

Volume 6 Spring 2014

PARTSLINE



The Official Organ of Unifor Local 584 - Brampton PDC

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Spring Has Arrived

Editors: Mark Machado, John McCloskey Editorial Committee: Kim Timmins, Chris Brookbanks,



CHAIRPERSONS REPORT

Gary Rumboldt

Brothers and Sisters, Unifor has launched a Rights at Work Campaign to counter the attacks made by the conservative party on our labour rights. The conservatives have a “divide and rule strategy” to stoke envy amongst those who don’t benefit from unions, to turn against unions. Your local Union along with other Union’s across the country are working very hard to educate their members about labour rights, their history, and the threat we face today. I hope the information below will help identify the advantages of a union membership and the advantages of collective bargaining for all Union members:

Wages:

- On average across the whole economy, union members earn \$5 more per hour (23%). We work hard for those higher wages!!
- The positive effect is bigger for part-timers and women.

- \$50 billion/year extra purchasing power from “union advantage.” – Would be \$150 billion if everyone made a union wage.
- Pensions:
 - Union members have 85% coverage (versus under 30% for non-union members).
- Other Union Advantages:
 - Drug/health benefits, sick pay/LTD, health & safety, seniority rights, no unjust termination, a voice in the workplace, and more.

The broader benefits of collective bargaining for a healthier, more inclusive society are also clear:

Inequality:

- Where unions are stronger, income is more equal – and communities are stronger.
- Productivity:
- Value-added per worker is higher

in unionized jobs, this benefits exports and the whole economy.

Purchasing Power:

- Union wages support spending & jobs.

Health:

- Better incomes and benefits produce healthier families with fiscal savings for government too.

Democracy:

- Unions promote participation and voting.

Brothers and Sisters, “we are under attack”! We need to unite and show our solidarity and to send a strong message to the conservatives, that we are ready to take on the fight for our labour rights.

In Solidarity Gary Rumboldt



ONTARIO VOTES: THE STAKES ARE HIGH

On June 12, Ontarians will go to the polls to make a very important decision. This general election will determine the future of our province for many years to come.

A PC government at Queen’s Park would be a disaster for working people and their families. Tim Hudak plans to cut 100,000 public service jobs translating to fewer teachers, health care providers and water inspectors, just to name a few. Tim Hudak and his PC party has also committed to cutting public spending – which will mean longer wait times, less home care and cuts to long-term care facilities.

Add to this the PC plan to weaken unions and make it harder for us to bargain collective agreements and protect members. The stakes are incredibly high this election.

We must be active and engaged!



PRESIDENTS REPORT

Barb Morrison

As members, we all have enjoyed the job security that belonging to a Union has provided us. Whether you started here at Bramalea or have been transferred from another location, it is due to our collective agreements. We have been through recessions and tough times and our Industry has even been on the edge of collapse! We also have a better wage than most Warehouse workers, not to mention our defined pension plan. Again, this is all due to our Union membership.

I call on the members for their awareness that we UNIONS are under attack from both the Federal and Provincial levels of Government. The bills either in front of the house and just sitting idle make changes to the Labour Act. If these bills are successful, Unions and Labour rights would be weakened. Rights that have taken years from our past members before us to win! Some of the rights under attack are the "Right to refuse unsafe work" under the Health and Safety Act, automatic dues check off, the vote to organize a Union as well as decertification rules under the Canadian Labour Code. On top of these possible changes to legislation we have Tim Hudak calling any Government spending on the Auto Industry as "Corporate Welfare". Recently, Chrysler was asking for a \$700 million investment and they would Invest 3.6 BILLION into this Province. Other countries, states and provinces around the world give money for investment and reinvestment to businesses for them to stay or come to their regions. This is the way it is, this is how we keep the Industry in Canada. Chrysler has now retracted the request but this leaves us with uncertainty.

Unifor National President Jerry Dias says.

