

CANADIAN AUTO WORKERS

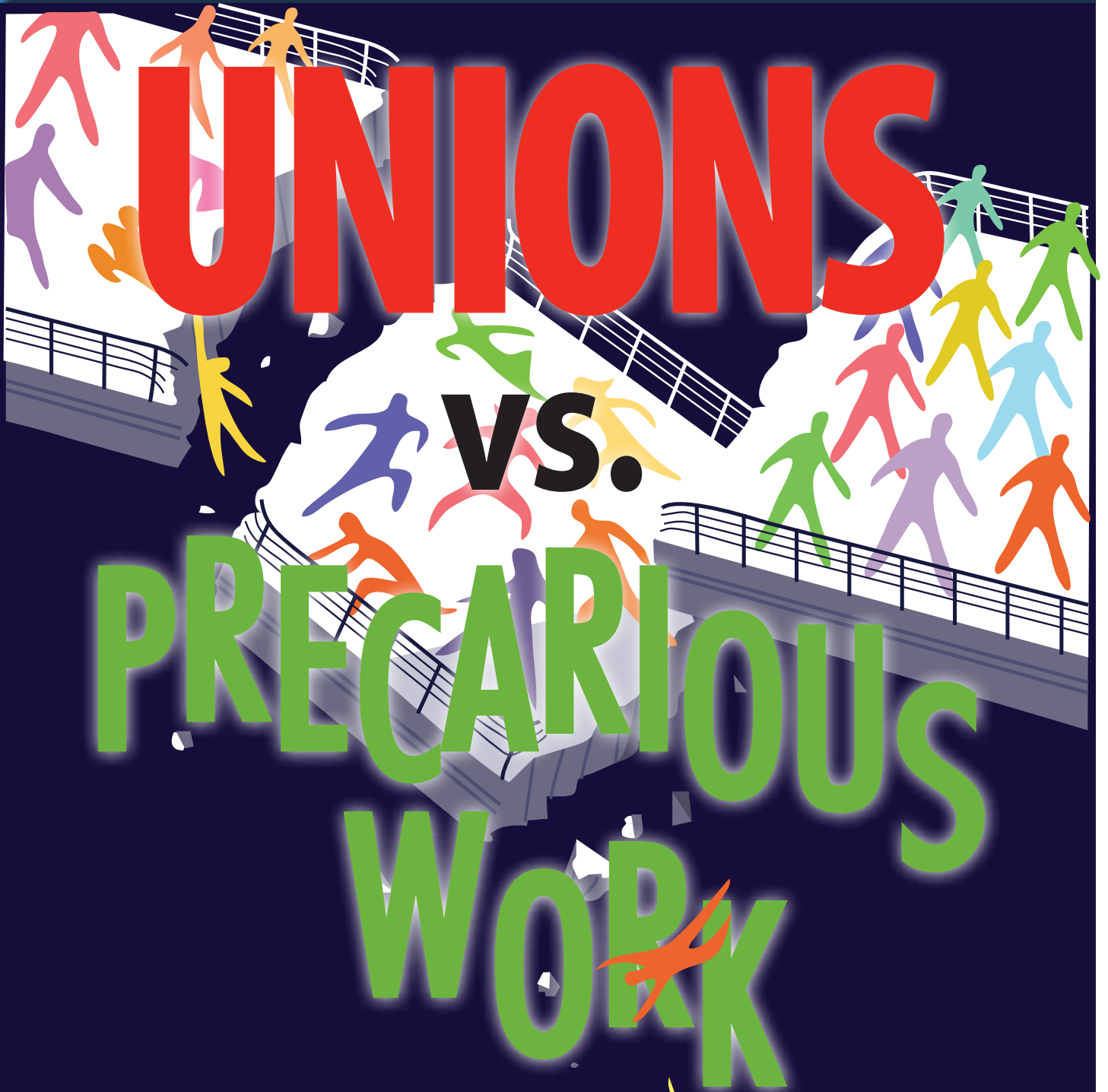
LOCAL 1285



CAW  TCA
LOCAL 1285

JANUARY 2010

NEWS



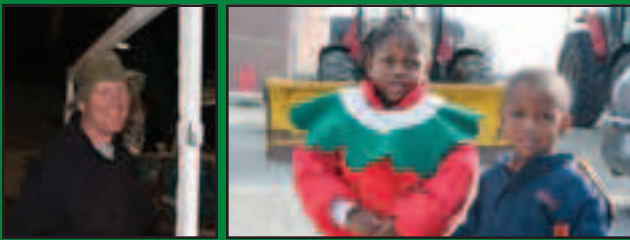
What's At Stake: See Inside



Dedication at the Local 1285 Union Hall: Former CAW Local 1285 Presidents Vince Bailey and Terry Gorman with First Vice-President Dave Ireland, current President Leon Rideout and Second Vice-President Gerry Harvey.



The 2009 Brampton Santa Claus parade



Left: Collecting turkeys for donation. Below, Food Bank contributions at the Children's Christmas Party.



Carabram 2009.



SKD Action Centre.



Gerry Maloney was presented with a Health and Safety achievement award by the Brampton and District Labour Council.



President's Report

The Year In Review

To say that the past year has been a stressful one would be an understatement.

We saw a number of changes as well as faced numerous challenges such as having two plants close that were part of our local for several decades.

We experienced a Global financial meltdown that saw the bleeding of good paying manufacturing jobs to the point that we are now at a post World War II manufacturing sector level.

To make matters worse we are faced daily with unfair trade with all Canadian Trading partners. Our Federal Government calls it Free Trade while we call it Unfair trade. A number of countries ship their product tariff free into Canada while creating numerous barriers if we want to sell our goods in their countries.

Unfair Trade

One example of this is Japan; we all know the amount of automobiles they sell in Canada and the U.S., while in Japan they make all kinds of excuses so that the Japanese Consumer will not buy imports. They claim that our cars are too big for their roads, if you cannot prove you have a driveway to park it in you cannot purchase is as you cannot park it on the street. All our automobiles face very strict audits which are paid for by the producer and, with the inflated value of the Yen, this drives the cost of imports so high that the average consumer cannot afford to buy imported cars. Talk about fair trade.

Korea does the same. When their citizens purchase a foreign-built automobile, they are audited yearly by their Government and harassed by the Police. Yet our Government allows them to sell their products in Canada with no restrictions. Prior to 2001 we had the auto pact: If you wanted to sell automobiles in Canada you either produced here or you paid a tariff which leveled the playing field. A complaint was filed with the World Trade Organization claiming that it was unfair trade practices to which our Government of the day agreed and disbanded the auto pact. Since that time we saw a dramatic increase of foreign cars being sold in Canada. The CAW continues to lobby the Federal Government for an auto policy as well as strong trade policies to protect good paying manufacturing jobs in Canada.

Bankruptcy

This past year we also saw Chrysler and General Motors declare bankruptcy and exit after both received loans from

the Canadian and American Government. What we did not know at the time was that the auto task force in the U.S. was wrestling with how to pull Chrysler back from the brink or to simply let it go as they felt it was beyond hope and was not worth saving.

Chrysler had tried to build alliances with Toyota, Honda, Hyundai, Volkswagen and even Magna. In February of 2009 it even offered up various parts of the business piecemeal to Chinese firms at a five day Bazaar in Auburn hills, nobody bit.

As a fall back plan, in April 2009, President Obama's auto task force asked GM to dust off their proposal for a planned merger with Chrysler, originally proposed in the fall of 2008, where GM would keep the Dodge Ram trucks and Jeep. This plan would have moved the minivans into the Chevrolet lineup and would possibly have kept one Chrysler car plant.

At that time Chrysler officials, led by vice chairman Tom Lasorda, did not support the GM merger plan as Chrysler would be devastated with most of the Chrysler workers, plants and identity being dumped leaving only those that GM felt would be profitable to the tune of \$2 billion minimum for them and increase their market share.

This would have meant the loss of 30,000 jobs in Detroit – which was too much for President Obama so he asked the task force to come up with another plan. By the end of April 2009, Fiat and the task force had ironed out most of their differences and the backup GM merger plan was shelved again. Although they did not get money from Fiat they did get them to agree to pay back the Government loans before they could get full control of Chrysler. The task force wasn't willing to take the risk and walk away from Fiat as the alternative was liquidation, which would mean the beginning of the end for us.

Even after we exited bankruptcy in June 2009 the press was still reporting that Chrysler had very few new products to bring to the market and expected

them to be back into bankruptcy again in 2010, which left us quite concerned. In October I had the opportunity to meet with the new Chrysler CEO Sergio Marchionne at Chrysler's Auburn Hills headquarters in Michigan. The meeting helped alleviate all our fears, once we had the opportunity to see their business plan for the next five years. They have new product coming to the market (which includes the next generation of 300 and Charger which are astounding) also, the vast majority of product that we are currently building will see refreshed makeovers during the next year. Mr. Marchionne did also say that the Canadian plants would not have anything to worry about as they would be taken care of. I do believe that CEO Sergio Marchionne will do for Chrysler during what Lee Iacocca did for Chrysler during the late seventies and early eighties, bringing them out of bankruptcy and paying back Government loans in record time.

I would like to personally thank the membership of Chrysler for their patience and understanding over the past three years as we have bargained three agreements which had giveaways but positioned our plant extremely well coming out of the bankruptcy.

Health Care Trust

During the last round of bargaining one of the demands from the Government, in order to secure financial assistance, was to establish a Health Care Trust (HCT). This would eliminate the companies' obligation to provide post-retirement health care benefits to Retirees and Surviving Spouses. The purpose was to remove these liabilities from the companies' balance sheet altogether. The reality for us was, either accept these conditions in order to get Government financial assistance or face the possibility of bankruptcy.



BY
Leon Rideout
PRESIDENT

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President's Report

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The important part of the HCT is that in the future if they were to go bankrupt you would still have health care benefits as the money is held in trust with no liens against it. Under our previous health care agreement if they went bankrupt your health care benefits would be one of the first things you would lose.

The CAW will determine the structure and governance of the HCT, with both independent and CAW trustees appointed by the CAW. Benefits will continue to be delivered by the existing carriers, although there may be changes in the longer term. Administration is currently provided by Hewitt and will be addressed by the trustees once the HCT is established. The target date is January 1, 2010. If the HCT is not operational, companies will continue to provide benefits in the interim.

Funding for the HCT will be a minimum of \$1.1 billion from Chrysler Canada. Other funding will come from employees and retirees under the age of 65 who will pay \$30 per month, retirees 65 or older will pay \$15 per month and surviving spouses will pay \$15 per month. The contribution will be applicable to subscribers only, and not their dependents.

Bargaining

This past year was a tough one for Eberspacher, a unit in our local that supplies exhaust systems for the Chrysler plant. They were vastly underbid to the tune of \$190 million for the next generation of exhausts for the plant. The Company who underbid them (Emcon) was interested in taking over the plant only to be bought by a French company (Faurecia) who is a world leader in emissions control technologies. To top this off our contract expired this year which

meant that we had to play our cards very carefully. One of our biggest demands was severance pay as the plant is still slated to close in 2010. With this being said it's great to bargain severance but once companies close up shop, try and collect the money. On the advice of Jerry Dias, assistant to the President, and national representative Paulo Ribeiro, we bargained two weeks of severance for each year of service and we also demanded that they put it in an escrow account and the Company agreed.

This was the first time in the history of the CAW that severance was bargained and paid into escrow up front. Outside of this it was a modest agreement that we put together so that we would not scare new potential owners. The bargaining committee, led by plant chairperson Alfaz Zaban and committee person Divender Sharma, along with the membership, understood what we had to do and showed full support.

With the money in the escrow account now the Company will work harder to try and convince the new owners of the Chrysler contract to purchase the plant. In the event new owners take over the Company gets to recoup their money held in the escrow account. As you can see bargaining the severance money served the membership two-fold. If the plant closed their severance money was protected and it also provided more of an incentive for the Company to bring in new owners which would secure their jobs.

This year also saw us bargaining with Abednego Environmental Services, who operate the Waste Water Treatment facility at the Chrysler plant. Abednego has always patterned its bargaining on the Big Three, not just during the good times, but during the tough times also. Bargaining

was led by national representative Whitey Macdonald, Unit Chair Felix Stolc and committee person Tony Principle. The bargaining committee did make sacrifices similar to what we did at Chrysler, which the membership understood and ratified the agreement overwhelmingly.

