members with resume building, EI applications and help to find work in the interim.

Our plant committee worked diligently to explain the buyouts (2 rounds of buyouts) and contacted all our eligible members to walk through the process. We fought further job cuts, and the committee held the company's feet to the fire regarding manpower every chance they could!

We helped facilitate insourcing our jobs back into our plant that was originally outsourced to another company.

And one of the most important pieces was ensuring that our members had a job to return to and that we tackled hard at bargaining!

~"No Products, No Deal"! We knew that to survive and bring everyone back to work, our plant's flexibility and production of high-quality products were the keys to our long-term success. We, as a local, stood firm our Windsor Assembly plant members fully supported our bargaining team, which resulted in

the only plant in the Stellantis portfolio with the ability to build Internal Combustion Engines (ICE), Hybrid (PHEV) and fully electric vehicles (BEV)." (3.6 Billion dollars bargained for retooling/investment/electrification in Ontarian plants securing the Windsor Assembly plant long into the future and leading to promised products that will bring the plant back to an eventual three-shift operation!

*As of this writing, NO ONE is on layoff.*

## ONE BILLION REASONS

In January, I had the opportunity to introduce the Prime Minister of Canada to the world's greatest assemblers! It is always good to be in the plant, and our members couldn't have been more welcoming to our visitors, who had a fantastic time. Over the last little while, I have been accused by some of our members

(who are not fans of the PM) of being a Liberal. Allow me to clear up any misunderstandings and troubled hearts. The entire focus of my job is your job and providing for your families. It is the ever-constant backdrop of most of my days and the subject of what keeps me up at night. When taking on this role, I believed it was prudent to be willing to sit down and talk to any politician from any party ready to help our members, their families, and their jobs...and I meant it. Those relationships and openness to new non-historical relationships have positively impacted investment for our members. The Liberal Government, for example, has invested 1 billion dollars for WAP and our battery plant, helping our members, their families and their jobs well into the future. Like the Liberals or don't like the Liberals, that is 100% your prerogative. I am not a fan or agree with some of their politics, but I can give you a billion reasons why I think they are ok.



## Dave Cassidy ... cont'd

### Welcome TRQSS

Months ago, workers at TRQSS reached out to us to become unionized and join the Local 444 family!! For thirty-six years, the company has kept the union out and the worker's collective voice silent, allowing them to dictate a lower worth But NO MORE! After solid organizing drives, the workers have spoken and voted YES to unionize! With just under 600 members, this organizing drive is one of the top 3 most extensive drives since the formation of Unifor. It is a big deal, and it has already encouraged other non-unionized workplaces in our county to reach out to become unionized. We are anxious to get to the bargaining table with TQRSS and hammer out a collective agreement that reflects

the worth of our members! The process began as we gathered together at the Caboto, where a bargaining team was elected, and they handed out the demand sheets in the workplace. We start at the table on April 11. Let's go!

### Thank You

I would like to recognize a couple of our members. Mr. Paul Renaud & Scott Richardson. Paul has spent his entire union career fighting for the trades in our plant, county, and country. Paul was elected in WAP as a trades steward in 2005, then as a committee person, where he served his members faithfully for five years. In 2014 Paul began his service to the entire Windsor Assembly Plant (ARDC, VCC, Waste Treatment, and FCAT) as the Trades Chair (9 years) until last month. Paul has recently accepted a position with National Union as the Stellantis National Skilled Trades Education Coordinator!

I want to thank Paul for his excellent leadership and service at the Windsor Assembly Plant and wish him all the best in his new position. Scott Richardson, who rocked the very busy and popular local 444 recreation committee that organized the Brooks golf tournament, Family Picnic, Annual Skating Party etc., for 25 years, has decided it's time to step down as committee chair.

Thank you for your excellent work and devotion to the members of local 444 and your committee.

### Open Door Policy

As of late there has been a real increase in our members taking advantage of the local's open-door policy. If you have concerns or issues, even some new ideas, make an appointment and come in and see one of the officers or me. Come in, and we will talk. Members came by themselves, with workmates, family or friends. My door is open.





# Dave Cassidy

... cont'd

## Rest in Peace Mom

On December 13<sup>th</sup>, after a couple of weeks in palliative care, I had to say goodbye to my mom for the last time.

There have been some tough days. It was very challenging for a guy who continually fought for solutions to fix things that needed to be repaired or actions to take to make a situation right to realize there was nothing I could do. There was nothing I could say that would fix it. No

one I could call who would fix it. No one to bargain with or contract language to find that could fix it ... There was nothing I could do for the one who was always there for me.

I am incredibly grateful that you all have helped me through those hard days.

I want to thank all of you who stood in line and even at times in the dark (power went out in the funeral home for hours) to pay your last respects to my mom. Thank you.

To all of you who took time out of your day to come to the funeral or the burial. Thank you!

To all of you who sent beautiful flowers and arranged for fantastic

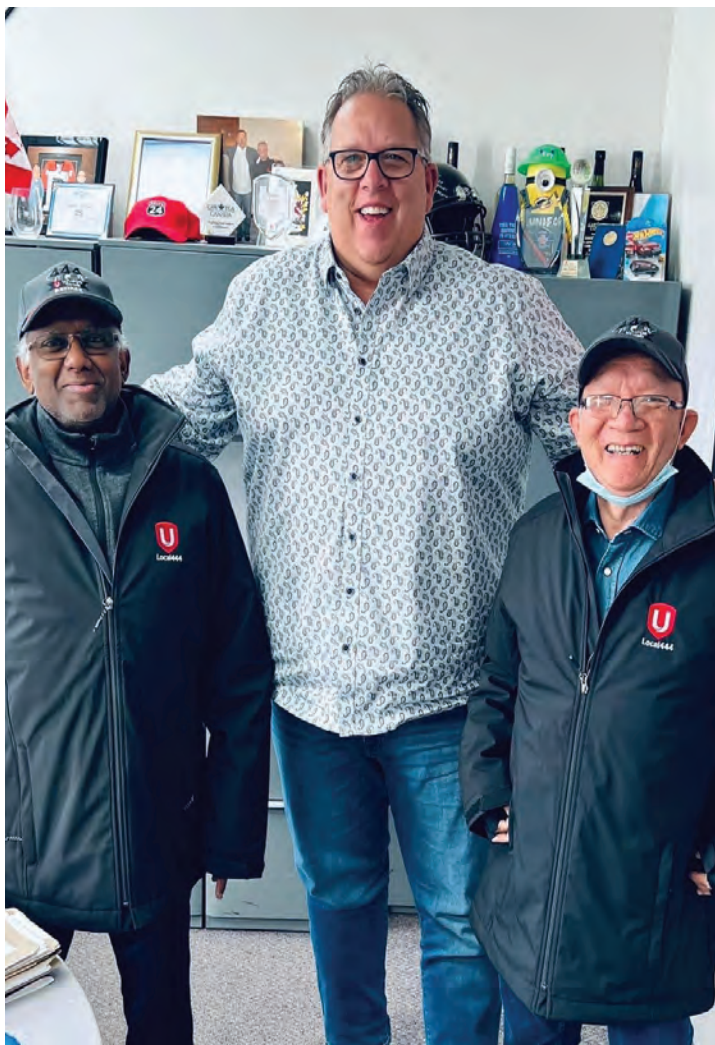
food for my family and me during this time. Thank you!

To all of you who called me or sent me a message or a comment of condolence, prayers and support, none of them have gone unnoticed. It has all meant so much to me. Thank you!

I know mom is with dad, probably dancing (which they love to do). Her goodness, caring, and wisdom will never be forgotten and continue to live on ❤️

In solidarity

Dave



# D3 Bargaining

By  
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STEWART**



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## D3 Bargaining

Here we are in 2023 after what seems like a blink of an eye since our last round of collective bargaining with Stellantis. The bargaining process with the D3 automakers is always a long and challenging process that begins long before we sit across from the company to bargain. Your Local and Plant leadership have already started the process of preparation for the coming round of bargaining later this year. We have gathered all the proposal sheets turned in at WAP with well over 6000 demands submitted by our 444 members alone. Compiling our demands and organizing our priorities will continue for several more weeks as we put them together with the other Canadian Stellantis facilities/units and put together a national bargaining strategy that will include all of the D3 Unifor Master Bargaining committees.

will be working in consultation with auto analysts, pension specialists, benefit providers and specialists, government officials and other resources to make sure we are fully prepared. Tentatively, the plan is to open bargaining sometime in early August. We will have a strike authorization meeting sometime later in August. Then finally, our National President will pick a strike target on Labour day. Sometime in the near future, we will start distributing a series of "Just the Facts" leaflets around the progress of bargaining and we will

also use our social media and website to keep our members reliably informed.

## University of Windsor Campus Police

We have recently met with the

Chief of Police and the Windsor Police Senior staff, including the WPS Liaison to our Special Constable unit. The University is in the process of renewing our Special Constable Status MOU with the WPS. The Chief clarified that the WPS would be playing a more active role in the relationship between our Special Constable unit and the Windsor Police Service. We spoke on many topics, including what they anticipate MAY COME with the new police act in the coming year or so and how some of these things could affect the responsibilities of all parties. It was good to meet with them to understand their perspective and understand what expectations they have as our sponsoring Police Service moving forward.