(TORONTO) March 4 – The decision by Chrysler to withdraw its request for financial assistance from the federal and provincial governments as part of its proposals to invest in its assembly plants in Brampton and Windsor is regrettable. "We are deeply

concerned; however, that in the long-term we are going to lose an incredible opportunity to secure Ontario's manufacturing industry well into the future,"

The Auto Industry is a vital part of Ontario and Canada's economy, not to mention the good wages we earn and we pay darn good taxes on. We spend our earnings and pay GST on our purchases like houses, cars, furniture and other luxuries that the middle class can afford. With the spin off jobs that are attached to our Industry, we will more than repay any monies given. Often members wonder what they can do, how they can help keep us strong. This is one of those times your Union is asking for your support!

We need to show now, more than ever, our solidarity on these issues! We are asking all members to recommit to our Union by signing the yellow Union cards and returning them to the President's office. We want to take these numbers to the press and the government to show them we are united and we want Unions here in Canada! Join with us! SIGN YOUR CARD!

This is an article that I have recently submitted to a local paper called Tough Times;

Precarious work has been a pet peeve of mine for some time now having seen both my son's struggle for full time work after post-secondary school. I have spoken on this issue at a few community meetings and will continue until we make some change for REAL job security.

Need a Job? An employment agency sounds right. Think again, they should call themselves temporary employment only. The worker doesn't get paid by the company, no benefits, no security at all. How would any worker know if they could make a large purchase, or even make the rent? All levels of government need to be involved to fix this mess we have made of our job market. Many of us have heard of the phrase "Precarious work" but do we really

understand how this really undermined our jobs! This problem has exploded with an Employment Agency on every corner! We used to have an avenue for job posting within our community; it was called Manpower run through at the old UI (Unemployment Insurance) offices. This was a Government run program and it worked!! They would have contact with Businesses in the area and post the job openings through this service. This was good for the worker and the employer. The service would match the worker with the Company's need for employment openings. Businesses had the screening they required and all the openings went to the same office. It wasn't that long ago that we also had the privilege of approaching the company and asking for an application or if you were lucky an interview, most businesses today have a sign on the door turning you away, or even directing you to the agency they use for job placement. Now we work for agencies...no real employment! If the Company even wanted to hire you they would be breaking the contract they sign with the Employment Agency, you belong to them. There would be a three month waiting period. Most employers would not want to wait. Our future generation's jobs have been eroded. Shameful!

There are solutions we need to make changes to support real employment to the Employment Standards Act, and then we need the will of government to enforce the act! There could be fines for over use of temporary jobs when clearly the need for full time employment is required. There could be incentives through all level of governments to Businesses that hire full time jobs or full time part time jobs. "REAL EMPLOYMENT" The elections are drawing near so please remember these words when the upcoming candidates contact you for support in your ridings! Let's hold them accountable!

In solidarity,
Barb Morrison



RETIREE'S CHAIR REPORT

Chris Wilski

We made it through one of the worse winters in many years. It was great for those that were fortunate enough to be down south but the less fortunate ones had to endure a daily blast of snow and freezing temperatures. We have a brighter outlook as spring has arrived and the warm sunny weather will soon be upon us. It's time to get outdoors and enjoy our hobbies, sports and family.

We have had two meeting this year so far at the Canadian Legion, 80 Mary St Brampton. Our last meeting was held May 7, 2014 which was very well attended and our guest was Barb Morrison our new local 584 President. Barb has been doing a great job at the Local and with our retirees and I'm sure she will continue to do so. Also at this meeting our retirees unanimously discussed and passed a resolution that will be forwarded to the national to be included in the resolutions brought to the annual Retirees Conference in Port Elgin first week in September. The resolution is long but here is the end resolve: Therefore, be it resolved: that the National Unifor President, leadership, membership, and retired workers, fully commit to making the reinstatement of retiree PCOLA and benefits a priority in 2016 bargaining.