New Units

We have two new Units that will be joining our local. Allied Systems is one of the auto carriers for the Chrysler plant and has yards in Agincourt, Concord and Oshawa with over 700 Allied workers in Ontario and Quebec who voted to leave the Teamsters Union and join the CAW. They have approximately 100 members working out of the Brampton plant and a Mechanics shop on Automatic drive around the corner from the Chrysler plant which will make up one unit in our local. The other three locations of Agincourt, Concord and Oshawa with approximately 100 members will make up a second unit in our local. Workers in the London area will join Local 27 and in the Windsor area will join Local 444.

We had a meeting on December 21, 2009 at Allied's office in Burlington and will be in bargaining in the New Year to try and reach an agreement. Their previous agreement with the Teamsters expired on October 31, 2009 which the Company agreed to recognize until we bargain and ratify a new agreement. In the interim and in conjunction with the national Union we will work with the leadership at the different locations as they have numerous outstanding issues.

Fighting Back Makes A Difference

The week of December 14, 2009 we were involved at a picket line in Mississauga at a company called MJ

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Manufacturing which is owned by Martinrea a spinoff group from Magna. The plant is located across the road from our Daimler Bus facility on Lakeshore Road and builds frames and other parts for the buses that we build. The CAW has had an organizing drive going on at the plant over the past couple of months as the workers were tired of working for a ruthless company. The group involved in trying to get a Union in the shop organized a private social function to which a few members of management showed up and took names. Upon their return to work on Monday December 14 and Tuesday 15, 2009 over 40 of those involved in the organizing drive were let go and were told the company was restructuring.

What they found out the next day was that they were replaced by agency workers. On Wednesday we got together a group of workers and activists and did an information picket at their gates. On Thursday we had a larger group of picketers at the gates and refused any entrance to the plant. At this point our demands were to have all of those let go returned to work with full redress. The Picket did the work with 26 of those let go returned to work with the balance who had already signed up for severance packages not returning. The Union drive will continue and we are very optimistic that the drive will succeed as now the members in the plant see the power and determination of the Union. I would like to thank those who supported us on the picket line and also the membership of Daimler Bus which showed overwhelming support for the MJ workers.

Benteler

This past year saw us get the opportunity to rebid the contract for the Chrysler work which in turn kept 155 good paying jobs within the Community. In order to achieve this the membership had to make a number of sacrifices. There was a little confusion as the agreement was bargained and ratified during a period where the plant was on layoff as a result of the Chrysler Bankruptcy. One of the items that was not in the agreement was a COLA freeze which was immediate while the rest of the agreed items were a part of a shelf agreement which did not kick in until we started producing the next generation of product for Chrysler. During the bargaining process the complete bargaining committee agreed to

freeze the COLA which was one of the most critical savings in getting to rebid the contract with Chrysler. The only problem was that when we ratified the agreement on Sunday June 14, 2009 the COLA freeze was not in the agreement. The letter was not signed until Monday December 15, 2009 by myself and Gerry Harvey at the request of Jerry Dias assistant to the president who was instrumental in getting us the opportunity to rebid the Chrysler work and made sure Benteler got the contract. At the ratification meeting plant Chairperson Alvin Ferron went through the agreement and I did a recap of the agreement. Under item 14 of the highlight package which identified the one year extension of the current contract I said that COLA and Wages will be frozen for the life of the agreement but this was not written in the actual agreement only in my hand written notes. Jerry Dias when he spoke also mentioned that we may have to make more sacrifices to secure the agreement.

Our biggest mistake was not reporting back to the membership to which I apologize as president of the Local. Not to make excuses we had a lot on our plate at the time as we were still in the Bankruptcy at Chrysler and with Chrysler, Benteler and Eberspacher on layoff with all of us not knowing what the future held, it did get missed.

Local Recap

We had our Local Children's Christmas party at the Pearson Convention center on Sunday November 15 which was a huge success. We decided to move the party back to Brampton at a location where there was lots of parking.

We had our local Adult Christmas party on Saturday November 28, 2009 which was also a huge success. We had a full house with an excellent live band led by Gary Ouellette, Bill Turner, and Kevin Wrycraft from the Chrysler plant as well as several friends of theirs. There were numerous door prizes with the food being catered by Catita's Catering, they also handled the bar services for us.

We had our Retiree Christmas luncheon on Wednesday December 9, 2009 at the Pearson Convention Center. It was also a huge success, even though the weather did not cooperate, we still had close to 700 in attendance. I would also like to thank the retirees for supporting the food drive. I borrowed a Mini Van with stow and go seats from the Brampton Chrysler

Dealership who also provided prizes for the luncheon and filled the van to the windows with food. We donated the food to the St. Louise Outreach Center which is one of our local food banks that we support as a local.

At our general Membership meeting on Sunday December 13, 2009 we dedicated Hall A of our main hall the Terry Gorman room and Hall B the Vince Bailey room. A motion was put to the floor by brother Rab McLarnon and passed at a previous general membership meeting to name the rooms after Terry and Vince for their long service and dedication to the local. Terry was president of the local for 18 years and oversaw the purchase of the hall on Beech Street after our previous hall burned down. Before Terry left office he made sure that our finances were in order and we were mortgage-free. Vince was President of the local for 15 years and was instrumental in building the new hall that we are enjoying today. I would like to thank both of them for leaving us good financial condition and with a new first class Union Hall to serve the membership of the local.

This is also the time of year where we purchase a number of turkeys to donate to local food banks and outreach centers. On Friday December 18, 2009 we purchased 100 turkeys and presented them to the St. Louise Outreach Center, the Knights Table, Peel Social Services, Choices Youth Shelter, a local Women's Shelter and the Salvation Army Life Resources Center. It's a good feeling, in tough times, to be able to support the needy and, with the Global financial meltdown, food banks and help centers need more support now than ever.

In closing I would like to thank the complete membership of the local for your continued support, patience and understanding during some of the toughest challenges that we have ever faced over the past year. I would also like to thank the Chairperson's of all our units as well as their Committees and the activists and standing committee chairs for your tireless support as it takes everyone to make the local a success. I would especially like to thank Dave Ireland my First Vice President and Gerry Harvey my Second Vice President and support staff (they actually run the local) Val, Maria and Vivian for their hard work and dedication to the local. Finally I would like to wish everyone a very Merry Christmas and a Happy and Prosperous new year.

In Solidarity
Leon Rideout

First Vice-President's Report

Canadians Are Still In Tuff Times

As we end the year of 2009 we have certainly been through some challenging times as Canadians. We have been trying to recover from the hardest economic financial meltdown in 2008 and from corporate bankruptcies. Still there are hundreds of thousands of good paying jobs that have disappeared.

Those jobs provided good health benefits and pensions that many Canadians relied on for their future retirement. It has left those that may have also saved for retirement in despair from draining out their personal saving accounts just to live for today, but the loss in the stock market has also hammered all personal invested RRSP contributions. The question that comes to mind is unless you still own a good paying job with benefits and a pension how can you look forward to retirement today in dignity? Today you cannot rely on your retirement income from the public pension plans, the Canada Pension Plan (CPP), the Old Age Security (OAS), plus the Guaranteed Income Supplement (GIS) without getting into financial trouble.

On October 21, 2009 I had the privilege to attend a pension seminar held at the CAW Local 112 Union hall. The presentation was delivered by the Canadian Labour Congress (CLC). Only about one in five workers belong to a private pension plan. Many of the plans are on shaky grounds due to the low interest rates and the collapse of the stock markets. It's time for changes to public pension plans and greater security for existing employer plans. The (CLC) is proposing three key reforms that would benefit all workers by improving retirement income security.

Number 1: Double CPP Benefits

Currently 4.95 percent of earnings are paid into your CCP contributions. The proposed plan is to increase it gradually to 7.8 percent over seven years. This offers a better minimum pension to everyone and CPP benefits are indexed, and secure. The plan would also accommodate low-income Canadians by doubling the exemption on CPP contributions (to \$7,000 from the current \$3,500). Younger workers will benefit most as they would pay higher CPP benefits as it prepares their future generation to count on a dignified retirement. The results are impressive by doubling the current CPP payments to a maximum of \$1,635 per month.

Number 2: Increase OAS/GIS Benefits

Seniors deserve better in this country. The proposal of a 15 percent increase to the Guaranteed Income Supplement (GIS) of Old Age Security (OAS) would lift all seniors out of poverty immediately. This proposal is endorsed by Monica Townson one of Canada's leading pension experts. It is possible to do so by a modest \$682 million increase to GIS benefits. It is less than three percent of what is spent on tax subsidies for RRSPs. This proposed increase could be financed by reducing the yearly limits for RRSPs and by replacing the puny personal income tax cut announced this year which offered just \$33 more for poor Canadians and \$306 for those with average incomes.

Number 3: Pension Insurance

We are required to have insurance for our homes, vehicles, bank deposit accounts, workplace (E.I., WCB) but what about our Company pensions. Canadians need an insurance system to protect their pensions. The proposed plan would have two components and would be managed by the Office of the Superintendent of Financial Institutions (OSFI) which oversees pension regulation at the federal level. The first component is to protect pension benefits to a maximum of \$2,500 per month when any Company enters bankruptcy proceedings. The second component would adopt pension plans abandoned when a company declares bankruptcy and shuts down permanently. Federal pension insurance would be financed by pension plan sponsors to pay mandatory fees of \$2.50 per plan member for pensions that are well funded and higher premiums for plans with poorer funding records (to a maximum of \$12 million per year). Why is this good idea? Workers could count on a significant portion of their pension if the worst happened.

CAW Council

One of the highlighted topics that surfaced at the CAW Council this December was the presentation on Precarious Jobs. One of the proud speakers at Council was

our very own Local 1285 Sister Cammie Peirce. It was a sensitive topic that got everyone's attention and she did an excellent job. Cammie is a Co-ordinator at the Chrysler Action Center who has been endlessly working with our laid off members and furthermore she has been very instrumental and has participated in the documentary film by Laura Sky Home Safe Toronto. It is gut-wrenching to know that after a full year has passed in the job searching field, even with skills updates that have been provided, the only offers of employment have been so-called precarious jobs. On December 14, 2009 at our Union Hall we were honored to have Cammie host a screening of the film "Home Safe Toronto." Some of the special guest speakers included Ken Lewenza, CAW National President, Laura Sky, Producer/Director and the Honorable Susan Fennell, Mayor of Brampton. This documentary deals with the effects of precarious jobs on Canadian families who live with the threat and experience of homelessness. We are very thankful for Cammie's leadership.



What Is Precarious Work?

A precarious job is any employment position that offers compensation, hours or security that are inferior to a "regular" job. Precarious work comes in many forms: Agency work, temporary work, contracting out, irregular or "on-call" work, seasonal work, home-work, self-employment and often with lousy pay and no benefits.

First Vice-President's Report

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BY
Dave Ireland
FIRST
VICE-PRESIDENT

First Vice-President's Report

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All these forms of precarious work have one thing in common: Workers are forced to bear the risk of any downturn in the employer's business (because workers can be disposed of immediately when they're no longer needed). Yet even when they are working, workers can't plan their lives or support their families: Their hours and schedules are undependable, and their pay and benefits are rock-bottom.

Who's Precarious?

Researchers believe that less than two-thirds of employed workers still enjoy a "regular" job (full-time, steady work with benefits). The rest have been forced into precarious jobs of one form or another. In Canada, today, almost one in five employed workers is part-time; that's up dramatically over the last two decades. One in six workers are "self-employed," many working in very poor conditions, many more Canadians work in temporary or contract positions. Women have always been subjected to precarious work. Employers take advantage of women's struggle to balance work life and family duties, providing precarious jobs that women can "fit in" to their already hectic schedules. But the goal is not making work manageable for women. The goal is exploiting workers and driving down labour costs. But precarious work strategies are now creeping into traditional sectors of the economy (like manufacturing), and are also affecting more men. For example, top global companies like Toyota and RIM now use contract workers to make up 30 percent or more of their workforce. Workers of colour and new Canadians have also been very vulnerable to precarious work.

Why Precarious?

Precarious work has grown dramatically in recent years, for many reasons:

- **Intense competition:** Employers, fighting to survive in a dog-eat-dog economy, squeeze every last cent out of their labour costs.
- **Globalization:** To compete with low-cost imports, employers try to drive down their own workers to 'third world' standards.
- **"Flexibility:"** In the volatile economy, companies are reluctant to take on permanent employees in case boom turns to bust.
- **Unemployment and recession:** When labour markets are weak, and unemployed workers are especially desperate, pre-

carious work becomes more common. Employers know that workers will take any job, no matter how precarious.