## Retiree Leadership

In May of this year, we will also meet with our retiree leadership to ensure we understand the problems our retirees face and how we can help them at the bargaining table.

## Getting Down to Business

As we move forward, many of us from the local and national unions





## **James Stewart** **Report ... cont'd**

### **Pelee Island Ferries**

As previously reported, there has been a change in the top management within Pelee Island Ferries and Owen Sound Transportation generally. Captain Emma Nolan has been named the new Director of Southern Services. We have resolved some outstanding issues and will continue to work on any remaining. The P2 is currently undergoing maintenance and will be in the dry dock until the beginning of May. Until then, the smaller boat will be running exclusively, which may result in some of our members delaying their seasonal callback.

### **Windsor Star Printing Facility**

The Star has been printed in

Windsor for over a hundred years, and corporate cutbacks have now ended a century of good-paying jobs right here at home. While 75 Windsor workers are out of a job, our paper will be printed in Toronto and shipped to London, where it will be packaged/stuffed and then sent to Windsor. We as a community need to stand against all job losses and roads that lead to the disappearance of local journalism, for strong local journalism bolsters our democracy and helps create a shared culture. We stand with our brothers and sister 517-G and offer any assistance they can use.

### **Windsor Salt Mine 1959/240**

This is tragically another story of corporate greed. Windsor Salt were recently bought by a US private equity firm with its sights on making a series of cuts, so the company looks more attractive to sell to the

highest bidder. This is what private equity firms do. They are not here for the long haul. They don't care about the families that work there or the community that these good-paying union jobs support. They want to cut costs, which means rolling back wages, benefits, and pensions. It's an absolute shame! Local 444 stands in solidarity with our brothers and sisters! I encourage all of you to go down to the line and offer your support. One day longer, One Day Stronger!

### **Local 444 Votes**

The local recently held elections in many workplaces. Thanks to all that put their names in for consideration, and congratulations to all those that were acclaimed or won. It is an honour to be elected to represent our members, and I ask each of you not to take this responsibility lightly. Our members deserve your very best.



# A Busy Bargaining Year

**Angus Consulting, ATS Releasing, ATS Haul Away, AWC EC Row, Choice Nutritional, DHL, Etna Foods, GFL Environmental, Presteve Foods, Stellantis, Martin Transportation Systems, Southgate Residence**

I want to start by welcoming our new members from TRQSS. The plant has been in operation for some 38 years, and although there have been calls to unionize in the past, never have we seen the level of desire to join the union as we have recently. Approximately 300 members attended their first unit meeting, in which the members elected their first bargaining committee. That committee, along with the officers of 444, are in contract preparations and look forward to negotiating a first collective agreement. Ultimately, the goal is to provide the members with a collective voice which will allow them to have a say in their day-to-day work life.

## Presteve Foods

A sign that the company has been doing well can be witnessed in the recent start of the massive expansion and update of the current facilities at the Wheatley location. The new addition will provide much-needed space compared to the very congested current cutting room and will see the latest in technology in product delivery. The new system will address many ergonomic issues while providing the cutters instant feedback on product yield and weight.

The company has approached the union with a proposal to bargain six months prior to the contract deadline

with the goal of attracting and retaining workers in this highly competitive industry. We have started the bargaining process with the demand sheets for our members and hope to set bargaining dates in March.

## Etna Foods

We are quickly approaching the contract deadline of March 31st and

hope to have commenced bargaining by print time. The lack of skilled workers, not the lack of fish, is an ongoing concern for companies in this industry. While that should prove lucrative to our members, as wage pressure reflects the competition for skilled workers, the lack of those workers pushes companies towards automation but with a substantial cost, as systems are expensive and do not produce the yield that a human cutter can.

We hope to secure the gains that the members deserve and, in doing so, attract new members to the facility.

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## **Manny Cardoso** ... cont'd

### **Martin Transportation Systems**

As expected in this Industry, especially tied to automotive parts delivery, the customer lanes are constantly being adjusted as volumes at the OEMs fluctuate, and the rebidding of delivery lanes seems constant. We have bargained for a twice-annual bidding season to best appreciate the seniority of our members and their choices. As I write this report, our members are currently exercising their bidding rights with a host of new lanes to cover. We continue to press the employer to attain the work that best suits our members with respect to timing and, ultimately, compensation.

### **Choice Nutritional**

As I have stated, this workplace

is a mere shadow of what it once was but continues to provide a few of our members with a decent living. We are currently working on a new collective agreement after a very tumultuous three years. The company has given us reason to believe that better days are to come as they are looking to expand the business and relocate operations to an expansion at one of the company's other ventures.

### **ATS Haul Away**

In 2010 we witnessed the collapse of the then-current Car Carrier Company, Allied Systems, which provided various OEMs with Auto Hauling services.

Two years later, after much lobbying, Local 444 convinced the Chrysler Corporation to take on some of those Drivers, our members and started the Chrysler Group Auto Transport (CGAT), now known as ATS.

By 2019 Bargaining, we faced a shrinking workforce due to attrition but no hiring to replenish the vacant seats. No investment monies and a deteriorating fleet left our members feeling the unit was withering away. With a change in mindset at FCA Logistics and commitment from our members, we could bargain not only gains for our members but a future with a significant investment in new tractors and trailers.

In the last couple of years the unit has become a very efficient venture for the company. After much pressure from the unit committee, the company has finally started a hiring blitz, although in a very tight Driver market. So far, the unit has added eight new drivers and is currently seeking ten more.

With the recent news that other OEMs are looking to purchase their own fleets, we are eager to get to the bargaining table at the end of 2023 and secure gains that reflect the industry's competitiveness.





## Manny Cardoso ... cont'd

### Stellantis

The negotiation process is well underway. Thank you to all who took the time to fill out their priority sheets. They are truly instrumental in the direction negotiations will assume. At last count, our local had received over 800 priority sheets with over 6000 individual demands. Those demands are in the process of being broken down and sorted into common items and then ranked by the number of entries received. As is the process for all sets of negotiations, the bargaining team will convert those items into detailed proposals. This consists of altering the current contract language and or

the creation of new language. It is a time-consuming process with most contracts but non more tedious than with Detroit Three Contracts due to the sheer amount and intricacies of the language.

I want to extend my congratula-

tions to all those successful in their recent elections. Recognition to all who put themselves in front of their colleagues in a sincere effort to be their voice and, in doing so, exercise the strength of our democratic process.





# Bargaining Straight Ahead

I want to take this time to recognize everyone who put their name forward in the elections at several of our facilities. It is never easy to put yourself out there, and I commend all of you for doing so.

Several of our places will be entering bargaining in the next year, so we have a lot of work ahead of us to prepare and educate ourselves and our membership on their needs and wants for the next round of bargaining.

## ZF Canada

I want to take this opportunity to congratulate John Middleton, Chris Deforest, Ron Ritchie, Richard Hoshburgh and Mike Viselli on their new roles as your reps in the plant. We have a lot of work ahead of us, and I'm sure these individuals are up to the task and will gain the confidence of the entire membership.

I want to take this opportunity to thank Kyle Longmuir and his entire committee for their years of service and commitment to this membership. The whole crew worked diligently to represent this membership and should be acknowledged for their efforts.

## Dakkota

Congratulations are in order on your new committee that will be representing our membership. Moving forward, I would like to acknowledge Melissa Stamatovski as your new chairperson, Mike Lussier and Josh Nadon as your new committee people, and Michelle Carr and Diana

Dutka as your new stewards.

We have a lot of work ahead of us, and I'm sure this new committee will diligently represent this membership moving forward. We have a lot of work ahead of us, and I look forward to working with all of them.

Dave Dello recently resigned from his position at Dakkota, and I wish him all the best in his new endeavours. I would like to take this time to acknowledge Kim Bartlett, who did a hell of a job as the previous committee person inside your facility.

## HBPO

Jen Allard has been recently re-elected as chairperson, and I look forward to working with Jen on all the issues that arise in HBPO. I want to acknowledge MaryLou Girard and Trais Gerard as your new committee people. I look forward to

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working with both of them and hopefully achieving an excellent collective agreement in the next round of bargaining.

In the last year plastic Omnium acquired HBPO, and all indications are positive for the future of HBPO.

## Avancez

Avancez finally received confirmation that they were awarded a six-year tire and wheel contract with Stellantis. This is good news. We can now look towards a bright future here for many years.

We are in our last year of the Collective Agreement and have a lot of work ahead of us moving forward for next year's bargaining.

## Integram

I want to congratulate Dave Simone on his acclamation as chairperson



## Mike D'Agnolo ... cont'd

son. I would also like to recognize Dwayne Ellis, Ruben Vahradian, Jeff Bedard, Bob Shepley, and Rodney Marentette for their roles as committeepersons. I also want to acknowledge Ron Morris, James Dean, Ian Cruz and Rick Thorne as your stewards. We have a lot of work ahead of us for the upcoming Bargaining in November, and with this crew in place, I think this facility is in good hands, and I look forward to working with all of them.

### Heligear Northstar

We recently had elections at your facility and I would like to congratulate Chris Thrasher your new chairperson, Steve Burton, and Moses Cruz your committee persons. With

bargaining fast approaching these three individuals have a lot of work ahead of them alongside the local to bring a good collective agreement back to our members at the end of May.