In place of our next meeting we will be celebrating at the Mandarin Restaurant Brampton (Biscayne Rd) for our annual spring retiree's luncheon on Wednesday June 4th. Lunch will be \$15.99 per person and those 65 and older will receive a further 20% discount. Please let me know by the deadline of Monday June 2nd as I need a number for reserved seating. Our next Retirees meeting will be held Wednesday September 10, 2014, 80 Mary Street Brampton at 1 PM. Please try and attend.

Our deepest condolences go out to the family of retiree Bob Evans who passed away February 28, 2014. We were also shocked to hear the bad news of John Frankland's passing on January 23, 2014 and our sincerest sympathies go out to his

family. In mid-January we found out from one of our retirees that retiree Al Simmons had passed away on July 13, 2012, not even the company was aware of this and say they were never notified. Our condolences go out to the Simmons family. Our Condolences also go out to retiree John Stone's family as he passed away on April 2, 2014. John Stone retired from Ford Bramalea on October 1, 1994 with 28.3 years of service. His obituary read "He lived most of his life in Georgetown, Ont., where he retired from Ford Canada and recently settled in Cape Breton. John was a quiet soul; a very easygoing man who liked simplicity. He was a long-standing member of the KOC (Newfoundland Ontario, Sydney). John was an avid reader and a stellar crossword person".

Congratulations to our most recent retirees: Jim Kolkman, Jeff Paskaruk, Gary Karst, Don Guest, Cathie Frauce, Linda Calbery and Enid Gates who retired on December 1, 2013 and also Larry Okolisan and Joan Wolfe who both retired on February 1, 2014 and Randy Ashton who retired May 1, 2014.

Our Local has been supporting community projects in Brampton like the new Health and Wellness Centre Hospital in which we have already donated \$500.00. Our members both active and retired are also involved with The Knights Table a Local Soup kitchen and food bank. The Local has bought 4 tickets to the Knights Table fundraiser dinner which will be held Friday June 6, 2014. Every year the retirees get involved by volunteering at the Knights Table by feeding the residents or handing out food from the food bank. We have a date for anyone that is interested to volunteering on Friday June 13th from 11:30am to 4 PM. Let us know if you're interested.

We are also involved with Habitat Brampton who are starting construction on an 18 unit Townhouse complex on Torbram Road in Brampton. On April 1, 2014, after a thorough and extensive

planning process, the Habitat for Humanity affiliates of Brampton Caledon, Toronto, and York Region legally amalgamated into one new affiliate serving all three regions. The new affiliate will be known as Habitat for Humanity Greater Toronto Area (Habitat GTA).

As you are all aware a provincial election has been called for June 12, 2014 and the outcome will determine the future of working people and retirees in Ontario. I can't tell you who to vote for but I will tell you to definitely not vote for HUDAK. He is out to undermine organized labour and send things back 70 years. He totally rejects any investment in the Auto industry in Canada. Keep this in mind when marking your ballot.

Momentum Credit Union (Formerly Twin Oaks) had went on Strike on February 18, 2014, issues included the employer demanding the elimination of the defined benefit pension plan for the six employees grandfathered in this plan in the previous round of negotiations, the vast majority of whom will retire in the next 5-6 years along with the elimination of post-retirement benefits for these same six employees consistent paid holidays for all employees of Momentum Credit Union; pro-rated sick leave for part-time employees; fair, consistent, equitable and appropriate classification and wages for all employees. I'm happy to say that this strike was settled a few weeks later and everyone is back to work.

Also anyone that is interested in participating in this year's Labour Day Parade festivities in either Toronto or Port Elgin on Monday September 1, 2014, please get a hold of me or Barb Morrison.

On behalf of all the retirees and our retiree's executive I would like to wish everyone a safe, happy and healthy summer.

In Solidarity,

Chris Wilski

Pride Report Terri Fletcher

On February 24 2014 in Victoria British Columbia a man came into a government office (NDP Member of Legislative Assembly) Spencer Chandra Herbert after expressing his hatred towards the Rainbow Flag flying at the community center across the street and one in the office this man shouted homophobic slurs at his constituency assistant, punched a hole in the office door and then assaulted him.