- **Government neglect:** Governments have largely accepted the logic that employers should be free to set employment conditions, with very little regulation or oversight.

To prevent this kind of excess competition from driving down working conditions and the quality of work life, governments must play a more active role to regulate labour standards, and be prepared to intervene to defend and create decent jobs.

We Can Stop Precarious Work!

The relentless expansion of precarious work is undermining the bargaining power and the working conditions of all workers – even those who still have decent, year round jobs. That's why the CAW is making it a priority: in our bargaining, our political action, and our education. We must monitor the expansion of precarious work, understand its dangers, and find ways to defend the ideal of a "good job."

Crosby

The Crosby workers have been on a work share program that started in June of this year. The program is a federal Human Resources & Social Development (Service Canada) program funded by unemployment insurance (E.I.). The agreement was for a 26 week term that was ending in December. The Company informed the Union Leadership in the plant that the production schedule has not improved and wanted to renew the work share program for another 26 weeks. In order for E.I. to consider the program extension an agreement must be signed by the Company and the Union. There was a special meeting held on Sunday December 6th at the hall for the membership to vote on this issue whether or not to continue the program. The leadership in the plant recommended supporting the extension of the work share program. The membership voted 68.4 percent in favor to support the continuation of this program. We are pleased to see overall that the members are joined together in solidarity.

PL Foods

On a brighter side of the coin: One of our workplaces in Georgetown, PL Foods, has begun construction to expand their plant operations. The old parking lot has been converted into the foundation that

will support the new part of the building. The project is underway and is slated to be completed by August in 2010 and will house the additional bake oven assembly line. This will bring hope for any of those currently working part time or any laid off employees to secure full time employment.

Daimler Buses (Orion)

On December 11, 2009 the Company announced plans to reduce production volumes as a result of industry market conditions. They informed us that there is a known gap in the production schedule in 2010 that the Company has diligently worked to fill. As a result of current market conditions, they anticipate a lack of orders in the third quarter of 2010 requiring the production schedule to be reduced from 23 buses per week to 19 buses per week early in the new year. The unfortunate result of the production rate reduction is pending layoffs in March 2010.

The Union expressed the need to minimize the impact of the announced reduction plans on employees. Senior Company and CAW Representatives have discussed in length the overall opportunity to be creative in minimizing the impact on junior employees. We were successful in negotiating a 2009–2010 Special Retirement Allowance (SRA) incentive of a \$25,000 lump sum amount payment for all employees 60 years of age or older and 10 years service and the Voluntary Termination of Employment Program (VTEP) that also allows any employee with 20 years or more service to be eligible to receive the \$25,000 lump sum amount. The (VTEP) also allows any employee's with five years or more up to 20 years service to voluntarily terminated their employment with a payment scaled according to the amount of service they have. In addition to the (SRA) and (VTEP) the Company will continue health care benefits for a period of 90 days. The Company expects that it will accept between 40 and 60 applications. I want to thank Jerry Dias assistant to the President, Whitey MacDonald National Representative and the In-Plant Committee for their bond of solidarity in negotiating this break through incentive package.

Throughout this holiday season I would like to stress the importance of enjoying this special time with your family, friends and loved ones. I wish you all the very best for the Christmas Holidays and a Happy New Year.

In solidarity
Dave Ireland
 1st Vice President

Second Vice-President's Report

Action Centre Remains A Needed Resource

I would first like to take this opportunity to congratulate Gary Parent, CAW Local 444 on his retirement. Gary led the Bargaining Committee at Master Bargaining for Chrysler in the area of Benefits and Pension. Gary's knowledge and experience will be missed. There comes a time though that we all must relax and retire to our families and other interests. It was a pleasure to work with Gary and his commitment to the membership and social issues affecting our communities is second to none. Enjoy, Gary – you have earned it!

Also, we learned of the retirement of Pat Cushing from Local 444. I worked with Pat recently again on the Master Bargaining Committee in Pension and Benefits for Chrysler. Pat also was a committeeperson in Windsor on the trim line years ago when I was the trim line committeeperson in Brampton and we would share knowledge between the two facilities. I wish Pat all the best in his retirement and continued good health.

Around The Local

We continue to offer adjustment services at the Dana Long/SKD Action Centre for the members who had their workplaces close this year. This is a very difficult time to be out looking for employment. With the loss of over 400,000 manufacturing jobs the only work that is available is precarious work. Contract, part time service industry, etc. that pays no benefits and not much more than minimum wage. Funding from the government for training initiatives came to a halt a while ago as money to support training was not available. This tells us

that a lot of people who have lost their jobs are looking to train in other types of work as manufacturing jobs have really disappeared.

I would like to recognize the hard work and dedication of our Co-ordinators, Cammie Pierce for the Chrysler Workers from the third shift at the Chrysler facility here in Brampton and to Judy Ransom, the Co-ordinator for Dana/Long & SKD members whose plants closed this past year. These are very difficult times for these workers as severance pays and E.I. funds run out with a very unstable job market and no real signs of improvement on the immediate horizon.

I would also like to recognize the Peer Helpers who are co-workers assisting members and encouraging them to continue to get over this time and providing support on a daily basis.

I would like to thank Priscilla McKenzie, currently working for the provincial government out of the Ministry of Colleges and Universities. Priscilla has been instrumental in assisting the Dana Long/SKD Action Centre in its train-

ing, help with E.I. and severance issues. Thank you very much Priscilla.

The Action Centre also had its Christmas lunch on December 17th and on behalf of everyone who enjoyed a wide variety of food and goodies I would like to thank all who brought food and even a thank you to Santa Claus who came by for a visit. Merry Christmas to all and a safe and happy New Year.

WSIB

The yearly demonstration held before Christmas each year in Toronto was held December 4th on University Avenue at the Ministry of Labour Offices. Flags from all Unions were proudly flying and a clear message to return the compensation system to injured workers was lauded by all.

Compensation For Workplace Stress

Date: December 7, 2009

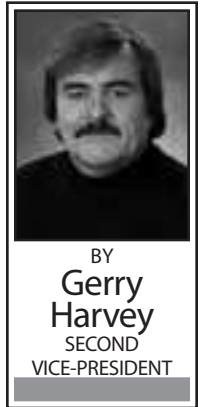
Source: CAW; <http://www.caw.ca/en/8135.htm>

Delegates spoke from the mikes about the negative impact of workplace stress. Delegate after delegate outlined the adverse health affects including mental stress and physical affects the result in illness, injuries, accidents and undue hardship for the membership.

Workplace stress is generally an unseen hazard whether it's acute (sudden onset) or chronic (long term gradual onset) that affects workers in all sectors.

They heard that workers across Canada don't receive or are not entitled to fair compensation for workplace induced stress illnesses.

In response delegates voted to ensure the CAW makes it a priority to bargain



BY
Gerry Harvey
SECOND
VICE-PRESIDENT



Second Vice-President's Report

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Financial Secretary's Report

CAW - Local 1285 Balance Sheet (Cash basis)

ASSETS	May	June	July
CASH			
The Bank of Nova Scotia	339,637.13	285,064.12	270,679.22
Royal Bank of Canada (NEW)	84,906.51	84,906.51	84,906.51
Petty Cash	25.00	25.00	25.00
Credit Union Certificates	34,403.73	34,403.73	34,403.73
Royal Bank Term Deposits	34,664.09	34,664.09	34,664.09
G.I.C.	72,600.81	72,600.81	72,600.81
Royal Bank Security Bonds	473,329.31	473,329.31	473,329.31
TOTAL ASSETS	\$1,039,566.58	\$984,993.57	\$970,608.67
LIABILITIES			
CURRENT LIABILITIES			
E.I. Payable	415.12	368.25	368.25
CPP Payable	753.94	935.16	935.16
Income Tax Payable	6,382.84	8,857.60	8,857.60
RECEIVER GENERAL PAYABLE	7,551.90	10,161.01	10,161.01
COPE Local 343 Payable	0.00	0.00	0.00
Officer's Union Dues Payable	0.00	0.00	0.00
TOTAL LIABILITIES	\$7,551.90	\$10,161.01	\$10,161.01
EQUITY			
General Fund	1,032,014.68	974,832.56	960,447.66
TOTAL EQUITY	1,032,014.68	974,832.56	960,447.66
LIABILITIES AND EQUITY	\$1,039,566.58	\$984,993.57	\$970,608.67



BY
Mike Piane
FINANCIAL
SECRETARY

Wishing everyone the very best during the festive season. Have a happy and healthy New Year 2010.

In Solidarity,
Mike Piane
Financial Secretary

Second Vice-President's Report

continued from page eight

with all employers to include workplace stress in contract language as a recognized work related illness.

The resolution calls on the CAW to campaign to have governments at all levels accept workplace stress as a health hazard and illness. It also urges the expansion of workers compensation coverage to fully compensate for all forms of work-related stress.

Children's Christmas Party

Returning to the Pearson Convention Centre was very well received by all. The day went very smoothly thanks to the volunteers and parents who each year work so very hard decorating the Hall, unloading the gifts and setting up. Each year the volunteers arrive between 6:00 a.m. and 7:00 a.m. and

start to work for a 10:00 a.m. opening. Once again, thank you volunteers and parents for making the event enjoyable for all. Thank you to Santa for taking time out of his busy schedule to spend the entire day with the membership and the children of Local 1285.

Brampton Santa Claus Parade

Congratulations to the Parade Committee, once again winning an award for their entry for Community Involvement, for a second time. This parade gets larger each year and has extended right out to near by Shoppers World and the streets were filled with people. Congrats Local 1285 Parade Committee

Retiree Luncheon

Each year we have the pleasure of

having all the retirees of the Local come out for a lunch and this year's gathering was as large as I can remember. The weather kept some retirees from attending. I know the roads were a mess from the winter's first major snowfall. From all reports everyone enjoyed the day and the opportunity to meet and share a story or two. We look forward to seeing you all next year!

December 6th Vigil

This year's Vigil was well attended along with the Mayor of Brampton who spoke about putting an end to violence against women and not to forget the massacre at École Polytechnique in Montreal in which 14 women were slain by a male gunman.

Finally, on behalf of my family and I, we wish you a very Merry Christmas and a safe and happy New Year.

Trustees' Report

In Good Shape Financially

It's been a busy year for the local. Many of our units have had a difficult year with the economic down turn; this year we have seen two of our units, SKD and Dana Long, close down, while some others have negotiated rollback agreements in their effort to protect the livelihood of the members. For most of the units the future is looking secure and they have weathered the storm. Hopefully, we are now in position to take advantage when the economic conditions improve.

As trustees, we want to report that despite the troubling year for some of our units, our finances remain in good standing.

We would like to welcome two new units into our local. Both units are from Allied Systems but different locations. They have approximately 200 members combined.

Nice To Touch Base

On December 9th the local held the retirees' luncheon. Despite the snow storm that morning it was well attended with approximately 700 retirees in attendance. It was nice to see those who had retired and to touch base with them once again.

In January, one of our secretaries, Vivene Legore, will also



Wayne Hunter
CAW LOCAL 1285
TRUSTEE



Phyllis Foster
CAW LOCAL 1285
TRUSTEE



Doug Gerrard
CAW LOCAL 1285
TRUSTEE

join the ranks of the retirees. We would like to congratulate her on her retirement. Viv, as we call her, has worked at the hall for many years. We will miss her and wish her the best in her future.

In closing, we would like to wish you all a well deserved safe and happy holiday with hopes for a brighter year ahead.

In Solidarity,

Wayne Hunter, Phyllis Foster and Doug Gerrard

Thank You Notes Received...