I'd like to take this opportunity to give a big shout out to Kevin Dunn and Dave White for their years of service as reps inside of Northstar. These two did a lot of work for this membership and knowing them, they just left the job not the fight.

### Peterson Springs

Recently, it has been brought to our attention that Peterson Springs is in the process of winding down ZF parts. The company has informed us that they are laying off 10 of our members. We have reached out to Gary Brewer for more information on the status of Peterson Springs Kingsville and hopefully we can bring more positive information in the future.

### Elringklinger

This facility continues to hire regularly. They are struggling to get the manpower they need with the expansion at 15 Seneca. This impacts all our members across the board, and hopefully, this gets rectified sooner than later.

Growth is never a bad thing, but it does have its challenges, especially in a market where everyone is hiring. Hopefully, we can meet the demand for a bright future for all of us

### TRQSS

I want to take this opportunity to welcome TRQSS to the Local 444 family. We are excited to enter into bargaining in the near future to bring this membership a strong collective agreement.





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# Darryl Desjarlais

... cont'd





# Windsor Assembly Plant

## Moving WAP into the Future

### *The Democratic Process*

I want to start this article by congratulating all who were successful in their elections which took place in February.

The democratic process of elections is a fundamental right of every member, and I encourage those who feel they can make a difference in the betterment of the membership to continue to bring ideas forward to the leadership. New ideas and different perspectives are always welcomed, as I have always believed the more we discuss different points of view, ultimately we look at the issues as a whole picture rather than from just one angle.

### *Wishing You the Best*

Thank you to Mauro Bertozzi, Jerry Remillard, Kim McMaster, and Dennis Colasanti, all whom decided not to run for re-election, for their years of service to representing the membership. We would also like to wish Paul Renaud all the best in his new role as the National Skilled Trades Education Coordinator and thank him for his years of service representing the trades at WAP.

With the New Year came the retirement of many members that have decided it was time for them to move to the next chapter of their lives and enjoy time outside the workplace. On behalf of the entire membership, I wish all these members all the best in their retirement.

### *Supplier Chain Shortages*

While supply chain shortages continue to impact WAP, it is important for everyone to understand that as the leadership is notified of part shortages or shift cancellations, we pass that along to you as quickly as possible. Reps are notified immediately, and the Local uses its social media to inform our members of the changes as they happen. We realize this is frustrating to all our members here at WAP and our suppliers, but unfortunately, these decisions are not made here in plant and sometimes late into the week, based on supplier issues. We will continue to inform you as the information is provided.

### *Retracting Notice of Shift Elimination*

On December 20, 2022, the Union received notice from the company that they were retracting their notice of shift elimination and WAP would continue to operate as a two-shift operation. This removes a huge dark cloud from over the membership's head and is a sign of things moving in a positive direction for our members and the future of the Windsor Assembly Plant.

### *Making Room*

As many of you see, there has been an array of projects happening across the plant to free up floor space for storage and future investment. The latest major project is the removal of the old paint booths from the second floor, south of the door line. This project will take three months to complete and provide the

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needed space. Anytime you see projects to free up “white space” in the plant, it is a good sign of things to come.

### *Priority Sheets*

By now you should have had an opportunity to complete and submit your priority sheets for the 2023 National Bargaining. These sheets are vetted by the bargaining team and used as a compass at the negotiation table to address the issues and concerns of the membership.

### *Bargaining Information*

Tied to negotiations, it is important for everyone to understand that your bargaining committee will be working on your behalf and will provide as much up-to-date information from the table as possible. We will be using the Local's social platforms and in-plant leaflets to keep you all updated. I caution people from relying on social media outside of what the Local provides as there will be no reliable updates on personal sites. As a bargaining unit, we intend to ensure the contract is negotiated at the table and not on social media or in the newspapers. If you are reading on other sites about “inside information,” I can assure you it is false. Bargaining will be done at the table, and you, the membership, will have the ability as a whole to review what is brought back and ultimately decide if it is acceptable. I also caution members from using social media to discuss issues within the workplace. The company has informed the leadership that they do monitor social media and are concerned with some of the discussions taking place.

## Windsor Assembly Report . . . cont'd



Local 444 Windsor Assembly members stepped up and donated 4,800 pounds worth of food and 11,000 dollars to the UHC~Hub of Opportunity.



Local 444 Membership Meeting



Local 444 stands in Solidarity with our new TRQSS members



# SKILLED TRADES REPORT



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**By James Bonneau**  
Skilled Trades Chair WAP

## *Our Trades Do What They Do Best*

Our trade population is 468, including 27 apprentices. We have had several retire at the end of the year with buyouts. Three industrial mechanics, 19 electricians, 12 Pipefitters, 10 Jig builders, four carpenters, 1 Painter, 2 Tinsmith, and 2 Welders signed their papers. I want to congratulate them and wish them the best in their retirement.

All the best to Paul Renaud on his new position in the National. He will be replacing Terry Weymouth, who is also retiring. Congratulations to Terry on her retirement. She has dedicated much time and effort to working with women in trades and the STUEP program.

We just went through elections, and I will replace Paul Renaud as Chairperson. Wayne Samwell will be replacing Kim McMaster, who stepped down and is getting ready to retire. Andre Gagnon was re-elected as steward, and we now have two new stewards, George Spoiala and Chris Matthews. Congratulations to all that were elected.

## *WAP*

We are starting to move fast toward our launch. The company has informed us that they want our trades to do much of the work for the launch. In saying that, we will meet with the company to ensure we have the proper tools and equipment to do the jobs. They are tearing down the rest of the old paint shop to make

room for stock and new equipment. Jitney repair will be moving to the Team barn for their new shop. Many trade shops may still be forced as we have not seen the final prints. Before Christmas, the Company sent out a letter about center base maintenance. We have had some meetings on how this would take place. There is still a lot to be discussed. This goes back to contract language from 2005.

## *ARDC*

ARDC also has many contractors preparing the plant for the new battery lab. Construction should start soon. We now have two new mechanics hired full time to help with the retirements. They are predicting they will be swamped shortly.

## *Apprentices*

We currently have ten electrical, 11 industrial mechanics and six pipefitter apprentices left. We had another three apprentices write and pass and get their red seal license. Congratulations to them. The industrial mechanic and electrical apprentices are currently in school. They should hit the floor in March and be able to write C of Q.





By **DANA DUNPHY, Chairperson**  
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## ***Our Push for More Staff has Not Stopped!***

At the time of this writing, we have approximately 1445 active members, with 36 members on lay-off and 41 members working but not in their status. This is a far cry from where we were one year ago, with over 1000 members on layoff.

First, I want to give a massive shout-out to everyone for going that extra mile every day for our customers. You are the reason they keep coming back. Since the border restrictions have been eliminated, we have seen an increase in patron volumes.

Our Sportsbook kiosks were busy during the Super Bowl, and now we are hoping the same will happen for March madness which is the NCAA basketball tournament

Our push for more staff has not

stopped. The Reps and I continuously fight for more staff in several classifications across the board. To name a few classifications that are constantly short staffed, Bartenders, Bar Porters, Security, Housekeeping, and Guest Services.

We are still experiencing a shortage of poker room dealers. The company has posted for non-dealer training. Ten people have signed up for the training. They will teach BJ, Texas Holdem poker and Baccarat. We also have 22 current dealers interested in taking Baccarat training, so we requested that the Company train them.

The one-year extension on direct recalls rights is about to expire. Once recall rights expire, we will return to all jobs that must be posted Casino

wide as per article 58.14 of our collective agreement.

In working collaboratively with the Company, we have secured a new location for bikes. It will be located across from the old project office on the first floor of the parking garage. The area is being reworked to meet the requirements that are needed.

Just a reminder, AGCO has now introduced a five-year term for all Smart Serve certificates. This comes into effect as of July 1, 2023. This affects food and beverage and security. The company has provided a step by step instructions for the recertification process. We are asking those that are required to recertify not to wait until the last minute in case there are any issues.

The Committee people and I have been trying something new since the election. We are adjusting our shifts as a group. At a minimum, we will work from 4 am to noon on the first Monday of every month and noon to 8 pm on the last Friday. We are trying to get to see every shift throughout this three-year term.

On behalf of the Union Office we wish you and your families a Happy Easter!







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## ***New Leadership at the Rec Committee***

I want to start by wishing everyone a happy new year.

Each year our recreation committee works hard to ensure we host events that our members will enjoy with their families, and 2023 will no doubt hold to that.

First off, I would like to thank Scott Richardson for his past leadership with the recreation committee. Scott announced he was stepping down as the chair but will continue to help the committee and me through the transition.

At our meeting in December 2022, we held elections to form our new leadership within the committee. I want to thank Mike D'Angnolo for conducting the nomination process. I am happy to announce that all of the new leadership of the recreation committee were acclaimed. At this time, I would like to introduce Becky Lovric as recording secretary, Jennifer Jewel as our vice chair and myself, Dave Baker, as your new recreation committee chair.

The numerous committee members also need a shout-out as if it wasn't for them and the countless volunteer hours put in, we would not be able to host first-class events as we have in the past.

We held our annual Christmas skating party at the WFCU arena in December in the main bowl with bomber and ace in attendance. It was

## **Change of Address & Phone Numbers**

Recently we have been getting mail returned to the union hall and are having a hard time reaching some of our members. If you have changed your address or phone number please contact your employer and the union hall immediately with your new contact information. This will help alleviate any delays of your payments, benefits, and general information that is required to be sent out to you on behalf of your employer and your Union.