The police were called and arrested the assailant and charges are pending but both people are shocked and shaken that someone felt it acceptable to express their hateful views in such a way.

I recently wrote a report for our union meeting that included an item about the Arizona legislature passing a bill known as the religious freedom act which would have allowed business owners to deny service to gays and lesbians but after the governor, Jan Brewer weighed all the arguments vetoed senate bill 1062. Public outcry was stated as the more likely reason comparing this to the segregation of the civil rights era.

In 1863 Abraham Lincoln the 16th president of the United States issued an executive order The Emancipation

Proclamation. It proclaimed the freedom of slaves in the ten states that were still in rebellion during the civil war. Then in 1865 Lincoln pushed for the passage of the thirteenth amendment abolishing slavery. Still after the civil war laws were passed by Southern states called black codes they had the intent and effect of restricting African American freedom and of compelling them to work in a labour economy based on low wages or debt. A defining feature of these black codes was vagrancy law which allowed authorities to arrest freed people and commit them to involuntary labor. These laws have dual purposes of restricting access of "undesirable" classes to public spaces and of ensuring forced labor.

One Hundred years later in the 1960's discrimination was alive and well against the African American although these people had many ally's like John F Kennedy, supporters and warriors of their own such as Martin Luther King Jr., Rosa Parks, The Black Panthers to name a few. It was the time of the Civil Rights Movement. Not only were the African Americans fighting for their rights but the American Indian, Feminists Women, Gay rights movement were all

standing up and fighting for equality.

I am by no means comparing the atrocities that took place in the times of slavery to the plight of the gay person in today's society but only pointing out that in other countries in this world today Homosexuality is punishable by death. In today's world countries have passed laws that incarcerate, stone, mutilate, rape and dismember gay people.

Throughout history the people in power have discriminated against one type of person or another. It is an extremely slow process to break these chains that bind, whether the bondage be physical, mental or based on class, color, race, religion or sexual orientation it is wrong and who do they think they are? How do they believe themselves to be better or above anyone else.

It has taken more than one hundred and fifty years before one of the countries on the North American continent elected a black man as its leader, for laws to be changed to protect the people who are discriminated against. Please do not be fooled by the powers that be, that this is not done on purpose. If the common people, the masses are fighting amongst themselves they will not be fighting together against us. Systemic Racism.

In Solidarity
Pride Chairperson
Terri Fletcher

Take a Stand to Save Our Local Hospitals



Ontario Health Coalition for quality public health care for all

For More Information Visit <http://www.web.net/ohc/index.html>

Student Spotlight

Jessica Froll

My name is Jessica Froll and I have been working as a student here at Ford for the last 3 years. I'm currently in the nursing program at Conestoga college, and i'm loving every moment of it!



On February 26th I participated (for the second time) in Conestoga College's Annual polar plunge to raise money for breast cancer. With the help of our fellow Ford employees i managed to hit my goal and raise a whopping 609.55\$.

When doing the polar plunge everyone wears a costume. I put a lot of thought into mine, I went as the Dark Knight (Batman). I chose the Dark Knight because breast cancer is one hell of a battle to fight alone. The mask represents the anonymous people who have donated so generously. You may not know who they are but they are there along side you fighting for you. I consider these people to be everyday super heroes in their own little way. This was the most appropriate costume I could think of that represented how I felt.

Mother nature was cruel this year, she decided to drop the temperature dramatically the day we did our plunge (-30 with windchill, and the water we so willingly jumped into was -7). Our costumes were freezing before we could

completely scramble out of the water!

The reason why i decided to put my self through this strange torture is because my grandmother is a breast cancer survivor, and I wanted to show her my support. However I don't just do this for her, i do this for all of our grandmothers, mothers, sisters, cousins, aunts, and daughters who have been diagnosed and is fighting the battle. I am proud to say I have raised over 1200\$ to date for the cause and have no plan in stopping anytime soon. I see many more polar plunges in my future!

Once again I want to say thank you to everyone who donated!