- From the Canadian Cancer Society for donation in memory of Antony Boni
- From the Canadian Breast Cancer for memoriam donation
- From the Heart & Stroke for donations in memory of Angelo Ruggiero, Elmer Raphael & Joanne Studholm
- Alzheimer Society for donation in memory of John North
- Covenant House for annual donation
- Sick Kids for donations in memory of Maurice Bustamante & Harry Snyder
- Ride to Conquer Cancer for donation
- Joseph Brant Memorial Hospital in memory of Trunong Dung
- Ukrainian Canadian Care Centre for donation in memory of John Rydtschenko
- Danny Capogna & family for donation in memory of his wife
- McLean-Farkas & family for donation in memory of Steven
- Wayne North & family in memory of his father, John North
- Sandro Marrese & family in memory of his father
- John East for his retirement clock
- Gwen Campbell & the Women's Committee for attending the Women's Conference.
- Salvation Army for the donation of Christmas gifts
- CAW Local 414 for donation
- Karen Mihelcic & family for donation in memory of Frank Mihelcic
- Pat Cunningham & family for donation in memory of her father
- Annelle Leblanc for the fruit basket



December 15, 2009

Dear Leon

On behalf of Chrysler United Way Committee, I would like to take this opportunity to thank you and Local 1285 for your generous support during our 2009 United Way Campaign. I would also like to thank you for the prizes that you so kindly donated to our Campaign. Your ongoing support is well appreciated.

Sincerely

*Cheryl Skalin
United Way Co-Chair*

Recording Secretary Report

Congratulations To Bursary Recipient

Congratulations to Johnny Huynh, son of Ngo Kim Cuc on being selected as recipient of the Larry Bauer Memorial Bursary. Johnny is majoring in Electrical Engineering.

The Paid Education Leave schedule should be posted at your plant.

Paid Leave for Union programs is funded to each unit based on the number of hours worked by its members. The extensive layoffs and down weeks experienced by many of our workplaces earlier in the year obviously negatively impacted the amount of money available for PEL programs.

CAW Council was held December 4-6. Toronto City Councillor Adam Giambrone, who is also chair of the TTC, spoke at Council, and commented on the leadership role our

build government contracts was passed. New ferries connecting Newfoundland with Nova Scotia are, for example, needed in the very near future. These are a condition of Newfoundland entering into Confederation in 1949.

CAW Council delegates voted to support & provide \$20,000 to striking mine workers in Sudbury. John Fera, President of USWA Local 6500, representing the striking workers mentioned their slogan of "One Day Longer, One Day Stronger" and thanked CAW Mine Mill workers for their ongoing support.



BY
**Bill
Turner**
RECORDING
SECRETARY



Ontario New Democratic Party Leader Andrea Horwath spoke at CAW Council.

Union played in the decision to purchase made in Canada vehicles.

A resolution calling on all levels of government to recognize workplace stress was debated and passed.

An emergency resolution calling on Canadian shipyards to

The Bud Jimmerfield Award for Health & Safety activism went to Gord Piper of CAW Local 114.

Ontario NDP Leader Andrea Horwath spoke to Council: Despite playing by the rules, people are still falling behind. Ontario has a lower corporate tax rate than any bordering U.S. state, and is lower than Brazil, France, and China. Corporate tax cuts are obviously not the answer. E.I. is harder to qualify for, now covers less people, for less time, and lesser amounts than before. Ontario's Employment Standards Act needs fixing so that Part Time, Casual workers are offered protection. She mentioned seeing changes right before our eyes... a 22 year old training a 55 year old at a local store... where are the good jobs? Pensions are not a cash pool. They are the property of the

workers, and must be protected as such. Three out of five people do not have a workplace pension, we need a public pension solution.

I hope that 2010 will be a prosperous and pleasant year for you, your family and loved ones.

Wanted – Old Suitcases For International Aid Project.



We're a volunteer-run, not-for-profit organization that packs donated medicines and medical supplies in donated suitcases and sends them with tourists or business travellers to hospitals and clinics in Cuba and developing countries throughout the world.

If you have an old suitcase that can make just one more trip (i.e. it closes and has a handle), please drop it off at Local 1285 at the lawyers' office.

Please visit www.njttoronto.ca, or e-mail: njt@njttoronto.ca for more information.

Employment Equity/Human Rights Report

In The News

This past year we celebrated the 60th anniversary of the United Nations Universal Declaration of Human Rights. Think about how recent the concept of human rights really is, and how, over 60 years, it has changed to include more people, those with disabilities, members of LGBT communities, newcomers from across the globe, etc. That work has resulted in great advances; much has been achieved in just 60 years.

Health

December 9, 2009 – Bill 168 has just reached its third reading

Bill 168 – An act to amend the Occupational Health and Safety Act with respect to violence and harassment and other related matters in the workplace.

Human Rights

In 2008 the Human Rights Commission initiated a comprehensive review of Section 13 of the legislation dealing with hate on the internet recommendations have been made to update Section 13 to reflect current conditions and allow police and the courts to better handle expressions of hate on the internet. Some expressions can be interpreted as so extreme and hateful that

they may be seen as advocating or justifying violence against members of certain identifiable groups.

Don't hate the player – hate the game.

Bill 168

This message is to advise you that Bill 168, entitled the Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace), 2009, received Royal Assent on December 15, 2009. The amendments to the Occupational Health and Safety Act will, therefore, come into force on June 15, 2010.

The employment equity office would like to wish you and your family a Merry Christmas and a Happy New Year.

In solidarity;

Mike (Spike) Allen and Liz Taylor

(905) 458-2822



Mike Allen
CAW LOCAL 1285
SERGEANT-AT-ARMS



BY
Liz Taylor
ALTERNATE
EMPLOYMENT
EQUITY/WOMEN'S
ADVOCATE

Women And Pensions

CLC/CALM

Women are at a significant disadvantage to men when it comes to pensions.

Women earn less than men and are often the ones providing unpaid caregiving. Women tend to be concentrated in non-standard, poorly paid jobs with little hope for a decent pension. Canadian women have made pension gains in recent decades. This is particularly true for women in the public sector. The number of women in workplace pension plans tripled from 1974 to 2004. During this period, almost all the membership increase in workplace pension plans came from women joining unions.

Women have fought for better pension laws and won part-time worker access to workplace pensions and better pension vesting rights. This includes fairer Canada Pension Plan (CPP) rules for those who stopped work to help raise children. CPP and Old Age Security benefits are now indexed to inflation, so the value of public pensions hold steady over the course of your working life.

Despite these positive develop-

ments, there is still a major gap in pension income between women and men. Between 1991 and 2001, retired women earned 40 percent less in pension income than retired men. In 2004, 7.3 percent of retired women lived in poverty, more than double the rate of retired men. For single elderly women, the results are far worse. A 2004 study found 45.6 percent of women in these circumstances were living in poverty.

The persistence of a gender gap in pension income is easy to explain. Most currently retired women faced a labour market that was partially closed to them. As a result, they were unable to establish substantial pension incomes.

Now the majority of working-age women are on the job – 46 percent of the Canadian labour market. But women still don't earn equal pay for work of equal value. As a result, they cannot accumulate the same pension income.

Women continue to shoulder the bulk of unpaid caregiving for children and seniors. In 2002, more than two million Canadians provided personal

care for seniors – three-quarters were women. The absence of affordable, publicly funded child care and elder care has put working women in frustrating and stressful circumstances. Women make up the majority in the low-quality, precarious work sector – work that cannot support a household. Forty percent of women work in these kinds of jobs, and little or none of their income goes into pension savings.

Today, more than 60 percent of workers of both genders don't have access to a workplace pension.

Unions have been effective vehicles to fight for women's equality. There's no doubt about it, unions make a difference in women's lives. The Canadian Labour Congress's "Retirement Security for Everyone" campaign wants to double CPP benefits, increase public pensions for poor seniors, and introduce a system of pension insurance – helping both women and men increase their pension security to have the dignified retirement they deserve.

For more information on the CLC's Pensions and Retirement Campaign www.clc-ctc.ca

Health & Safety Committee Report



BY
Sewak Manak
CAW LOCAL 1285
HEALTH & SAFETY
COMMITTEE

Workplace Violence

The new legislation will help to protect workers from violence and harassment in the workplace. This legislation requires employers to:

- Develop and communicate workplace violence and harassment prevention policies and programs to workers
- Assess the risks of workplace violence, and take reasonable precautions to protect workers from possible domestic violence in the workplace.
- Allow workers to remove themselves from harmful situations if they have reason to believe that they are at risk of imminent danger due to workplace violence

These amendments to Ontario's Occupational Health and Safety Act, passed recently, will go into effect six months after Royal Assent.

Laser Brazing

Laser brazing is a comparatively new technique in the world of joining two materials. The joints produced are very strong and seams have almost no pores. For the upcoming models LX (300s) and LD (Chargers) this process is being installed at BAP. The safety & related issues of this process are being addressed. More later as we progress.

H1N1 Flu

H1N1 Flu can lead to serious illness and take a real toll on you. The H1N1 vaccine is claimed to be safe and provides excellent protection.

The Government of Ontario is providing free influenza vaccine for all. Roll up your sleeves and get vaccinated. It's the single best protection against catching the flu.

Cold Stress

Cold Stress is the response of the body to cold conditions in the workplace. The two most severe cold stress injuries are frostbite and hypothermia. Most cases of cold stress develop in air temperatures between -1°C (30° F) and 10°C (50°F).

In order for the human system to function normally, it requires a constant body core temperature of 37°C (98.6°F). When surrounding temperatures drop below 18°C body heat is lost. The most dangerous and rapid heat loss occurs when clothing is wet, wind is high and surrounding surfaces are cold. Various studies on effects of cold on workers show, cold stress is a safety hazard. It impairs performance of both manual and complex mental tasks. Also, sensitivity and dexterity of fingers lessen in a cold environment. At lower temperatures still, cold affects deeper muscles, resulting in reduced muscular strength and stiffened joints. For all these reasons incidents are more likely to occur in very cold working conditions.

The Law

Under Ontario's *Occupational Health and Safety Act* Section 129 (1) (b) of Ontario's *Regulations for Industrial Establishments* does specify that **"an enclosed workplace shall be no less than 18C."**

Prevent Cold Stress by informing your supervisor of any cold drafts leaking in from intakes, docks with missing side curtains and broken windows/door frames etc. On a personal level:

- Wear synthetic fabrics next to the skin
- Wear several layers of clothing
- Ensure outer clothing is waterproof
- Ensure clothing is kept clean, and dry;
- Wear hats to prevent heat loss from the head and protect ears;
- Wear footwear with thick pairs of socks;
- Wear gloves

Take Your Car Keys To Bed With You

If your vehicle has an alarm system these tips can be very helpful.

Put your car keys beside your bed at night. You can activate the car alarm to let others know there's a problem. It would be very useful in an emergency, such as a heart attack or a stroke, where you can't reach the phone or if you suspect someone is trying to break into your car or house, the alarm can scare off a burglar.

Carry your car keys in hand when walking towards your vehicle. In case you fall, someone can hear you inside the house or your neighbours. In a parking lot, the alarm sound could save a life or help avoid a sexual abuse crime. Test it.

We are becoming less by the day

- Our Communication – *Wireless*
- Our Dress – *Topless*
- Our Telephone – *Cordless*
- Our Cooking – *Fireless*
- Our Youth – *Jobless*
- Our Food – *Fibreless*
- Our Motivation – *Effortless*
- Our Conduct – *Worthless*
- Our Relationships – *Loveless*
- Our Attitude – *Careless*
- Our Feelings – *Heartless*
- Our Politics – *Shameless*
- Our Education – *Valueless*
- Our Follies – *Countless*
- Our Arguments – *Baseless*
- Our Job – *Thankless*
- Our Boss – *Brainless*
- Our Salary – *Very less*

Thanks to Laurie Fellows, Helen McBride, Rob Henderson, Noel Noronha, Janis Black, Gino Docimo and many others for their continued support on identifying and resolving issues related to Health & Safety.

In Closing, I wish everyone a Merry Christmas and a Happy New Year.

Remember, Drinking & Driving don't mix. Have a designated driver. HAPPY HOLIDAYS!!

Substance Abuse Committee Report

I would like to thank the membership for my acclamation as the Substance Abuse Committee Chairperson. I would also like to thank past Chairperson Willie Fulton for his many years of service in this field both as the committee chairperson and as the Employee & Family Assistance Program Rep here at Brampton Assembly; those are going to be tough shoes to fill.

So let's dive right in...

Alcohol Abuse

Alcohol is the most commonly abused psychoactive drug in North America. An ounce and a half of liquor, a 12 ounce bottle of beer, a five ounce glass of table wine and a four ounce glass of fortified wine all contain the same amount of ethanol, the 'active' ingredient in alcohol.