**Union Hall: 519-258-6400 Ext.# 0**  
or  
**Email: [info@uni444.ca](mailto:info@uni444.ca)**

a great turnout. Always great to see new and old faces. Thank you to Jen Jewel for setting up and arranging to provide hot chocolate and Tim bits.

**Spitfire tickets are being offered discounted to our members by going on the spitfire website and using the code "lightthelamp" for march games.**

**Dave Baker takes over  
at the helm at The  
Recreation Committee.**

**Thank you Scott  
Richardson for your excellent  
service for many  
years!**



## **Upcoming Events**

**Watch your Union  
bulletin boards for  
more details on all  
events and others or  
visit the website:  
[www.uni444.ca](http://www.uni444.ca)  
(under the  
Postings Tab).**

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boards for more details on these  
events and others or visit the  
website: [www.uni444.ca](http://www.uni444.ca)  
(under the Postings Tab).**

**Dates to keep in mind and mark on  
your calendar:**

- Cornhole toss tournament  
Sunday, May 7th – at the local**
- Brooks golf tournament Sunday,  
June 10th – Roseland golf**
- Annual family picnic Sunday,  
July 30th – Vollmer Centre**

# INTEGRAM

**By DAVE SIMONE**  
Chairperson, Integram Seating  
[integram444@magna.com](mailto:integram444@magna.com)



## We are The World Class Supplier

The plant population is approx—700 members with no one on lay-off.

The company has been recruiting TPTs as of late to build up the TPT pool that is still understaffed to negotiated levels. Judging by the amount of paid-out vacation time at the end of last year that our members could not book, the TPT pool must reach negotiated levels to help avoid issues with time off this year.

The company recently hired ten members to backfill the job postings that were put up to fill our recent retiree vacancies that took place on Jan.1. I would like to congratulate all of our retirees and say THANK YOU for your years of service and contribution in helping to make Integram the world-class supplier that it is today!

In our foam department, the Ford foam contract for



the Bronco and Ranger programs will soon begin to show a positive impact on our members. The foam department is looking to return to a three-shift operation in the 2nd quarter, with the company looking to hire in excess of 40 plus new members to fill resultant vacancies generated from the job postings for these new positions.

Our ABBA department ( back frame assembly) was relocated entirely to the center C building of the plant. This move has created some issues for our members in ABBA, but we will continue to monitor the area and bring up any concerns our members may have. The company decided to relocate the department to create more storage areas to increase foam production with the addition of the Ford foam contract.

# TransAlta

**By LUC CHARTIER**  
Chairperson, TransAlta  
[Luc\\_Chartier@transalta.com](mailto:Luc_Chartier@transalta.com)



## October Negotiations on the Horizon

The Unifor 444, TransAlta unit thanks George Reid for his three years of service as our plant Steward. We appreciate George's three years of hard work and dedication to our union and membership.

Thank you to all those who supported me in being elected to my fifth term as a representative. My first was as Steward and the last four as Chairperson.

With no one running as Union Steward, Marshal Laing has accepted to be appointed. Welcome aboard, Marshal, you will be a great asset to our members, and I look forward to working with you.

With elections out of the way, we will get going where we left off. October negotiations are coming fast, so this is becoming high on our priority.





# Northstar

**Chris Thrasher, Chairperson**

**WUnion@nsaero.com**



## ***Bargaining Just Around the Corner***

We have 43 members, one on probation, two on lay-off and one on leave. The workload is continuing to increase.

The company is offering Member overtime in all depts. The company posted a one-week shutdown at the end of June. On Feb 18, we celebrated two years without a reportable injury.

I would like to wish Brother Roger Cartier happy retirement after 27 yrs. of service. Inspector Jilmon Savie's move to Quality Engineer I would like to wish him the best in his new position.

Let us welcome Steve Burton and Moises Cruz to the committee, with negotiations to start in a few months. Also, thank Kevin Dunn and Dave

White for their time and efforts on the committee for the past 6 yrs.

On Feb 23, Boeing announced the suspension of deliveries of the 787 Dreamliner. This will not affect the production of the parts we make for that plane. They will still be building the aircraft. They will not deliver them till issues are resolved.

With contract negotiations to start soon. Priority sheets will be coming out soon and looking forward to beginning negotiations.

I hope everyone has a great spring and summer

## **Women's Committee**

### **March 8th International Women's Day**

Celebrated as a national holiday by countries worldwide. This is the day to acknowledge and honour women around the world for the contributions they make each day to society.

International Women's Day has become a time to reflect on progress, call for change, and to celebrate the courage and determination of the women who changed history and those who will advance gender equality into the future. We must continue to acknowledge and honour the importance of the contributions of women, so that young girls around the world see examples of role models that look like them so that they know there is hope, a path forward, and a trail blazed for them to step into their greatness! It is also an opportunity to unite, net-

work and mobilize for a meaningful change!

Unifor Southwestern Women's Network hosted the International Women's Day Celebration Dinner. Some of the proceed will be going toward Bursaries for 2023. Please watch for the flyer in your work-

**By SUSAN  
McKINNON**  
**Chairperson,  
Women's Committee**  
**womanscommittee  
444@yahoo.ca**



place on how to apply!

Happy International Women's Day!

Sue McKinnon





**LOCAL 444**

**LGBTQ COMMITTEE**

# HOMEMADE CUPCAKE FUNDRAISER

Orders and payments must be submitted no later than  
March 31st, 2023, to Dana Dunphy at 519-987-3166 or  
ddunphy1@hotmail.com.  
Payable by cash or e-transfer

All proceeds from  
this fundraiser will  
be going towards the  
2023 Pride Parade  
Float.

Pick-ups will be  
scheduled for Easter  
Weekend.

*\$12 per half dozen  
\$20 per dozen  
\$35 for 2 dozen*

*Flavours:*

*Chocolate*

*Vanilla*

*Cherry Chip*



Dave Cassidy  
President  
Local 444 Unifor

Dana Dunphy  
Chairperson, LGBTQ Committee  
Local 444 Unifor





# Children's Christmas Party 2022

















LOCAL 444 UNIFOR

**COMMUNITY SERVICES COMMITTEE**

*Come join us for our annual*

**Pasta Fundraiser**

**REVISED DATE**



**FRIDAY,  
APRIL 14<sup>th</sup>**

**5:30 – 7:30 pm**  
(Doors open at 5:00 pm)  
at

**LOCAL 444 UNIFOR HALL  
1855 TURNER RD.,  
WINDSOR**

***Bring the Kids***

DAVE CASSIDY  
PRESIDENT  
LOCAL 444 UNIFOR

SUE NAJEM  
CHAIRPERSON,  
COMMUNITY SERVICES COMMITTEE  
LOCAL 444 UNIFOR

**RAFFLE TABLE • SILENT AUCTION**

**TICKETS \$20** (Ages 3-12 - \$10)

/DR-UNI240

## Windsor Machine & Stamping

By **MIKE EMSLIE**, Chairperson  
[mikeemslie26@gmail.com](mailto:mikeemslie26@gmail.com)



### *Seventeen Percent Raise!*

We are currently down to one plant as we had one plant closure this year. The current population of our plant 3 location is 96 full-time, five probationary and 15 Temps. We are currently hiring 5-10 more operators. This year we have started a new Lexus foam line which created 11 more jobs. This past February, we successfully renegotiated our contract with a 17 percent raise over three years. With other big wins throughout the negotiations as well.



## Automobile Transport Services

By **DAVE SKIDMORE**  
Chairperson, Automobile Transport Services  
[dskidmore@uni444.ca](mailto:dskidmore@uni444.ca)



### *Still Hiring!*

Currently, 35 drivers are on the seniority list at ATS, with seven off on various leaves. The company has been trying to hire drivers since last July. It has been a struggle due to a low starting wage and a nationwide shortage of truck drivers. So far, they have hired eight but are still looking for more to fill out our equipment. I can't imagine any other Stelantis facility having this much difficulty hiring people .

All drivers continue to work during Windsor assembly down weeks as the vehicle logistics network is stretched to capacity, and there are always vehicles to be moved.

## ATS Releasing Yard

By **MARK BOURDEAU**  
ATS Chairperson  
[mbourdeau5@cogeco.ca](mailto:mbourdeau5@cogeco.ca)



### *On and Off*

At ATS Releasing, we have 47 employees total for the Chute and Drive Away Operations, with four off on S&A. Within the last few months, we have had three employees retire. We wish them many years of an enjoyable retirement.

So far in 2023, production at the plant continues to be on and off due to various issues. We are looking forward to the plant resuming steady production.





By  
**John Paul  
Middleton**  
Chairperson

[john.middleton2@zf.com](mailto:john.middleton2@zf.com)



## Investing in Our Workforce

We currently have 185 members on the seniority list. There are 12 new members in their probation period. The company has been doing many interviews and hiring six at a time for training.

February 20, 2023, the ground has been broken in the back behind the zf plant for expansion of 51000 sqft. They plan to have expand and have all new equipment in place by February next year. The first pilot build

is to be done sometime this November 2023. We are very excited to expand with hopes of adding more jobs in the future and doing what we do best, build the best suspensions here in Windsor.