Toronto West TELUS Motorcycle Ride For Dad
Campaign Progress

Goal:\$25,000.00Achieved:\$7,415.00 Make a gift!

30 percent of goal achieved.

.June 14, 2014;

Unifor 707 Galaxy Hall - 475 North Service Road, E - Peel/Oakville - Ontario

Join us for a fun-filled day of riding with a lunch, poker run, prizes and much more all while helping to raise money to fight prostate cancer for our local community!

Contact: Brian Lutz - - roadstar172@hotmail.com Visit: <http://support.pcff.ca>

50 REASONS to EXERCISE

by Neila Rey | neilarey.com

01. Lifts your mood
02. Improves learning abilities
03. Builds self-esteem
04. Keeps your brain fit
05. Keeps your body fit & able
06. Boosts mental health
07. Boosts your immune system
08. Reduces stress
09. Makes you feel happier
10. Has anti-ageing effects
11. Improves skin tone & colour
12. Improves sleeping patterns
13. Helps prevent strokes
14. Improves joint function
15. Improves muscle strength
16. Alleviates anxiety
17. Sharpens memory
18. Helps to control addictions
19. Boosts productivity
20. Boosts creative thinking
21. Improves body image
22. Gives you confidence
23. Helps you keep focused in life
24. Improves eating habits
25. Increases longevity
26. Strengthens your bones
27. Strengthens your heart
28. Improves posture
29. Prevents colds
30. Improves appetite
31. Improves cholesterol levels
32. Lowers risk of (certain) cancers
33. Lowers high blood pressure
34. Lowers risk of diabetes
35. Fights dementia
36. Eases back pain
37. Decreases osteoporosis risk
38. Reduces feelings of depression
39. Prevents muscle loss
40. Increases energy and endurance
41. Increases sports performance
42. Increases pain resistance
43. Improves balance & coordination
44. Improves oxygen supply to cells
45. Improves concentration
46. Helps with self-control
47. Lessens fatigue
48. Increases sex drive & satisfaction
49. Makes life more exciting
50. Improves Quality of Life

WHAT YOUR WINE CHOICE SAYS ABOUT YOU



Mark Machado- Education

I would like to thank all the members that have applied for PEL and Health and Safety Fund courses. Once again our local has shown a strong desire for these programs and our biggest challenge was trying to accommodate our membership. For me the most encouraging part is that not only do we have a continued interest from some of our most active members, many newly interested members have applied. It would be great to see that continue. What is consistent is that any member returning from Port Elgin has expressed what a great experience it was and that they look forward to returning.

I encourage any member who hasn't had the opportunity to attend a course in Port Elgin to do so. There are many great courses available. Specifically, there are several available through the Health and Safety Training Fund. These courses come with no cost to our local and I believe any one of them would make a great start to any members Port Elgin experience.

There are currently 5 courses available. Stress: The Workplace Hazard give members the ability to recognize physical and psychological hazards of the workplace. Introduction to Ergonomics uses case studies to show how the body works, identifying ergonomic hazards, and how to prevent potential injuries. Toxic Substances in the Workplace studies how to identify hazards, how toxic substances enter/exit the body, and their effects on us.

Recently added courses include Good Jobs in a Green Economy and Health and Safety women. Good Jobs in a Green Economy uses presentations and interactive workshops to explore among other topics, climate change and developing action plans for good jobs in a green economy. Health and Safety Women looks at how injuries, workplace hazards, disease and stress affect women's bodies in particular ways. I believe there is a course available that would interest any of our members and look forward to helping you all experience Port Elgin.