Alcohol can have very dire effects on the body. Danish researchers report that as little as one drink per day increases the risk of mouth, throat and esophageal cancer. Women who drink two to five drinks per day are at nearly twice the risk of developing breast cancer.

In Ontario, we have some of the toughest drinking and driving laws in North America. In Ontario, we have approximately 13,000 convicted annually of driving under the influence.

Since it is the season for the annual RIDE Program I thought I would include in my article what the penalties are if one is convicted of drinking and driving. The information below, to maintain accuracy, has been quoted from the Ministry of Transportation website:

Penalties

Fully-licensed drivers will face immediate roadside licence suspension for:

- Refusing a breath test.
- Registering a **blood alcohol concentration (BAC)** of 0.05 or more (this means there is 50 milligrams of alcohol in every 100 millilitres of blood).

Novice drivers in the Graduated Licensing System (GLS) must maintain a zero BAC while driving or face an immediate suspension at roadside, a 30 day licence suspension and a fine upon conviction.

As of May 1, 2009, Ontario has targeted measures to help take more drinking drivers off the roads. Drivers who register a **BAC from 0.05 to 0.08** (known as the "warn range") lose their licence at roadside for three, seven or 30 days. Consequences also get tougher for repeat occurrences.

A friend of mine was fined with this offence this summer. He is a 220lb male, he had two pints of beer which is roughly three beers over approximately one and a half hours, he was driving for about half an hour when he was pulled over and blew .05, which is in the "warn range."

This November when his car insurance came due his insurance went up \$2,400.

If you drive impaired, and your **blood alcohol concentration (BAC)** is more than 0.08, or you fail or refuse to comply with alcohol or drug testing, you can be convicted under the Criminal Code.

Individuals convicted for impaired driving offences face penalties under Canada's *Criminal Code* and Ontario's *Highway Traffic Act*. Upon conviction, **consequences** include additional suspension period, **alcohol education and treatment programs, Ignition Interlock Program** and fines.

Driving-related Criminal Code convictions remain on a driver's record for at least 10 years.

Estimated Costs For A Convicted Drinking Driver	
Category	Amount
Legal and Court Costs (estimated range)	\$2,000-\$10,000
Criminal Code fine	\$ 1,000
Alcohol Education and Treatment Program	\$ 578
Administrative Monetary Penalty	\$ 150
Increased Insurance (estimate: \$4,500 extra per year for 3 years)	\$13,500
Ignition Interlock	\$ 1,300
TOTAL MINIMUM COST ¹ (plus applicable taxes on some items, actual costs may be higher)	\$18,128
Note: ¹ Other potential costs include property damage, loss of employment income and uninsured medical costs.	



Individuals who are convicted of driving while their licence is suspended for a **Criminal Code** conviction face high fines under the **Highway Traffic Act**:

- \$5,000 – \$25,000 for a first conviction
- \$10,000 – \$50,000 for subsequent convictions

After reviewing this information I guess it goes without saying: That taxi, regardless of the cost, is still a lot cheaper. Keep in mind, this is just the financial cost, it doesn't include if one has an accident and maims or kills someone.

Consequences	Test 0.05 to 0.08 BAC – "Warn Range"			Impaired Driving Conviction: Impaired driving, test over legal limit – 0.08 BAC or refuse test			
	1st time	2nd time (within 5 yrs)	3rd and subsequent (within 5 yrs)	1st offence	2nd offence	3rd and subsequent offence	
	Roadside suspension ¹	3 days	7 days	30 days	90 days ²	90 days ²	90 days ²
Administrative Monetary Penalty	\$150	\$150	\$150	\$150	\$150	\$150	
Alcohol Education Program	No	Yes	No	Yes	Yes	Yes	
Alcohol Treatment Program	No	No	Yes subsequent offences include a mandatory Medical Review	Yes	Yes	Yes	
Ignition Interlock Condition	No	No	6 months	1 year minimum	3 year minimum	Lifetime	
Minimum Jail Sentence – on conviction	n/a	n/a	n/a	No	30 days	120 days	
Fine – on conviction	n/a	n/a	n/a	\$1000	Judge's discretion	Judge's discretion	
Licence Suspension – on conviction	n/a	n/a	n/a	1 year ²	3 years ²	Lifetime licence suspension is reducible to 10 years if certain conditions are met	

Notes:
¹ Road side suspensions are separate and distinct from any criminal charges a driver faces in court.
² Drivers who are caught driving while their licence is suspended for a *Criminal Code* driving conviction will have the vehicle they are driving impounded and face fines from \$5,000 – \$50,000.

**Bottom line – Don't drink & drive!
Have a safe and happy holiday!**

My contact information:

Office: 905-458-2672 • Cell: 905-702-4456 • Fax: 905-458-2515

Pager: 416-468-2379 • Email: pmc7@chrysler.com

Phyllis Foster

Women's Committee Report

The Power to Make Change

Many people in this country feel that their individual, one lonely vote, will make no difference in politics. They are disheartened by the "same old, same old." I would not dispute any of this, but we must understand that we the people, the taxpayers, the workers, do have power. We must stand together, as we do during negotiations and go after what is fair to us. Governments are elected by us for us and it is time they started listening to us. We have an opportunity over the next few years to effect real change in the lives of our families.

In the fall of 2010 we will be having Municipal elections, and 2011 is the Provincial elections, as well as the on-again off-again Federal Elections.

In order to make any changes we must first get socially responsible, strong progressive candidate to run for each of these upcoming elections. From there we need to give them as much support as possible so they can and will win in their ridings.

With this in mind the Women's Committee hosted our first-ever "Elect Women Together" Dinner. What a great success it was.

Almost 200 people listened to and were inspired to make change by:

- Andrea Horwarth – Leader of the Ontario NDP
- Sister Peggy Nash – President of the NDP of Canada
- Cheri DiNovo – MPP for Parkdale High Park and the Ontario NDP Women's Critic.

Three highly successful, progressive and driven women, who are making a difference in our communities.

From that night there have been a few in attendance who have decided to run for office and many more of us who are committed to helping them achieve their goals of winning an election. I would like to thank everyone who helped make the evening such a success by attending, by serving the food catered by "Flash in the Pan" catering owned by laid off BAP worker, Donna Brooks. And of course our Local 1285 Executive Board for their continued support. All in all an excellent evening was had by everyone.

This year December 6, 2009, marked the 20th anniversary of the Montreal Massacre. That day a lone gunman entered L'École Polytechnique, went to an engineering class, separated the women from the men and shot and killed three of six,

then continued roaming the halls killing in total 14 young women and wounding 13 others.

That tragedy has become a rallying cry for organizations everywhere to try to make life safer for women and children facing violence in their homes and their workplaces.

But yet a few weeks before the 20th anniversary, the Conservative government (along with 21 Liberals and NDPers) have passed the second reading of Bill C-391 to abolish the gun registry.

Since being created in 1995, those against it have focused on the cost of the program.

The program was never designed to be cost-effective, or to sustain itself on user fees. It was designed to save lives, and it has done that time and time again.

We have the right to know what kind of

products we are dealing in the workplace; the police use the registry in the same manner, over 10,800 daily, they access the registry, including when intervening in domestic disputes. This allows police and families to stay safe.

For more information on this important issue to go to www.guncontrol.ca. Watch the CAW website and the bulletin boards for upcoming lobbying initiatives to stop the dismantling of Bill C391.

In Solidarity,
Gwen Campbell



BY
Gwen Campbell
CAW LOCAL 1285
WOMEN'S
COMMITTEE



At the podium, from left to right: Ontario NDP Leader Andrea Horwarth, National NDP President Peggy Nash, and Ontario NDP MPP Cheri DiNovo speaking at the first-ever "Elect Women Together" Dinner.

Parade Committee Report

Santa Clause Parade

For the second year in a row our Local 1285 Christmas float won first place for Best Community Float, in the Brampton Santa Claus Parade. This could not be done without the hard work of so many volunteers. In particular those who help to put the float together. It really does get better every year.

We have now found out that the Brampton Board of Trade also gives out awards for "Best Costume." That will be our challenge for next year.

However, we have to point out that we need to know well in advance who will be walking and wearing a costume. These are rules set out by the Brampton Parade Board. They have a strict set of rules, as they want their parade to continue to be first class. It is the largest night time parade in Canada, runs for two hours, and this year was watched by over 150,000 people, not to mention all those who watch it live on cable TV.

We will be posting notices on your

bulletin boards, starting in August of next year, for those who would like to help with the Christmas float. We also need volunteers to help assemble the Labour Day Parade float on Labour Day weekend. We are always in need of more volunteers.

Thank you to all who participated,
Gwen Campbell
Laura McLarnon
Parade Committee Co-Chairs

Union Label Committee Report

Hello, my sisters and brothers it is that time of year again to be thinking of family and friends. I hope the holiday season treats you all well. With the holidays upon us we should all take the time to enjoy our families and help keep our union strong by supporting all our union brothers and sisters.

I was given the name of a website that can be very useful to you at this time of year as well as all year long. The name of this site is www.buycanadian-first.ca. This is a great first step to researching and supporting our fellow Canadian workers. This web site has many different companies offering a wide

variety of wares that are made here in Canada. Remember we are made up of many different industries so it shouldn't be too hard to find products that are made by union brothers and sisters.

If you have any other web sites that you know of and would like to see in this article in the future please feel free to submit them to me.

Once again Season's Greetings and drive safe out there over the holidays.

Yours in solidarity
Veronica Leray

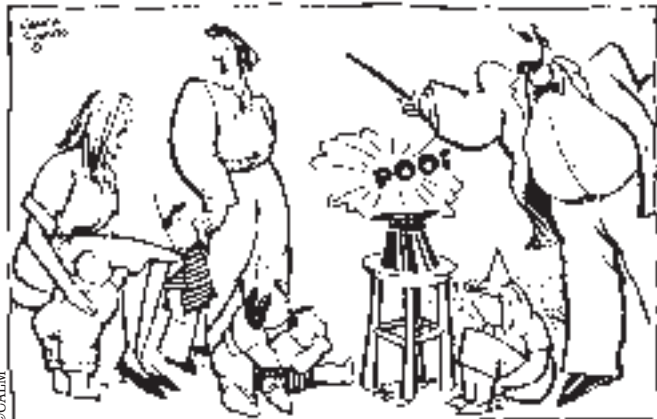


BY
Veronica Leray
CAW LOCAL 1285
UNION LABEL
COMMITTEE

Largest Increase In Food Bank Use

Food Banks Canada/CALM

Results of the HungerCount 2009 Survey show food banks across Canada helped 794,738 separate individuals in March 2009, an increase of 17.6 percent, or almost 120,000 people, compared to March 2008 – the largest increase since 1997. Of the 794,738 people helped, 9.1 percent



stepped through the front door of a food bank for the first time. "Food banks have unfortunately seen first-hand the effects of three recessions in three decades," said Katharine Schmidt, executive director of Food Banks Canada.

The need for food banks increased in every region. The profiles of those assisted is as varied as in past years

- 37 percent of those assisted by food banks are under 18.
- Nearly half of assisted households are families with children.
- 19 percent of households that turn to food banks for help each month are living on income from current or recent employment.
- 6.3 percent of assisted households report some type of pension as their primary source of income.

"It is likely that hunger in Canada is even more widespread than HungerCount findings suggest," Schmidt said. "For every person who turns to a food bank for help, several others in need of assistance do not ask for it. Canadians need to focus on long-term, policy-based solutions to resolve the problem of hunger."

www.foodbanksCanada.ca

CAW LOCAL 1285 CHRISTMAS DANCE

November 28, 2009



CAW  TCA
CANADA

AUTO & HOME INSURANCE



Our Union. Our Insurance.

CAW Local 1285 Members: Get a quote & contribute to your local charity!

CAW Insurance is not just about providing our members the best insurance at the best price. It's also about giving back to our local communities. So for each free, no-obligation quote you get on your home & auto insurance, we'll contribute one dollar to your local food bank, women's shelter, or the charity of your CAW Local's choice.

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November



1285 CHILDRENS' CHRISTMAS PARTY
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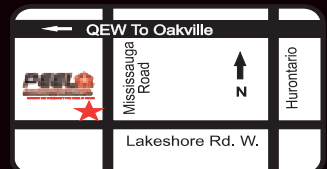


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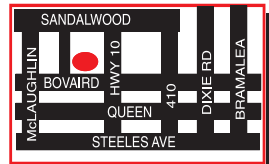


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Pride Committee Report

Treated As Equals

The Local 1285 Pride Committee would like to wish all the brothers and sisters a safe and happy holiday season. Please respect and support each other. It is important, especially at this time of year, to remember where we are and where we came from, not only as individuals but as a Union.