I want to say congrats to all the newly elected reps here at zf:

Plant chair - John Paul Middleton  
Committee C-shift Chris deforest  
Committee B-shift Ron Ritchie

Steward C-shift Richard Hosburgh  
Steward b-shift Mike Viselli

With almost a brand-new group of reps, we thank Kyle Longmuir for all he has done for the members over the years. We are very grateful. As well as Mike Bagley and Shawn Hamlin for your time. We are very excited about this year. With all that is happening, the future is looking great.





# LOCAL 444 MEMBERS

## MEET DWIGHT

**Dwight is a Local 444 retiree  
who needs our help.**

Dwight recently discovered that his kidney disease has resulted in his kidneys not working well enough to keep him alive.

Dwight is facing this now, and his treatment options are limited to dialysis treatments or a kidney transplant.

A kidney transplant would offer Dwight more freedom and the ability to live a longer, healthier, more normal life.

However, finding a kidney for a transplant is not easy. Just ask the 100,000+ people like Dwight on the waiting list for a deceased donor kidney.

Time is not on his side.

However, there is another option: receiving a kidney from a living donor.

A living kidney donation typically lasts longer and has better function.

You might not know a lot about living donation - Understandably, some people are afraid about the surgery and what living with one kidney will mean for them. Here's some basic information about kidney donation:

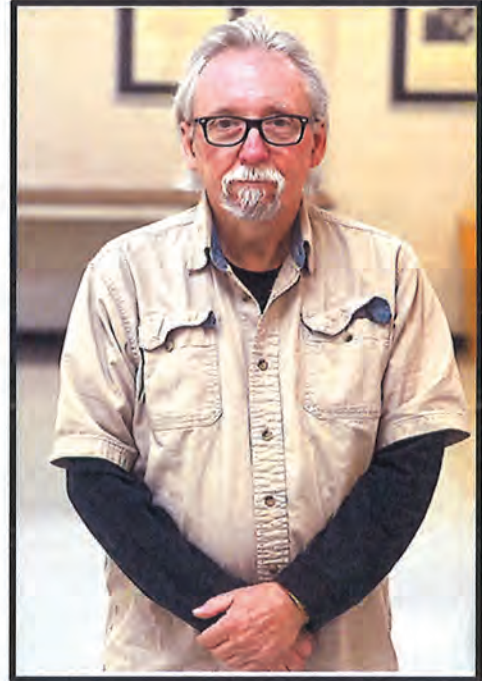
- You only need one kidney to live a healthy, long life.
- Most donor surgery is done laparoscopically, meaning through tiny incisions.
- The recuperation period is usually relatively quick, generally two weeks.
- You will have a separate team of healthcare professionals to evaluate you as a living donor.



Their job is to help you understand the risks and benefits and look out for YOUR best interests.

You can also learn more about living donation on the National Kidney Foundation (NKF) website: [www.kidney.org/livingdonation](http://www.kidney.org/livingdonation).

If this is something you are interested in looking into for Dwight please feel free to email me at [jglajch@uni444.ca](mailto:jglajch@uni444.ca).



[www.kidney.org/livingdonation](http://www.kidney.org/livingdonation)



# Avancez

By  
**BILL ROSS**  
Chairperson  
billross@cogeco.ca



## Awarded 6 Year Contract

As of this report, Avancez has 28 active members with a one member off on leave.

Things have been pretty quiet at the plant right now.

The last couple of weeks, we have been on and off work due to a part shortage at Stellantis, but the maintenance department was in to do work on the conveyors and machines that can't be done during production.

As of March 3rd, we will enter our final contract year. The members will now enjoy their birthday off with



pay, and we will be receiving our last raise of the contract.

Last Wednesday, we had a town hall meeting, and the plant manager announced that we were awarded a 6-year Tire and Wheel contract with Stellantis.

## Peterson Springs

By **ANTHONY GIRARD,**  
Chairperson  
Anthonyjg0505@gmail.com

## Unexpected News

As of the time of writing this report, we have 30 active members and one retired and 1 laid off. We have one grievance as well.

We are in the process of winding down our Z.F. parts due to the com-

pany no longer requiring any more parts. This was unexpected because they gave little warning. The Company is in talks with Z.F. and will inform the committee of any news.

We're are need of more maintenance people as well.



# Benefits Report

## Windsor Assembly Plant



By **KEN  
KWIATKOWSKI**

[ken.kwiatkowski@stellantis.com](mailto:ken.kwiatkowski@stellantis.com)

### Life Insurance Beneficiary

Whether you're active or retired, it is essential to keep your beneficiary designations up to date. Named beneficiaries on insurance policies and retirement plans usually supersede instructions in wills. By periodically reviewing your beneficiary designations, especially after life events such as marriage, death, divorce etc., you can rest assured that your assets will be distributed according to your wishes.

You can review and update your beneficiary designations by contacting Benefit Link by phone at 1-877-854-5465 or online: <http://resources.hewitt.com/benefit-slink/>

If you choose to go online, a pin # is required from benefit link to access your account. To obtain a pin #, contact Benefits Link. The following is an example of your beneficiary page.

If you change your beneficiaries, Benefits Link will send you a Beneficiary Designation Form. Please review the form for accuracy, sign and return it to Benefits Link.

Please take the time to review and update your beneficiaries to protect your loved ones.

### C.P.P. & E.I. Contributions

Starting in 2019, the Canadian Pension Plan is gradually being enhanced. This means you will receive a higher benefit in exchange for higher contributions from the employer and employee. From 2019 to 2023, the contribution percentage will gradually increase by 1% from 4.95% to 5.95% of the max pension earnings (2022 - \$64,900).

2023 Contributions

C.P.P. - \$ 3,754.45

E.I. - \$ 1,002.45

### GreenShield App

The GSC everywhere app gives you 24/7 access to your benefits from your mobile devices. With the GreenShield app, it will allow you to:

- Submit a claim from your mobile device
- Show your ID card electronically
- Access the Change4Life health portal
- Get directions to providers who submit claims directly to GSC
- Instantly check your eligibility and coverage virtually. Any health service or item
- Check the status of your claims and filter your past claims

You can access the GSC everywhere app from your app store or google Play.

### Benefit Coverage

(Members completing your 8-year wage progression)

Once completing your 8-year wage progression and active, members will have access to the following benefits:

- COLA (cost of living allowance)
- Dependent Scholarship Program
- Retirement Health Care Contributions
- Legal Service Plan

(1-800-381-2209 or 519-944-5222)

### Defined Contribution Pension Plan

(Members hired on or after September 19, 2016)

The plan requires a mandatory contribution of 4% of earnings from the member, and the company matches an additional 4%. You can elect to contribute an additional 1%, and the company will provide an additional 2%. To elect the extra 1%, contact Canada Life. It is also recommended to verify and update your beneficiary information on file with Canada Life.

Canada Life @ 1-800-724-3402

Policy # 65159

Certificate # - will be your company CID number



# VETERANS COMMITTEE

By **ROB LINDSEY, Chairperson**  
rlindsey2017@gmail



## Adopt -A -Vet

Support Veterans all year long, not just on November 11th. On March 1st, the veteran's community outreach Ontario in London made a

plea to the community for canned goods, so you know locally, our veterans are using food banks too. Support food banks all year long. Support local Legions and become a member if you haven't already. Sup-

port local organizations like Adopt-a-Vet and Corporal for Life. Play in the Windsor Regimental Golf Tournament at Sutton Creek (date for 2023 to be determined.)

June is PTSD month; July is the North Wall Riders' run to the wall honouring Vietnam Veterans. September is the Afghanistan/Peacekeeper Service at Reaume Park. Buy a poppy in November and visit your local cenotaph for Remembrance Day services, and as always, wear red on Friday's in support of our Armed Forces and their loved ones.







**DAKOTA INTEGRATED SYSTEMS**  
**By Melissa Stamatovski, Chairperson**  
**lexstemo@yahoo.ca**



cakes fundraisers, which significantly contribute to our community. We look forward to what the future has in store for all our members.

Melissa Stamatovski  
Newly Elected Plantchair

## **We are in This Together**

February was the month for elections, and the results are in. Congratulations to Mike Lussier as Committee-person and Michelle Carr as Steward for shift one, as well as Josh Nadon as Committee-person.

I want to thank Kim Bartlett for all the hard work she has done for all our members over the years. Very much appreciated.

Our current plant population at

Dakota Integrated Systems is 136 members, with 17 on various leaves and 11 going through the probation period.

We also have 14 TPTS available and no members on layoff. Each shift operates with 50 members. We are still hiring but are almost back to a full production team.

As of February, we have had two weeks and one day of downtime with no production in the plant.

March is quickly approaching with the pasta and homemade cup-



## **Chatham Cascades Casino - Gateway**

**Krista Lee, Chairperson**  
**kleecascades444@gmail.com**

### **Spring and Jobs on the Way**

We currently have 123 members, with ten on various leaves and 3 on lay off. Our Buffet remains closed, however our casino floor and table games seem to be steadily improving. Our Match Eatery also continues to see an increase in patrons and is now opening earlier.

As spring and the warmer weather are just around the corner, we are anticipating the opening of our patio which will further increase not only patron counts, but more employees (mem-

bers). Jobs continue to be posted both internally and external. Also in the works, with one of our local breweries, we are hoping to launch a new beer on tap exclusive to Match! Exciting!