In Solidarity,
Mark Machado

Michelle Harwood

As Canadians, it is our democratic right to vote. Yet most Canadians are so disengaged from the voting process that they rarely exercise it. I get that politics are, yawn, boring. I've heard all the arguments..."they're all crooks"; "they lie"; "they never follow through on the platform they run on" and "it doesn't matter who I vote for, they never get in anyway". We could debate this all day, and I really couldn't offer much disagreement, but the reality is that these crooks and liars are the ones making decisions and policy that affect our everyday life. These people, mostly those who are way above my tax bracket, influence the direction that my country is going in. Personally, I'm proud of my good-paying union job. I will never apologize for my wages, vacation, pension, benefits or standard of living. I've earned it and I'd like to keep (even grow) what my brothers and sisters before me fought for. It boggles my mind that I live in a society today that begrudges and is even hostile towards fellow workers who earn a decent living. Yet these same people admire and esteem those that are really raking in cash. The CEO's who get obnoxious bonuses in the millions of dollars range and at the same time resent our measly bonuses. (And a COLA incentive is not a bonus). But the right wing has certainly did their job to sway the masses. People actually believe that they too one day may

aspire to this level of wealth. Well folks, the wealthy will never willingly let you into their club. We are looking at a Provincial Election on the horizon. It is one that is hugely threatening to our standard of living as union members. If Tim Hudak's Conservatives get in we will be fighting the battle of our lives. It will be much easier to stop them getting in then the time, effort and money it will cost us after they implement their agenda. They would love to introduce "Right to Work" legislation in Ontario, a law that completely undermines your union's ability to represent you in the workplace. Members can "opt out" of joining the union and paying union dues but still fall under the Collective Agreement and are still entitled to union representation. I'd like to know where else you don't have to pay for something but expect to benefit from it? Why are unions only the target? Because we stand in the way of Business getting to arbitrarily do whatever they want whenever they want. The statistics show the effects of this legislation in US. Lower wages, increased poverty, increased workplace fatalities, less spending on social programs like education and there is no actual increase in the number of companies setting up shop there. But the union density is dismal, which is its only purpose. I get that all our members aren't necessarily happy with how each individual circumstance is handled.

That is the nature of negotiation, some you win, some you don't. But we cannot deny the benefit that unions play in our lives and communities. Wages, Pensions, Vacation, Benefits, Sick Pay, Seniority Rights, a voice in the workplace, Health and Safety, just to name a few. We're dreaming if we think employers would willingly, fairly and consistently do this without our collective strength. We are naïve if we think we've won the battle and no longer need to fight to keep our rights.

Our union is currently running our "Rights At Work" Campaign. Visit our website for more information www.unifor.org. Our own members will be approaching you to discuss this. It's time we plugged back in and fought for our rights. Union dues are not insurance premiums. We don't just pay our monthly fee and all will be well. The political landscape affects our ability to bargain just as much as Ford's bottom line. We need our members to participate, in whatever capacity they can. It will be the masses that make the difference (as our brothers and sisters who fought before us did) and it's time we stand up, fight back and bring Canada back to the country we want our children and grandchildren to live and thrive in and for us to retire in. We cannot win this fight if we don't change the political ballgame.

Raspberry Gin Rickey

Bryan Dayton, beverage director at Oak at Fourteenth in Boulder, Colorado, spruces up the classic Gin Rickey by adding fresh summer raspberries.

Serves: 8

Total Time: 25 min

Prep Time: 10 min

Ingredients

- 1 cup(s) sugar
- 1 1/2 cup(s) (about 7 ounces) raspberries
- 1 cup(s) (about 8 limes) fresh lime juice
- 12 ounce(s) (1 1/2 cups) gin
- Ice
- 1 quart(s) (4 cups) seltzer
- 2 limes, sliced very thinly (for garnish)

Directions

1. In a medium pot over high heat, bring sugar and 1/2 cup water to a boil, stirring until sugar dissolves. Set aside to cool, about 10 minutes.
2. Meanwhile, muddle 2 raspberries in the bottom of each glass. Add 2 tablespoons lime juice, 2 tablespoons reserved simple syrup, and 3 tablespoons gin to each glass. Fill each with 1 cup ice and top with 1/2 cup seltzer. Garnish with lime slices and more raspberries.