It is also time to reflect on ourselves as human beings and to cherish our rights and freedoms unlike many around the world. Many rights and freedoms are enjoyed today not just because the governments of years gone by passed legislation. They

are enjoyed because of activists like you who stood proudly with your Union and demanded that we all be treated as equals!

Solidarity is Power!

It is the diversity in our membership that gives us strength.

Peace and Good Will to all!

In Solidarity and Pride
Chris Mackey



BY
Chris Mackey
PRIDE
COMMITTEE
CHAIRPERSON

Aboriginal Workers And Workers Of Colour Committee Report

Informative Workshops

CAW's Aboriginal Workers & Workers of Colour Conference, was held. The theme of this year's conference was "**Challenges & Renewal,**" and this conference was well attended.

We had over 80 participants who took active part in the workshops to make this conference a huge success.

The conference was held at Port Elgin and our Human Rights Department Director Brother Vinay Sharma and his staff did an excellent job with the information booklet and the arrangements for the conference.

The Guest Speakers were: Randall Kahgee, Chief, Saugeen First Nation; and Gayle Mason Stark, Education Director, Saugeen First Nation.

They made excellent presentations, and brought us up to date with the struggles the people of the First Nation are facing.

The Conference Plenary was addressed by our CAW National President Brother Ken Lewenza. We had various workshops including; Building Strong Committees, Precarious work, Taking it On, Looking After Ourselves, Looking after each other; Meeting & Taking the initiative and activity sheets which involved the participants.

Build Skills and Knowledge

The Aboriginal Workers & Workers of Colour – Spring

2010. PEL Leadership Program dates for 2010:

Week 1: May 16-21

Week 2: June 20-25.

This course is open to Aboriginal Workers & Workers of Colour members from CAW units that have negotiated PEL monies from their employers. Please assist us by ensuring that the candidate(s) you put forward help us achieve our equity goals in regards to aboriginal and workers of colour activist participation in the union.

We focus on the challenges of doing anti-racism work in the union and in society more broadly. This program is intended to build the skills, knowledge and confidence of CAW aboriginal and workers of colour members to increase their activism and take up positions of leadership within the union.

If you require any further assistance or information about this program please talk to your in plant leadership. Thanks to all the participants who attended the conference and making it a great success.

In Solidarity,
Noel Noronha



BY
Noel Noronha
ABORIGINAL
WORKERS AND
WORKERS OF
COLOUR
COMMITTEE
CHAIRPERSON

Youth Committee Report

Merry Christmas and all the best in the New Year. I look forward to meeting the youth of our local to discuss our needs and develop future leaders.

In solidarity

Tricia Brown

tricia.brown@live.ca



BY
Tricia Brown
CAW LOCAL 1285
YOUTH
COMMITTEE

Environment Committee Report

Fighting To Make A Difference...

The CAW Local 1285 Environment Standing committee would like to thank the Local Executive Board and all local 1285 members that came out and supported the Workers For Cancer Prevention Silent Auction Dinner and Dance, **"Fighting To Make a Difference"** in honour of Sister Phyllis Caputo. It was a very successful evening. Many heart-felt thanks to all who volunteered. And also

a very special thank you to Kevin Wrycraft who was instrumental in keeping the crowd dancing as he volunteered his time to D.J. the event.

The environment committee is now in the planning stage with the Workers For Cancer Prevention for the fifth annual event in October of 2010. Until then, wishing everyone all the best in 2010.



BY
Kelly Wolff
ENVIRONMENT
COMMITTEE
CHAIRPERSON

WORKERS FOR CANCER PREVENTION – www.workersforcancerprevention.com

The impact of cancer on our health is growing. We see the devastation within our workplaces, our families and communities. One in three Canadians today will be diagnosed with some form of cancer. We need to take action now!

Through our power of generosity, we have an opportunity to help in an everlasting way. Just one of many benefits

the solidarity of our union can offer.

Workers For Cancer Prevention are taking action. The Workers For Cancer Prevention is a group of CAW activists dedicated to the **prevention** of cancer from the communities of St.Catherines through the GTA to Oshawa, Ontario.

~ THANK YOU ~

The Workers For Cancer Prevention would like to thank the CAW and all that attended, donated and volunteered their time to our Silent Auction Dinner and Dance to Prevent Cancer held Saturday, October 17th at CAW Local 707.

This year more than 250 people attended our event, helping us to more than \$20,000 for a grand total of \$90,000 for the four years of activity.

Monies raised this year will go to four activities:

1) We will be developing a Personal Chemical Exposure Journal that will provide a record of hazardous chemical substances that you have come into contact with through your work history. We will offer Educational Training Sessions to shed some light and offer assistance on the issues of exposures to chemicals and how to reduce these chemicals inside the home and our workplaces.

This objective will be met by offering alternative methods to assist the participants to make a difference in their homes and to review their rights around health and safety in their respectful workplaces.

2) Support to the Canadian Association of Physicians for Environment (CAPE) for their Ban Cosmetic Pesticide campaign use across Canada following their successful campaign in Ontario. A true cancer prevention initiative!

3) Our call to limit idling of vehicles in our communities. Most voluntary idling is pure waste. Eliminating unnecessary idling is a no-cost way to not only reduce hazardous air pollution and address climate change.

4) Provide funding to send two children to Camp for Children with Cancer – Camp Oochigeas. Because despite our best prevention efforts, this disease affects people of every age – every day.

OUR MISSION PREVENT CANCER FIRST!

"To build and sustain a Canada-wide movement to generate both the resolve and the plan of action to prevent all causes of cancer."

"To raise awareness and empower action through public events and ensure that no child born today may have to lose their life to the disease of cancer."

Workers for Cancer Prevention Committee:

- Kelly Wolff – Co Chair
CAW Local 1285
- Ken Bondy – Co Chair
CAW National Coordinator
- Phyllis Caputo – Financial Secretary
CAW Local 707
- Bernie Hamilton – Recording Secretary
CAW Local 199
- Kelly Roy – CAW Local 1285
- Kevin Wrycraft – CAW Local 1285
- Dave Renaud – CAW Local 222
- Kathie Fowlie – CAW Local 222
- Jerry Stoker – CAW Local 199
- Rob Jukosky – CAW Local 199

If you are interested in participating in our cancer prevention activities please contact the co-chairs: kbondy@caw.ca or kcawolff@hotmail.com

**The most effective way to fight cancer is to prevent it.
The best way to prevent the disease is to eliminate exposure to the substances that cause it!!**

**Happy Holidays
Kelly Wolff**

Chrysler Brampton Assembly Plant Report

Optimistic About The Re-design's Prospects

Our order condition is 34.7 days of orders currently working on two shifts preparing for the next generation Chrysler 300 and Dodge Charger. The new Dodge Charger is scheduled to be built beginning November 2010 and the 300 to follow shortly afterwards (early 2011).

On November 13, along with some of the in plant committee, I visited the BAP Launch Team at CTC in Auburn Hills Michigan to review Pilot Build and see the progress of the next generation Charger.

Although the vehicle is in its infancy, we could definitely appreciate the re-design and the potential increase in sales associated with the new look. The Launch Team is working hard to troubleshoot as many problems as possible associated with the build process prior to production.

We also had the opportunity to view the clay model of the next generation Chrysler 300 in the styling dome. Although the changes are subtle, I feel somewhat more confident that the re-design will be successful in capturing the buying public's attention considering the focus on luxury modifications within the interior of the vehicle.

The new 300 is also expected to be up to 19 percent more fuel-efficient than our current version. These improvements will hopefully set it apart from the competition.

During the past year Brampton Assembly had a total of 18 weeks layoff. We unfortunately lost our E.I. Clawback benefit in negotiations and as a result many of our members will owe approximately anywhere from \$2,000 to \$2,600 next year at tax time.



The 2010 Calendar year forecasts that we will be laid off for two weeks of January after Christmas shutdown and then expect to be working overtime for the remainder of the year leading up to the launch of the next generation. That is, however, subject to demand.

We also lost 95 production specialists as a result of the elimination of our SPA weeks and so far we have been able to offset the loss with 67 senior members electing to take the retire-

ment incentive. The remaining packages have now been offered in the form of VTEP (Voluntary Termination of Employment Plan) to eligible production employees working in the plant.

Looking on the bright side, the company is investing in our plant by refreshing the facilities, such as the cafeteria, washrooms and main entrance as well as the interior of the plant itself.

It is my hope that each of you and your families Christmas be filled with love, special times and happy memories. Merry Christmas and Happy New Year

May we look forward to the best that 2010 can bring.

In Solidarity

Terry Browne



BY
Terry Browne
UNIT
CHAIRPERSON

Martin Brower Report

Increase In Sales

Looking back, it's been a positive and eventful year for us at Martin-Brower. McDonalds are reporting increases in sales which in turn means enough work to go around. With the business end doing well, we still have many issues to face as employees. A high injury rate and several members being sent off to Labour Market Re-entry is always a concern.

New Committees In Place

I reported in the last edition of the *1285 News*, that we were currently in the election process and would I like to welcome Doug Parker, Barry Moor and Frank Zsabo as transportation stewards. For the warehouse department I would like to welcome Brent Cronin, Don Still and Luis Carvalho. Our health and safety representatives have been put in place and they would be Kevin McCorkell and Gene Cabral. I'd like to say thank you to every one that ran in the election and I look forward to working with our new committee tackling the tasks at hand.

Training Provided

Knowing the issues we will be facing ahead, the CAW National and Local 1285 arranged and facilitated a weeks training at the Local for the entire committee in health and safety, grievance handling and employee and family assistance. Neil Smyth, John Hart, Phyllis Foster and Kelly Wolff, your expertise is what makes the CAW a cut above.

In closing I would like to say that we should all try to look to a prosperous 2010.

Merry Christmas and a Happy New Year from the Members at Martin- Brower

In Solidarity

Mark Brownridge



BY
Mark Brownridge
UNIT
CHAIRPERSON

Eberspacher Unit Report

New Agreement

Dear brothers and sisters;

We at Eberspacher have just signed a two year collective agreement with the Company. Some of the highlights of the two year agreement are:

- \$600 signing bonus
- \$150 welding helmets
- Family Day for the second year
- two percent raise in the second year
- TPT for the mandatory overtime on the weekend

We also negotiated an escrow account for two weeks per year of service and three months of paid benefits for all active employees, in case the plant closes in November, when the Chrysler business runs out.

The Company is still looking for business for our plant. While continuing to talk to a third party to buy our plant. We hope we can have some new business in our plant so that we can have long term job security. Our plant has improved a lot thanks to our union members who have not only passed on ideas regarding improvements, but have implemented these ideas to make our lives a littler easier. Thank you again for also improving the OEE to world class! I hope the new owner

can see the dedication and they can bring some new business into our plant.

Elections

The results of our recent elections are:

- | | |
|-----------------|--|
| Alfaz Zaban | Chairperson
<i>(acclaimed)</i> |
| Sajid Mahmood | Day Shift
Steward/Assistant
Chairperson |
| Sharma Davinder | Afternoon
Shift Steward
<i>(acclaimed)</i> |



BY
**Alfaz
Zaban**
UNIT
CHAIRPERSON

Health and Safety Members

We also have a posting on the Union Board for Health & Safety Reps, we will be selecting two for day shift and one for afternoon shift on January 26, 2010 after the posting comes down.

I would like to wish you all a merry Christmas and a Happy New Year!

Mopar Parts Depot Report

Live To Fight Another Day

Well, here we are again in December. The holidays are fast approaching and it always seems that at this time of year we all, in our own ways, seem to find time to reflect on the year that has passed. In 2009, we, in the auto industry, have definitely seen our share of changes. Some tough ones to swallow, but in the end, with the Fiat merger, also some good changes.