Nominations/elections were held this month and I would like to congratulate Cheryle J (Committee-Zone 3) on being acclaimed. You are amazing! I would also like to congratulate and welcome Jenn C (Rep-Zone 3 acclaimed), and Rob F (Committee-Zone 2 elected). I look forward to working with all of you.



## LOCAL 444 WORKERS ADJUSTMENT CENTRE

By Dan Bedard

local444adjustmentcentre@gmail.com  
bedarddan7@gmail.com



- \* Access to food banks
- \* Monthly contact with laid-off workers
- \* Mental Health support agencies
- \* Resume writing and many other services

Through this process, many were able to find full-time and part-time employment to help them get through the challenging times.

As of this writing, The Adjustment Centre and Local 444 Executive are proud to announce that all laid-off workers have been RECALLED.

Many success stories have derived through the use of The Adjustment Centre, including those individuals who have moved on to other careers.

What a milestone, congratulations everyone!!!

In Solidarity, Dan Bedard

## ALL LAID-OFF WORKERS RECALLED

In Nov 2020, the Local 444 Adjustment Centre was formed to help with the approx—700 laid-off workers from the plant and its suppliers due to the loss of the 3rd shift.

During that process, The Adjustment Centre offered support thru many channels, such as:

- \* Retraining (2nd career opportunities)
- \* Daily job posting board

## University of Windsor Campus Community Police

### Moving Forward

Currently, the employer is in the process of hiring six new members over the next few months. This is the result of a retirement, a resignation and four new hires that we were able to negotiate in the last round of bargaining.

Chair John Dekok  
jdekok@uwindsor.ca



We have two more members who are currently on LTD and with no realistic chance of returning to the workplace shortly.

We continue to experience significant issues with the current Direc-

tor, and we are working through them with the Local. We currently have no active grievances. However, there, we are working with the employer to resolve some active issues prior to seeking resolution through the grievance process.

On March 1st, the committee and Dave, James and Mina Sarajcic met with Windsor Police and the employer regarding new legislation with Special Constables. We also discussed the Memorandum of Understanding between the Employer and Windsor Police. This is also up for renewal.



# Retirees' Chapter

**By PETER  
PELLERITO**  
**Chairperson,  
Unifor Local 444  
Retirees' Chapter**  
ppellerito3@cogeco.ca



## Retirees Fully Support our Active Members

As I write this report, March is fast approaching, and soon we will put winter behind us. It hasn't been a bad winter, but spring always brings new hope for things to get better.

First, I would like to commend the local Executive on bringing on board TRQSS, a new unit to local 444 and welcoming the new members. Also, if you have retirees from your workplace, they are welcome to join our retirees' chapter. 2023 is also a bargaining year for our Local 444 members at the Windsor Assem-

bly Plant. We want to assure our members at WAP our full support on contract talks and, hopefully, pensions for active members and that retirees will be a priority in the negotiations, along with other issues of concern for our active members.

Our retiree's Executive will meet with Stellantis Council in May to express our concerns for the upcoming bargaining. Again, our active members have full support from the Retirees' Chapter.

The Executive is working on getting our retirees more involved with our activity committee to get off the ground to start things for our mem-

bers to get active (Bus trips, ball games, socials, etc.), along with informing our members about activities that the local provides for members that our retirees can join in on.

Dates for our spring banquet have changed because of the Stellantis Council taking place at the same time as the May 16 & 17 dates. Those dates have been cancelled, and the new date for the spring banquet will be Tuesday, May 30th, and Wednesday, May 31st, 2023. There will be a letter sent out advising our retirees of the change.

Many things are happening. Please stay involved with our union. I want to remind everyone that our meetings are held every 2nd Wednesday of every month, except for our July and August summer break.

***Retired from the job, not the fight!***





# Education Report

**WAYNE MacLEAN**  
Education Committee Chairperson

wmaclean@uni444.ca



## Something For Everyone

Have you ever wanted to be a part of something in the union and just wasn't sure how to get involved or get started? One of the foundations that our union is built on is grassroots activism. The committees of our local union are the backbone of this grassroots movement, and it is a great place to get started if you are looking for something to do to help people or you just want to get involved in your union.

Take a look at the webpage and you will see we have over 10 standing committees that meet regularly to discuss our union and what events we can participate in that would benefit our members.

We at the education committee obviously concentrate on educating our membership, whether that be through movie night collaborations with other committees, the McMaster Labour Studies program, a new history project we are just undertak-

ing now, writing articles for our Just the Facts newsletter, and many more, there is something for everyone. If none of those items interest you and you have an idea, then come on out to one of our meetings and bring it up, your idea may just be the next undertaking.

Our meetings, as all our standing committees are open to anyone, you do not have to be a delegate to the committee to come out and participate. So why not pop into a meeting or two and see if anything interests you, hope to see you soon!



# GFL Unit

## Busy Spring

**Scotty Gillen**  
Chairperson  
sglilduck@gmail.com



Hello to my Union brothers and sisters. We currently heading into the busy Spring season.

We currently have 55 full-time employees and 6 temps and continue to have high turnover with employment at the site.

We continue to address new and on going issues with our onsite management and are working together on

resolves. Vacation Payout timing and Vacation time allotment continues to be of concern.

We, along with the local, are discussing with upper management and Human Resources as we believe there remains some confusion within the company on their process.

Hope everyone has a great spring!

Your brother in arms

Scott



## YOUTH COMMITTEE

**HALEY ROUNDING**  
**Chair of Youth Committee**  
youthunifor444@gmail.com



members and everyone who donated to our team.

The Youth Committee continues to meet every month to discuss future events and new ideas of things we can be involved in within the community and our Local. The Youth Committee often has informal meetings for breakfast. The Youth Committee is open to all members of Local 444, and anyone under the age of 35 is welcome. Please reach out if you have any questions or come on out to a meeting :)

You can also see what the Youth Committee is up to on our Facebook Page.

### Under age 35? Youth Committee is for You!

The Youth Committee participated in the Coldest Night of the Year event this past February to help support the House of Youth. The House of Youth is located in Amherstburg. The House Youth Centre offers all youth, Grade 8 and up, a

welcoming environment to become a leader, choose activities that explore life, create friendships and give back to the community. The Youth Committee team raised \$3,060 to go towards this amazing event. Thank you to the Local, the generous 444



## Happy Easter



# MTS REPORT

**Dan Coatsworth**  
dancoat1955@gmail.com



## Drivers Wanted

We have 47 drivers, nine dispatchers and five members working in the

shop.

Currently, we have one dispatcher on WSIB and 1 dispatcher on sick

leave.

The company is still looking for drivers, dispatchers and mechanics.

The company has ordered 12 more new trucks coming shortly and they will all be automatics.



## Cottam Diecasting

**VICKI DOAN**  
Chairperson

vdoan@cottamdiecasting.com



## Improved Morale

Cottam Diecasting currently has 92 employees. We run days and afternoon shifts as of now.

The company has recently installed a new Thermal Deburring machine and a Vacuum Impregnation machine and should be up and running in the next week or two.

There is a new training matrix for the junior die casters that will give them what they need to succeed in their department, which also comes with wage increases after they finish the training successfully.

The manager has informed us that we will be having a summer shut-down from the week of July 3 to the 7th, returning to work on July 10, 2023.

We are currently in need of Millwrights and Electricians.

This year has seen a turn-up in customer satisfaction, and employee morale has improved.

There are no grievances at this time.



## BIWOC Committee (Black Indigenous Workers Of Colour)



**Brad John  
(BIWOC)**

**Badbradjohn@hotmail.com**

### A Huge Success

The Black, Indigenous and Workers of Colour Committee (BIWOC) have been active, planning and hosting a dinner for Black History Month.

The dinner was held at our local and spotlighted great speakers and activists in the black community. It was well attended and raised \$1,500.

I want to thank our committee, especially Tiffany Grayer, who took the lead on this event, and all the members and volunteers who supported and attended.

Our committee meets in person monthly at the local and we encourage all BIWOC members to attend.

In solidarity,



## Angus Consulting Ltd.

### No one is Off and Everyone is Healthy

Hello brothers and sisters.

With six months into our renewed three-year contract, things are running smoothly.

The company followed through with sick day payouts on the first of the year.

The company has introduced safety toolbox meetings on the day shift.

**By TIM  
BOUFFORD  
Chairperson**

**timboufford@cogeco.ca**



I am also glad to say no one is off, and everyone is healthy.

Have a great and safe upcoming St Patty's Day, everyone.



# Human Rights Committee

**Kathy McKay**  
Committee chairperson  
dkmckay@yahoo.com



## Child labour is Not a thing of the Past

Hyundai has divested itself amid a child labour scandal in Alabama. Months ago, Reuters published a story that a parts supplier in Lureen, Alabama, used up to 30 workers to build parts. They used a third-party recruiter who hired undocumented Guatemalan children as young as 12. Alabama law says that workers in assembly plants cannot be younger than 18 years of age, and parts plants may not hire workers under 16. And those workers cannot be using dangerous machinery like presses. Except they did. Engineers at four parts plants admitted knowing they were working with minors too young to be there. I doubt the employer's word that they had no idea. The company was fined \$30 000. These are companies we directly compete with. And after they were granted billions

in incentives. Oddly nobody went to prison.