In the Parts Depot, we seemed to be hit just as hard as anyone. We started the year with the word of an impending bankruptcy and the notion that we were going to be opening our contract after having just ratified it in December 2008. This once again proved to not be just a rumour, but a reality, and with the opening of the contract, we once again had to give concessions as a union to ensure that we would "live to fight another day." Although this was definitely a tough time for our membership, hopefully the concessions we made up will result in our company becoming more profitable thus allowing us the ability in the future to bargain back some of the things we've lost. Not all bad came out of our new contract though, as the bargaining committee was successful in getting the company to commit to sitting down with our in-plant committee to discuss some changes to our most pressing issues; our start time and the new attendance policy. Through the ensuing meetings, the in-plant committee, along with the Local and National union's help, were able to get some resolve on these issues which surely helped the morale within our warehouse. The other big changes for us with the new contract was the implementation of Work Circle Leaders and the possibility of our last "open season." Both of these initiatives have been com-

pleted in recent months and both came with their own set of challenges. Once again, I believe that the membership was able to show that there is no challenge too great for us to overcome.

Will Be Missed

Along with our open season, our in-plant committee also had its longest serving rep resign so that he could take a job on dayshift. George Avgeropoulos, the afternoon shift rep for the past 4-1/2 years, decided that for personal reasons he would take a dayshift job. George is a very active and knowledgeable union member and will surely be missed on the afternoon shift. George's experience as a rep is still a valuable commodity during these times and he has agreed to remain a regular source of counsel for the committee. On behalf of myself and the afternoon shift I would like to thank George for his years of dedicated representation for our members on the second shift.

Lastly, I would like to wish all of the Local 1285 members and their families a happy and safe holiday season. This was a tough year for us and the holidays are a great time to relax with family and friends and recharge for the New Year that will hopefully bring better times.

In solidarity,
Todd Rivero



BY
**Todd
Rivero**
UNIT
CHAIRPERSON

Chrysler Brampton Office/Clerical Engineering Unit Report

Proud Of Representing This Unit

Dear Brothers and Sisters:

Even though the active membership is aware of this, for the benefit of our retirees I wish to inform you that I have



Mike Kucherepa was acclaimed Unit Chairperson of CAW Local 1285's Chrysler Brampton Office/Clerical Engineering Unit.

stepped down as Chairperson of our Unit. This decision was not taken lightly and I was even considering it back in the summer. I announced my decision to the membership during our September unit meeting and we held nominations in the first week of December. Mike Kucherepa of PC was acclaimed and I wish Brother Mike all the best and he knows that he can count on me for help as he transitions into his new role. I would like for all of you to know that I have been proud of representing you over the years, but at this time I feel drawn to new projects and challenges. A special thanks goes out to the members who are or have served on the committees over the years as well as the Executives and the staff at the hall for their help and support.

Pleasurable Venue

I had the pleasure of seeing a couple of you at the retirees luncheon on

December 9th, the weather was very bad that day and in retrospect it was not surprising that many did not attempt the road trip. For those who have not considered joining this event, you should, there are so many people we have worked with, hourly and salaried, from the Brampton Plant as well as members of other units to meet, it is always a very pleasurable venue.

In closing I wish for all members of 1285, the Executive, and especially my membership, a merry Christmas and happy New Year, as well as a wonderful and safe time during the Holidays.

In solidarity
Danielle Billo



BY
Danielle Billo
UNIT
CHAIRPERSON

PL Foods Unit Report

Bright Future

On behalf of the plant committee, I would like to wish everyone a safe and happy holiday season and a Happy New Year.

Things have been good for us in the food industry. With a plant expansion and the investment in new equipment for increased production our future looks good.

Have a great Holiday Season
Warren Jackson



BY
Warren Jackson
UNIT
CHAIRPERSON

Aramark Foods Unit Report

Hi Everyone

It's that time of the year. I can't believe another year is over, just to wish you all a very Merry Christmas and Happy New Year. Remember "Don't Drink and Drive."

See you all in the New Year!

In Solidarity,
Rosie Larimee



BY
Rosie Larimee
UNIT
CHAIRPERSON

Tilton Industries Unit Report

I would like to wish everyone at Local 1285 and Tilton Industries a very Merry Christmas and a Happy New Year.

On behalf of my committee, we'd like to wish you all the best for 2010! Happy Holidays – be safe!

In Solidarity,
George Bonsu



BY
George Bonsu
UNIT
CHAIRPERSON

TransAlta Mississauga Cogeneration Plant Unit Report *Electrical Production On Target*



Two invited guests from TransAlta: Kalina and Sonny



A Group of Volunteers having great fun – especially the one with the balloons.



With the two new GE Sprint Engines up and running and each generating 50 plus megawatts the plant is meeting and sometimes exceeding all generation targets. The goal now is to sell the excess capacity.

Children's Christmas Party

This year I had the pleasure of helping out at the Children's Christmas party. I must say it was great fun and quite joyful to see the happiness in children's faces as they walked away clutching their present. Candy canes Santa and the entertaining Clowns ensured that there were smiles from wall to wall. The organizers did a fantastic job and the event went down without missing a beat.

Wishing everyone and their families a belated Merry Christmas and a Happy, Prosperous, and healthy New Year.

Joe Correia



BY
Joe Correia
UNIT
CHAIRPERSON

— Daimler Commercial Bus Ltd. Unit Report — *A Very Successful Year*

I want to start by saying we have had a very successful year in the way of work and orders that were able to keep us gainfully employed. We met several targets and were successful in getting a small order from Mississauga, after an absence for several years.

Bus Operating System

The recent announcement that the City of Toronto is getting the 2015 Pan-Am Games is also an encouraging sign that the possibility for more Canadian work in local municipalities does exist in the future. The BOS (Bus Operating System, formerly DCPS) Steering Committee recently had a Joint Council Meeting with the Committee in our sister plant in the USA. This gave the Union Bargaining Committee a chance to meet and talk with the American Bargaining Committee. Talking about and exchanging ideas regarding the issues that we both deal with on a daily basis helps to improve the relationship and gives us a better understanding of each other as a Union. The BOS team liaison program was something to look at and compare what they have done in this particular area. We are in the pilot stages at this time and are monitoring the program as it is taking place. They have their program functioning and we had the opportunity to ask questions and observe what they have done. The BOS Council meets twice per year, and the next joint council meeting will be in Canada. The Company representatives on both sides met as well.

Incentives

We were told there was a gap in our order bank in March 2010 and we were informed recently that the Company intends to lay-off some workers. The Committee, along with Brother Dave Ireland, our Local's First Vice President are doing our utmost to try to minimize the effect on our members by working with the Company to come up with incentives for our senior workers, possible packages as well as suggesting other incentives that could possibly benefit them as well. This could prevent a few younger workers from being laid off. I, as plant Chairperson, along with the co-operation of Dave Ireland and my immediate committee, must at least make a strong effort to try these things for our members. We have prevented a lay off at Christmas, but will have to now, and in the new year, continue to have a dialogue with the Company. We do have one thing in our favour, that is that transportation and public transit are in demand and can help us in the long run by achieving more orders. Also we make one of North America's best environmentally friendly buses that are in demand for a global green environment. I want to pass on at this time my best wishes for you and your families for the Christmas season, and to ask that as we go forth in the New Year that we support each other in solidarity and support the In-plant committee as we face each issue on your behalf in the year 2010.



BY
Wally Syme
UNIT
CHAIRPERSON

Benteler Automotive Unit Report

Preparing For LY Program Launch

Benteler is busy preparing for LY program launch next year. New engineers were hired and personnel from Germany and Auburn Hills are presently in the plant helping to make sure we have a smooth launch. We are not getting much information from the company if they are keeping both lines and find space for the new product or try to run one line as previously announced.

Recall

Two more laid off employees were recalled recently. That's six in total. The Committee still thinks the Company is operating too lean. There's room for improvement.

New Plant Manager

On November 16th, a new Plant Manager started at Benteler. He previously worked at GM in Oshawa. On December 1st, a new Human Resources Manager started. She also worked for GM. There's not much I can say about

these two persons at this time only to hope they are better than what we had before.

Grievances

There are more than 60 grievances in the system including some that are slated for possible arbitration.

Population

There are approximately 200 employees working in the plant now with some laid-off employees as TPTs.

Union-Company Relations

We are being cautious at this time because of the fact that we have two new people to deal with. We are waiting to see how they get along with the Committee and the membership. I only hope things get better because Benteler employees deserve it.

Reflections

Last year at this time we were all

talking about plant closure, but in June of this year the union and the company met and we worked out a shelf agreement that extends the collective agreement for a year and saved the plant from closing. Although it was very tough for us to make concessions, we still have our jobs and live to fight another day.

Christmas Holidays

It's that time of the year again. The year went so fast. On behalf of the bargaining Committee we wish you all a merry Christmas and a very prosperous new year. Enjoy your time away from work, with your family and friends and always - remember to be safe, we'll see you back in 2010.

In Solidarity,
Alvin Ferron



BY
Alvin Ferron
UNIT
CHAIRPERSON

Abednego Unit Report

Gun To The Head – And Still Alive

Abednego Environmental went through Collective Bargaining in November 2009. Historically we have followed the pattern of the big three agreements in past negotiations. This was beneficial in the past when global markets looked sound. However, in the last couple of years, the auto industry took a fiscal nosedive followed by production shrinkage, massive lay offs and auto plant closures. The brunt of the burden of this economic mess fell yet again on the shoulders of labour. Sever concessions were inflicted and forced on labour by corporations and governments in North America.

Unanimous Ratification

The Abednego unit negotiations were very tough, trying and unpleasant at times. The Union followed the big three pattern and had to agree to many concessions to preserve the livelihood of its members. It's only because of political/social wisdom of our members, and deep concern about their families, the new three-year agreement was ratified on November 20, 2009 by 100 percent.

Tip Of The Hat

Thanks to National Representative Whitey MacDonald, and Local President Leon Rideout for their support, effort and most of all for their impeccable union integrity throughout the

bargaining process – without your help it wouldn't have been possible.

I also have to tip my hat to my alternate Tony Principe, whose commitment and ability to handle a very stressful bargaining environment were commendable.

Big Challenge

The WCM concept introduced by FIAT was adopted in Industrial Wastewater Treatment Plant with enthusiasm. We started to clean and paint the IWTP to bring the place up to FIAT standards. Years of neglect due to limited manpower and continuous cuts to maintenance programs is a big challenge to overcome, but it can and has to be done.

I would like to welcome the new member of our team, Brother Dan Fisher, who's joined IWTP in recent months. In addition, I would like to congratulate Brother Edmund Stevens who accepted the position of H&S representative for our unit – good luck to both of you.

Last, but not least, Merry Christmas and Happy New Year to all brothers and sisters and their families – enjoy the Holiday Season and stay safe.

With love and solidarity,
Felix Stolc



BY
Felix Stolc
UNIT
CHAIRPERSON



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BREAKING NEW GROUND

Recession Sidelines Policies To Aid Poor Women



CCPA/CALM

Canada has shockingly high rates of women's poverty and the recession seems to have sidelined anti-poverty policies, says a new study by the Canadian Centre for Policy Alternatives.

Women's Poverty and the Recession reveals that even after taking into account government transfers and tax credits, almost one-quarter of Canadian women raising children on their own and 14 percent of single older women are poor, compared to nine percent of children.

"Child poverty seems to win political points but Canadian governments are ignoring the very real and private struggle of women on their own who are living in poverty at shockingly high levels," says CCPA research associate Monica Townson.

Among the study's findings:

- Women raising children on their

own are almost five times more likely to be poor than two-parent families.

- The poverty rate of older women on their own is almost 13 times higher than seniors living with family.
- Women working full-time, year round earn only 71 cents for every dollar earned by men.
- About 40 percent of employed women work in precarious jobs that are poorly paid with little or no job security or benefits.
- Only 39 percent of unemployed women are receiving E.I. benefits (45 percent of unemployed men receive E.I.).
- Women account for 60 percent of minimum wage workers.

The study is critical of recent federal government policies that have helped contribute to women's poverty.

"Since coming to power in 2006, the Harper government has seriously undermined progress towards reducing women's poverty in Canada," Townson says. "Among a long list of policies, Harper has restricted pay equity, refuses to fix E.I. to prevent more unemployed women from falling into poverty, and cut funding for early learning and child care."

Provincially, the study notes new poverty reduction strategies are underway but, to date, they fail to address the pressing problem of women's poverty. **Women's Poverty and the Recession** is available at <http://policyalternatives.ca>

Doing Business 2010

ITUC/CALM

In the past the World Bank endorsed improved social safety nets to protect the millions of workers who lost their jobs to the global economic crisis, but the latest edition of the bank's most circulated publication discourages countries from adopting social protection schemes by calling governments that do so as anti-business.