When Right Work rules were established, we were told it was pure capitalism and good for us. The market would set the value for work. And workers were free to choose not to work for too low of compensation, and we don't need third parties like unions interfering. Except the system is being gamed. You can't lobby for a border wall while refusing to prosecute employers exploiting children who crossed. You can't hope to allow the employment of students at reduced wages and less responsibility for their health and safety than adult workers and call yourselves the party saving children. Look up legislative changes proposed in Iowa. You will cringe.

Twenty-five years ago, your Human Rights Committee did its

part to try to end child exploitation in free trade zones in Mexico and Indonesia. Our nation was working to free children sold by their parents to employers. And now it's here on our doorstep. If things like this upset you, watch the posting boards for meetings.

We can fight this together. Again.



## Environment Committee



By **RICHARD LABONTE**  
**Environment Committee Chairperson**  
local444environmentcommittee@gmail.com



### Greetings,

I want to introduce your Environment Committee for the next three years:

Vanessa Abouhussein (Recording Secretary)  
Shelley Beno  
Kelly Bezaire  
Steve Bonnici  
Caitlynn Drake  
Mark Dufour  
Shaun Fathers  
Brad John  
Allison Kozolanka (Vice Chairperson)  
Kevin LaBonte  
Richard LaBonte (Chairperson)  
Paula Little  
Tania Mask  
Diego Mazzone  
Marlo Mitchell  
Winston Reid  
Kav Richtig  
Marilyn Smit  
Hillary Souigny  
Chris Whelan

All 444 members are welcome to participate in any meetings or events that the Environment Committee is a part of. Here are the next scheduled meetings that will be held at our local union hall on Sundays at 10 a.m.

**March 26th, April 16th, May 28th,  
June 11th**

This year's Earth Day celebration will be held on Sunday, April 23, at Malden Park from 10 am – 3 pm. Your Environment Committee will host the 'Environment In Jeopardy' Game as we have done for over 20 years. Come and enjoy the event. There are many vendors and environmental groups that come together to make Earth Day special every year.

**\* Please Recycle**





# Congratulations Local 444 Retirees 2022

## **JANUARY**

HATT BLAINE  
HAIGHT LUKE  
RIEHL JOHN

## **FEBRUARY**

CALDER CLARENCE  
PILGRIM GLEN

## **MARCH**

MCDONALD CARL  
NELSON ERIC  
THOMSON ANDY

## **APRIL**

OUELLETTE BRADLEY

## **MAY**

HAIGHT KAREN  
GRENIER DAVID  
WOEACHKO MICHAEL  
GAWLEY WILLIAM  
BAILLARGEON DAVID  
SOULLIERE MARGOT  
GRONDIN LAURIE  
TAYLOR DANIEL  
SEVILLE MARK

## **JUNE**

POWER HOWARD  
STONE PATRICIA  
MARKHAM GREGORY  
STEWART GREG

## **JULY**

MCCONNELL PARKER  
GOUIN RON  
CASEY DERRICK  
LOGAN MIKE  
MIDDLETON DAVID  
BILYK JASON  
RENAUD GERARD  
VELDHUIZEN MICHAEL  
DESJARDINS TERRY

## **AUGUST**

BERTRAND DRIFFORD  
LAFLEUR PAUL

## **SEPTEMBER**

MONTICO LINDA  
WILSON BILL  
MAGRI SANDRA  
MATTON KARLA  
WOODMAN DAVID

RADKE ERIC  
CARLINI CATHERINE  
BOOTH THUYHUONG  
LEVESQUE HELEN  
MCNEIL DANIEL  
BERES DON  
LEMIEUX LANI  
MESSIER ANNETTE  
SIMONS RICK  
WUSCHENNY LEE-ANN  
YOELL CHRISTOPHER  
BANCROFT THOMAS  
LUCIER ROD  
FRICKEY JOE  
REDMOND LEONARD  
BEAULIEU LEON  
DUROCHER PAUL  
CAMPBELL WILLIAM  
RAI JATINDER  
HODGINS JAY  
DUGGAN DONALD  
FINDLAY CELESTE  
BERTUCCI ANTONIO  
O CALLAGHAN JEFF  
DOWNES TERRY  
ST LOUIS DANIEL  
GUENETTE ADRIEN  
REGNIER LEONARD  
MULDER BRIAN  
MAILLOUX E S  
AITKEN DAVID  
GILES FRANK  
NG PAUL  
SLOCK LARRY  
BROMAROFF LAWRENCE  
BALEKA CHRISTOPHER  
FORSYTH STEVE  
BOWMAN GORD  
CARUSO MARK  
MARENTETTE PETER  
TURNBULL RAYMOND  
DUCHESNE REJEAN  
MILLETTE ROBERT  
KASCHAK BILL P  
PETERS WILLIAM  
LALONDE DON  
MAYEA JAMES  
LO MEDICO LINO  
MARION TYRRA  
LOTZE RANDY  
MONTGOMERY DWAYNE  
HUGHES ANDY  
PURDY MICHAEL  
TOFFLEMIRE GARY  
MARTIN BERNIE

LANOUE JEAN  
BILUSACK JOSEPH  
SEBASTIAN MICHAEL  
TRUDELL PATRICK  
ENNS LEN  
BACON JOHN  
BRENNAN JAMES  
BECHARD DAN  
CRAIG STEVEN  
SERDACHNY JON  
FALKNER RAYMOND  
GRIFFIN ROBERT  
DESLIPPE ANTHONY  
CHARETTE KIM  
KIRCHHOEFER RICHARD  
BRIDGEN JOHN  
LANGDON WILLIAM  
DUBY MARIE-ROSE  
WEYMOUTH TERRY  
DOXTATOR PAM  
DENNIS JULIAN  
JAMES TERON  
BULMER CHRISTOPHER  
TUCKEY JIM  
BINKS DANIEL  
CHURCH DANIEL  
HOANG HAI  
TURNER JOE  
HLADKI MICHAEL  
NICHOLLS JENNIFER  
SHARRON BETH  
MCCRANEY TINA  
MCCALLUM MARY  
HENNIN TODD  
TAVES KEN  
DESCHAIINE MARK  
CALHOUN RONALD  
LOXTON STEVE  
ST PIERRE SIOBHAN  
KASCHAK MICHAEL  
CHEUNG WING-KEUNG  
MCNAMARA BRIAN  
COMEAU DAVID  
EFTIMESCU GABRIEL  
JONCAS MARK  
GREENWOOD JANE  
LAUZON MICHELE  
ADAMS APRIL  
CARON DEANNA  
HOLMES TERRY  
OSBORN KRIS  
SPARLING GRANT  
LARGE STEPHEN  
SEDANO BENEDICTO  
MAILLOUX RICHARD

## Local 444 Retirees con't

### OCTOBER

PIZZO TONY  
RENAUD JOAN  
DANIS JOSEPH  
LARUE DARREN  
MACDONALD TERRY  
DEACEY TIMOTHY  
VOLIGNY MARK  
DI GIOIA MICHAEL  
BANNER JOHN  
SIDHU PAUL  
BELLMORE JEREMIE  
PENTON MARK  
IRWIN BRENT  
ROCHELEAU GERARD  
FECTEAU STEVE  
MORWOOD KEVIN  
BROWN ANDREW  
MACLELLAN GERRY  
LOOP TIM  
LITTLE ERNIE  
DAMPHOUSE CURTIS  
MELNYK JOSEPH  
GABRIELE ROBERT  
PAWLOWICZ ADAM  
HENNESSY PATRICE  
NAJM TONY  
CALAMITA ACHILLE

MACINNIS RON  
KAINZ JAMES  
LAPORTE WAYNE  
POPOVICH CHRIS  
PRYMACK MELISSA  
LABUTE JAMES

### NOVEMBER

ROUSSELL WAYNE  
LEBLANC DAVID  
FRIEND ROBERT  
MARTIN CRAIG  
MAYRAND TODD  
VOLIGNY MICHAEL  
ZIRIADA CHRIS  
MAHON DANIEL  
O'DONNELL KEVIN  
LAWRENSEN CHRISTOPHER  
GROEN AMMY LYNN  
SCHUSTER DIETER  
MALETTE ANDREW  
DANCHUK BLAINE  
NEWMAN JEFF  
PAQUETTE KEVIN  
SEREK ZBYSZEK  
MOAK JAMES  
GREEN NELSON  
MITTAG DAVID  
FRAM JOHN

### DECEMBER

PRICE GLEN  
MCTAVISH SCOTT  
CASH CAMERON

ALLISON DANIEL  
LABELLE LARRY  
PARENT PHIL  
RAYMOND GUY  
GOYEAU TIMOTHY  
BERES JOHN  
LANTIN COLLEEN  
PHAM PETER  
WAHALATHANTHRIGE IGNATIUS  
RIVARD BRUCE  
BIELICZ RICHARD  
DUIC TONY  
CRUDO ROCCO  
GILLIS MICHAEL  
SMITH MARTY  
HAWKEN TIM  
MINARD DEREK  
LENARDUZZI RAY  
NICODEMO JAMES  
FUERTH KEN  
ARBOUR MARC  
LINDSEY ROBERT  
REAUME JOSEPH  
HOLMES FRANCIS  
LABADIE GUY  
ZORZAN GERRY  
RANKIN ROD  
VANDERBECK MARK  
REGNIER RICK  
BIRNSTINGL HAROLD

## Congratulations Local 444 Retirees 2023

### JANUARY

ALLEN ROBIN  
LAFLEUR DEAN  
WOLFE LARRY  
BOYLE COLIN

COOKSON CORY  
GRIFFIN JAMES  
DESSUREAULT FRANCINE  
NANTAIS MICHAEL  
TOFFLEMIRE RANDALL

ENTZEROTH HEINO  
PARENT KELLY  
WALL HENRY  
MCKEEN JEFF

### FEBRUARY

KNUCKLE WENDY



# Obituaries

*We are sorry to report the passing of the following members since the last issue.  
The Executive and Membership of CAW Local 444 extend their heartfelt  
condolences to the bereaved families.*

ADAMUS JOSEPH .....	Retired
ANDJELKOVSKI JOVAN .....	Retired
ANGER WILLIAM .....	Retired
ANTAYA MELVIN .....	Retired
BALTZER HOWARD .....	Retired
BATSON DENNIS.....	Retired
BATTERSBY JAMES "JIM".....	Retired
BEAUREGARD PAUL.....	Retired
BEDORE WILLIAM.....	Retired
BELAN MICHAEL.....	Retired
BRAGINEZ WILLIAM.....	Retired
CAMPBELL LES.....	Retired
CHACON IGNACIO.....	Retired
CHAUVIN ROBERT.....	Retired
COJOCARI KEN.....	Retired
COOP FRED.....	Retired
CREW RON.....	Retired
CURRIE LEIGH.....	Retired
DEREPENTIGNY DANIEL.....	Retired
DESCHAMPS GEORGE.....	Active
DESCHENE GUY.....	Retired
DIOTTE STANLEY.....	Retired
DIOTTE LAWRENCE.....	Retired
DISTEFANO VINCENZO.....	Active
DONNELLY JOSEPH.....	Retired
DUCHARME FRANCIS.....	Retired
DUPUIS STANLEY.....	Retired
EVANS WILLIAM.....	Retired
EWING THOMAS.....	Retired
GAGNON CLAUDE.....	Retired
GARVEY RAYMOND.....	Retired
GIRARD REMI.....	Retired
HENNIN KEITH.....	Retired
HEYDON KELLY.....	Active
HIGGENBOTTOM PAUL.....	Retired
NEUTS JAMES.....	Retired
JOHNSON RICHARD.....	Active
JRAIGE ANTONIO.....	Active
KARCZMARCZYK JOZEF.....	Retired
KASCHAK KEITH.....	Retired
KENNEDY PATRICK.....	Active
LADI ANDRUJA "ANDY".....	Retired
LANOUE JOSEPH.....	Retired

LAPALME ROBERT.....	Retired
LAVERY CODY.....	Active
LAVERY IVAN "GLEN".....	Retired
LOGAN DANIEL.....	Retired
LONGMUIR BARRY.....	Retired
MACLACHLAN HECTOR.....	Retired
MACLELLAN DONALD.....	Retired
MARENTETTE ANDRE.....	Retired
MCINTYRE THOMAS.....	Retired
MCLEAN ELWIN.....	Retired
MEDEIROS AGOSTINHO.....	Retired
MILLER DAVID.....	Retired
MLINAREVIC DRAGO.....	Retired
MOYNAHAN WAYNE "SKIP".....	Retired
MUSSO GIULIO.....	Retired
NEVIN JAMES.....	Retired
NICKOLSON JACK.....	Retired
NOVELLETTO EGIDIO.....	Retired
PAPINEAU PAUL.....	Retired
PINSONNEAULT MARCEL.....	Retired
PRIEUR JAMES "Jimmy".....	Retired
RATTAI EDWIN.....	Retired
RAULS CYNTHIA.....	Retired
RENAUD ROY.....	Retired
REYBROEK WILLIAM.....	Retired
RIVAIT (SR) ALFRED.....	Retired
RIVEST EDGAR.....	Retired
ROBERTS RICHARD.....	Retired
ROY FERNAND.....	Retired
SCATTERTY ALEXANDER.....	Retired
SCHULCZ FRANTISEK.....	Retired
SCRIGNARO DINO.....	Retired
SHEPHERD DAVID.....	Retired
SMITH ALLAN.....	Retired
STANKOVICH MILAN.....	Retired
STEVENSON IAN.....	Retired
STRAMACCHIA BRUNO.....	Retired
TARANTO VITO.....	Retired
TAYLOR RICHARD.....	Retired
THIBERT GERRY.....	Retired
THORNTON NEIL.....	Retired
TURNBULL NORMAN.....	Retired

# ElringKlinger

**Daphne Derbyshire**  
**Chairperson**  
[union@elringklinger.com](mailto:union@elringklinger.com)



## Computers, PDA system and T-Shirts Oh My

We have 134 seniority employees and 22 probationary. There are nine employees off for various reasons. The company has stopped hiring for now.

Gord Demmans retired at the beginning of the year. He had seven years of service.

The company has started putting the second Kohler line in. The expansion at 15 Seneca has begun. They're hoping to have it finished by the 3rd quarter. The company has installed computers on assembly lines.

Eventually, paperwork on most lines will be eliminated. They've established a PDA system on computers. This will help with SAP. It will keep track of orders, downtime, ma-

terials and production. Employees are getting training on how to use the system.

The company is in the process of giving seniority employees three t-shirts. I will be giving another t-shirt every six months. With jackets to follow in the future.

Daphne Derbyshire



# HBPO

**By JENNIFER ALLARD**  
**Chairperson,**  
**HBPO Canada**  
[jen.abec@hotmail.com](mailto:jen.abec@hotmail.com)



## Paid Birthdays Start in March

The plant population is 84, with no one on layoff.

The last raise of this collective agreement was on Feb 27, 2023

Paid birthdays start on March 3rd. The company will book your time off, and if you want to get that day paid out, you have to notify the company one week in advance.

With the Windsor assembly plant, I know we have had a lot of

downtimes, and going week to week not knowing if we are working because of parts issues, Hopefully, this will come to an end soon.

Rivian, we still have a lot of work to do. The union knows we need more people to train over there, especially regarding layoffs. For more people to have a chance to work during downtime, we will have ongoing meetings with the company

about these issues.

## Vacations

I want to remind everyone to put in your vacation by the end of March.

After March, it is first come, first served

## Elections

Thank Robert and Zorica for all the hard work. For the last three years.

And Marylou and Travis for being acclimated during these elections and I am looking forward to working with both of you.



# Employee Family Assistance Program

By **TANYA KELLY**  
E.F.A.P. Committee  
Vice-Chairperson

[tanyapower76@hotmail.com](mailto:tanyapower76@hotmail.com)



Our Committee has added some new faces since the last publication. Not only did we welcome new members, but we also had an election in December 2022 and have a new Vice Chair, Laurie Green. Cristina Colussi was re-elected as Recording Secretary and Tanya Kelly as Chair. Moving forward, on February 25, we participated in the annual event known as "Coldest Night of the Year." Our Committee's efforts to raise money for the Downtown Mission were so successful this year that we not only reached our team goal but far surpassed it! All proceeds of this fundraiser would assist those in need, those hungry, hurting, and experiencing homelessness. The team of regular and new faces raised around \$4,000 (money is still Coming in) with Bruce Malcolm leading the team! Next year we plan to have an even bigger team.

Special thanks to everyone that donated to this cause, including the local who gave us a generous cheque as well as some funds to purchase \$10 gift cards for Tim Horton's and McDonald's to give out to folks we pass by who might be in need, and appreciate a warm place to go for a hot drink or a bite. Even more special thanks go to our unwavering team Captain, Ken Szaucsek, for keeping the team intact, motivated and united.

Our next Committee event is planned for Saturday, May 27th, where the EFAP and Education Committee will host a movie night/information session with a guest speaker on some of the latest

information and ways to help educate/reduce the stigma when it comes to Mental Health/addictions in our communities. Stay tuned for more details about that day but feel free to add it to your calendar, as it'll be sure to be an informative event. Hope to see you out. All will be welcome to attend.

Take of yourselves and others. We never know what a person is going through.





## Community Services Committee



**Sue Najem**  
snajem@uni444.ca

Proceeds from this event help fund our Bikes for Kids campaign and other initiatives we take on as a committee.

### ***Bikes for Kids!***

This year marks the

20th year for Bikes for Kids. This has been a great success year after year because of the generous donations of our community and the time and effort of all our committee members and volunteers.

We will collect Bikes for Kids on April 22nd at Devonshire Mall from 9:00

am to 5:00 pm. There will be other groups containing all sorts of things on this day as well. Check out the Devonshire Mall website for complete details.

We look forward to seeing you when you stop by with your donation.

In a world where you can be anything, be kind.

### ***Bikes 4 Kids Celebrates 20 Years***

#### ***Breakfast Club!***

In February, we held a collection of breakfast/snack items for school breakfast programs. We collected ten boxes full of donations for the schools. Thank you to everyone who contributed to this cause.

#### ***Pasta Dinner is Back!***

On April 14th, we will be holding our Annual Pasta Dinner Fundraiser. We have missed hosting this event these past few years but are happy to have it again! Tickets at \$20 for adults and \$10 for kids 12 and under. Enjoy some great food and company, and maybe win some exceptional raffle items.