Doing Business 2010 recommends that countries should reduce severance pay for dismissed workers and reduce or

eliminate requirements for prior notice about job cuts.

The ITUC called attention to the fact that **Doing Business 2010** puts Cambodia in the category of countries that are "making it more difficult to do business" because it introduced a social security contribution. Georgia is praised and given a better ranking by **Doing Business** because it abolished its social tax.

Doing Business 2010 criticizes the democratic government of Honduras, whose president was expelled after a coup d'état in June, because it increased severance pay and advance notice requirements in response to the economic crisis. Honduras has no unemployment insurance. Similarly, **Doing Business** downgrades Portugal for increasing the dismissal notice period by two weeks.

The authoritarian regime of Belarus, which lost its preferential trade status with the European Union for violating fundamental conventions of the International Labour Organization, obtains high marks for making it easier to eliminate jobs. Rwanda wins this year's **Doing Business** top reformer prize because "employers are no longer required to consult beforehand [about job cuts] with the employees' representatives or notify the labour inspector."

The publication also praises Macedonia for getting rid of measures to retrain redundant workers, and Mauritius for eliminating mandatory severance pay.



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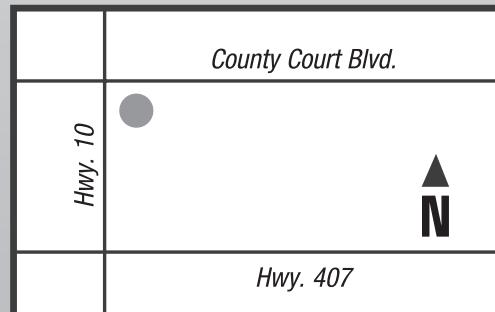
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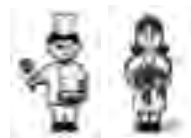
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CAW Local 1285/Chrysler Action Centre

350 Rutherford Rd. S, Plaza 1 Unit 6
 Brampton, Ontario
 905-456-1285 or 1-877-456-1285
 www.1285actioncentre.ca



We are open Monday to Friday - 9 AM to 4 PM

CAW Local 1285/Chrysler Action Centre Report

The "Action Centre" has been open for almost two years. We are hoping to be open for another year.

When they announced the elimination of the third shift at the Brampton Assembly Plant, people were concerned but confident. Many of our members had faced indefinite layoffs before. With three to 10 years of seniority many have skills outside of the manufacturing industry. A significant number have more than a high school education. They are mostly male with an average age in the late 30s, fluent in English with no literacy problems and SUB benefits that offer longer income protection than E.I.... no wonder they were confident.

After all how hard would it be to find another good job?

Confidence has faded. E.I. has been exhausted. SUB is finished.

And the good jobs have disappeared.

The economy spiralled into a recession. Job loss became an epidemic. Recently, there are reports that we are in a "jobless recovery." If hundreds of thousands of people have lost their jobs and there has been no significant job creation how can there be a recovery?

The new jobs that are being created are part-time, temporary, often through agencies, contract work, or self-employment.

These jobs offer no security, low wages, and limited hours, little or no benefits. They are called precarious jobs or survival jobs and they deliver a lifestyle of insecurity and struggle. Low wages won't pay the mortgage and the car payment. Groceries are so expensive. Without benefits – how do you pay for prescription drugs or a much needed visit to the dentist? Maybe you skip the groceries or don't pay the rent? What was once thought of as a necessity has become a luxury. The stress from the instability affects every member of the family.

- ❖ Service sector has become the largest segment of the work force (blue collar workers were once the largest segment)
- ❖ Service class work is characterized by each of these forms of

precariousness

- Limited job security
- Few employment benefits
- A lack of control over the labour process
- Very low wages
- Lack of Unionization

The Ontario government has responded to the overwhelming demand for retraining by making significant changes to the Second Career and Skills Development programs. New guidelines became effective November 20, 2009 and will "focus on supporting people "most in need" and who will "benefit most" from skills training." The government is reassessing (as per the new guidelines) all applications that were submitted but not processed. They will not process any new applications until the back log has been addressed. The CAW and the Action Centre continue to lobby for positive, supportive changes to government retraining programs.

You can apply for training if you:

- Are laid off or have been laid off since January 2005
- Are still unemployed or have been working in an interim job since your lay off
- Are choosing a career that is in demand

Several factors will be used to determine who will receive funding:

- Were laid off and have actively been looking for work for an extended period of time
- Worked for a long time in an industry with limited job opportunities
- Plan to train for a job which is in demand in your community, which requires a credential or licence to obtain work
- Have a high-school education or less, or post secondary education that is not recognized in Ontario
- Work in a job with no current employment opportunities

Note: Students may be expected to contribute to their training costs.

I'd like to share with you what I have learned while working at the action centre.

- The world becomes very frightening when you lose your job.
- Our safety net is overwhelmingly full of holes
- Food banks need us and we need them more than ever
- All homeless people do not live in the streets – some live with their parents, grand parents
- Temp agencies thrive under high unemployment conditions.
– *Workers don't!*
- It has become painfully obvious that we have a "job" crisis.
– *It has grown beyond the need just for job creation – quality matters – we need jobs that pay good wages and have benefits*
- We are all vulnerable
- We need to do something

In solidarity
 Cammie Peirce



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- Allergy Elimination (Mississauga Location Only)

get on the right path....

VITALITY

Youth Committee Report

Howdy Neighbour!

Living as most of us do, cheek to jowl with our neighbours, it is pretty important that we get along with them. As much as is humanly possible, we should try to work out our grievances and annoyances with them amicably, and grin and bear a few minor problems.

But sometimes, the annoyances are not so minor, and the neighbours are less than accommodating when it comes to fixing them. At that point, you may need to check in with your lawyer to determine what rights you may have in relation to the problems.

For example, what if your neighbours' tree is hanging over your fence, and dropping leaves and apples all over your lawn? Or worse, what if the tree is dangerous, and you fear it might fall over on your property and cause damage? The law is very clear that you are entitled to cut back the boughs to prevent them from overhanging. Even if this causes damage to that tree, you are entitled to trim it. If the tree is actually a danger, you should also put your neighbour on notice (in writing) that you will hold the neighbour legally responsible for any damages caused to your property or people on it—and this is the case even if the tree in question is completely within your neighbours' own property.

Recently, a client came in to see us because his neighbours had done some major landscaping on their property. As a result, their land was raised, and this caused the rain water

and snow melt to flow – into the client's basement! We told our client that he has very clear rights here, to take legal action to force the neighbours to regrade their property and to hold them responsible for the damages to his own home.

Fencing disputes are not uncommon, unfortunately. Again, it is highly advisable that before putting up a fence, you discuss the details with your neighbour (as to lot lines and also type of fence) – but what if the neighbour won't agree?

Or won't pay for their share? Here, the law is not so clear, and your rights depend on where you live. Many municipalities have a "fence bylaw," and the bylaw provides for an arbitration of these disputes. If your municipality does not have such a bylaw, then there is a law called the "Line Fences Act" which provides a procedure for settling these issues. It is a cumbersome, lengthy and expensive process.

Hopefully you and your neighbours will be able to settle any problem issues between yourselves. But when a smile and a plate of cookies won't work, you should give your lawyer a call for more assistance.

Kathleen Howes



BY
Kathleen Howes
CAW
LEGAL SERVICES
PLAN

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in Brampton **CALL 905-790-6400 or 1-877-332-2444**

We have an office at 23 Regan Road, and at other locations in Ontario.

“Year From Hell” For Unemployed

CLC/CALM

“It's been a year from hell for Canada's unemployed workers,” says Ken Georgetti, president of the Canadian Labour Congress.

“Since last fall hundreds of thousands of people have seen their full-time jobs disappear.”

People have had to trade full-time, family supporting work for part-time jobs and self-employment. Fewer than half of unemployed workers qualify for Employment Insurance and those who do get benefits are receiving an average of about \$50 a day.

Statistics Canada reports that in October 2009 there were 1.59 million unemployed Canadian men and

women, or 8.6 percent of the workforce.

Since last fall, 400,000 jobs have been lost.

The decline in the last 12 months was mainly in manufacturing, construction, transport and natural resources.

The deterioration of the labour market is now spreading to the service industry, including retail and wholesale trade, which is down by 31,000, and other services are down by 20,000.

More than 24,000 women aged 25 and over and almost 20,000 young workers – groups that are tradition-

ally over-represented in service, retail and wholesale sectors – suffered most of the lay-offs in October.

Since October 2008, 378,000 Canadians have been laid off, most of them full-time workers. The unemployment rate has increased by 2.3 percentage points, from 6.3 percent to 8.6 percent. The number of unemployed Canadians grew by 435,900 during the same period, a 37.9 percent increase over a year.

The deterioration of the labour market has spread to all Canadians in all sectors of the economy.

Retirees' Chapter's Report

Great Retirees Christmas Party

On December 9th, 2009, we held our Annual Retirees Christmas Lunch at the Pearson Convention Centre. Although the bad weather conditions prevented some of our members from attending, we still had about 625 retirees and spouses turn out for the event.

Brother Leon Rideout, President of Local 1285, recognized several people for their help arranging the event. He also brought the retirees up to date with the Chrysler and Fiat relationship and is optimistic that things will get better in the future.

He was also sad to report that several smaller units in our local, that have been around for years, have closed. Dana Long and SKD have helped make our local successful over the years.

The luncheon was a wonderful event for everyone with a great meal and great prizes.

Thanks to the retirees who brought food for our local food bank.

Thanks Val, Maria and Vivene, secretaries of our local who worked hard for this event and throughout the year helping make retiree events successful.

Thanks to the Executive Officers, Leon Rideout, Dave Ireland and Gerry Harvey and the Executive Board. We really appreciate your support of the retirees. We are not forgotten when we retire as happens in so many other unions.

To all CAW members, active and retired, of this wonderful union and their families have a wonderful healthy and safe holiday.

We would like to wish Annelle Leblanc and Terry Gorman a speedy recovery.

In Solidarity
Dennis Hryhorchuk
Retiree Chairperson

P.S. Thank you to Team Chrysler and Brampton Chrysler for the prizes they donated.



BY
Dennis Hryhorchuk
RETIREES'
CHAPTER
CHAIRPERSON

IN MEMORIAM

Condolences to the following Members on the loss of your loved ones:

Sian Marche
Gord Ormerod
Gunasiri Kariyawasam
Dan Ayotte
Sonia Ayotte
Lyndel Lindsay
Materno DeLeon
Karen Mihelcic
Mr. McElroy
Bill Studholm
Eric Eshenko
James McDowell
Mark Johnson
Graham Porter
Helen Boughton

Condolences to the families on the loss of your loved ones:

Anthony Boni
John VandenBeek
John Rydtschenko

My Visit To Daimler Commercial Bus Ltd.

The Executive Board had our meeting and toured this unit in our local last month. Thanks to the Management, Wally and all the brothers and sisters in the plant who made this visit and meeting enjoyable. It was great job to see you again "Big Eddie" and Robert Valere. I was really impressed with the improvements of this plant over the years.

Production has increased in this plant and management stated this is the first time in a number of years that they will produce 1,000 buses.

This plant does great work. Our government should invest more in keeping plants like this going creating even more jobs.

Congratulations Brother Jim O'Neil On Your Retirement

Brother Jim O'Neil who served as CAW National Secretary-Treasurer since 1991 retired this year.

I remember first meeting Jim years ago when he came to speak to Local 1285 membership at a ratification meeting. I was a union rep and the National had sent Jim to the ratification. Because of poor stage set up at the hall we had rented, and no fault of his, he had an accident and broke his leg.

I just wanted to congratulate Jim on his retirement. His leadership throughout the years has benefited thousands of workers and their families and communities throughout Canada. Thanks for your assistance and the support that you have shown us at Local 1285 over the years. We wish you and Gayle well in your retirement.

THOUGHT FOR THE DAY

Internet/CALM

"When the rich concern themselves with the poor, that's called charity. When the poor concern themselves with the rich, that's called revolution."

— William W. Winpisinger,
President, Machinist Union, 1981

CAW LOCAL 1285 RETIREES' CHRISTMAS PARTY

December 9, 2009





On December 14, 2009 the film "Home Safe Toronto" was screened at the CAW Local 1285 Union Hall. The documentary deals with the effect on Canadian families of precarious jobs and the experience of homelessness.