Brandi Lafortune, Julie White (Staff Rep), Arlene Rudolf

The Women's Committee Is now onFACEBOOK!
Search: Unifor Local 584 Women's Committee

Milestones of Labour Cleanup



Thanks to Unifor Sandy Knight, Brian & Courtney & Britney Neilson, Terri Fletcher, Brandi Lafortune, Chris Brookbanks, John & Derek McCloskey or helping to make The International Day of Mourning a Huge Success

Benefits - Michelle Harvey

Congratulations to our new retirees of Local 584

Brian Gray	Oct 1, 2013
Jamie Esler	Oct 1, 2013
Jim Kolkman	Dec 1, 2013
Gary Karst	Dec 1, 2013
Don Guest	Dec 1, 2013
Jeff Paskaruk	Dec 1, 2013
Cathie Frauce	Dec 1, 2013
Linda Calbery	Dec 1, 2013
Enid Gates	Dec 1, 2013
Joan Wolfe	Feb 1, 2014
Larry Okolisan	Feb 1, 2014
Randy Ashton	May 1, 2014

Best wishes for a long and healthy retirement.

Out of Province Coverage

When travelling outside of Ontario, it is very important to have your Provincial Health and Green Shield Cards with you in case of a medical emergency. The emergency phone numbers are on the back of your Green Shield card.

North America - 1-800-936-6226
Outside North America – 0-519-742-3556 (Call Collect)

Travel Assistance is available 24/7 including holidays. You can also call this number prior to leaving on your trip for pre-trip assistance.

Dental Coverage

The Dental Fee Schedule for this year is based on 2012 rates.

Long Term Care

As of Jan 1, 2014, the rate for anyone entering a facility has been reduced from \$1200 to \$800 per month. Anyone who entered a long term care facility prior to Jan 1, 2014 will remain at the previous coverage levels.

Please remember that we do not have semi-private acute hospital coverage. It was eliminated December 1, 2009 contract. If your Green Shield card still has that printed on it, please call Green Shield or the Benefit Office to get new cards sent to you.

Scholarship

I have attached a check list to the scholarship application form, listing the information required on the documents when applying for the scholarship. Your dependent has to have been accepted for full time attendance at a post-secondary or post-graduate degree/diploma program at an accredited Canadian or U.S. university or community college. This information must be on the statements/receipts from the College/University. Please make sure prior to handing in your application that the following information is on your documents:

- Semester (Fall/Winter or Term 1, etc)
- Name of Course
- Student's Name
- Student's Status (Full time/Part time or Course Load)
- Break Down of ALL Charges/ Fees
- Payment Information
- Name of Institution

Internet statements/receipts are acceptable as long as it has ALL of the above information.

Eligible dependent children enrolled in correspondence at an accredited college or university is not considered to be in full time attendance by the program and therefore is not be eligible for the benefit.

What is Employment Equity?

Employment Equity is about respecting differences. Discrimination is defined as unequal treatment based on a prohibited ground. Harassment is defined as comment or conduct based on a prohibited ground.

Prohibited Grounds

RACE
PLACE OF ORIGIN
ETHNIC ORIGIN
CITIZENSHIP
SEXUAL ORIENTATION

ANCESTRY
COLOUR
CREED
SEX
FAMILY STATUS

MARITAL STATUS

AGE

RECORD OF OFFENCES

DISABILITY

If there are no prohibited grounds, the matter is to be dealt with as a labour relations issue and handled by your supervisor and/or committee person

If you feel you have been discriminated or harassed based on a prohibited ground:

1. Tell the person to stop the behaviour. If you do not feel comfortable approaching the person - involve a member of management or union rep.
2. Document the event, including date, time, location and names of witnesses.
3. If the behaviour persists, notify your Supervisor, union rep or Human Resources for an informal resolution.
4. If an informal resolution does not stop the behaviour, a formal investigation may be conducted by the Joint Employment Equity Representatives.

When You Are Injured At Work

If you are injured at work it is very important that you report the injury right away. You need to keep copies of all documentation of doctor's visits, records of lost time, prescriptions and treatments. This will assist to ensure your WSIB claim is processed in a timely manner and receives the appropriate compensation.

Worker's Steps to Report a Workplace Injury

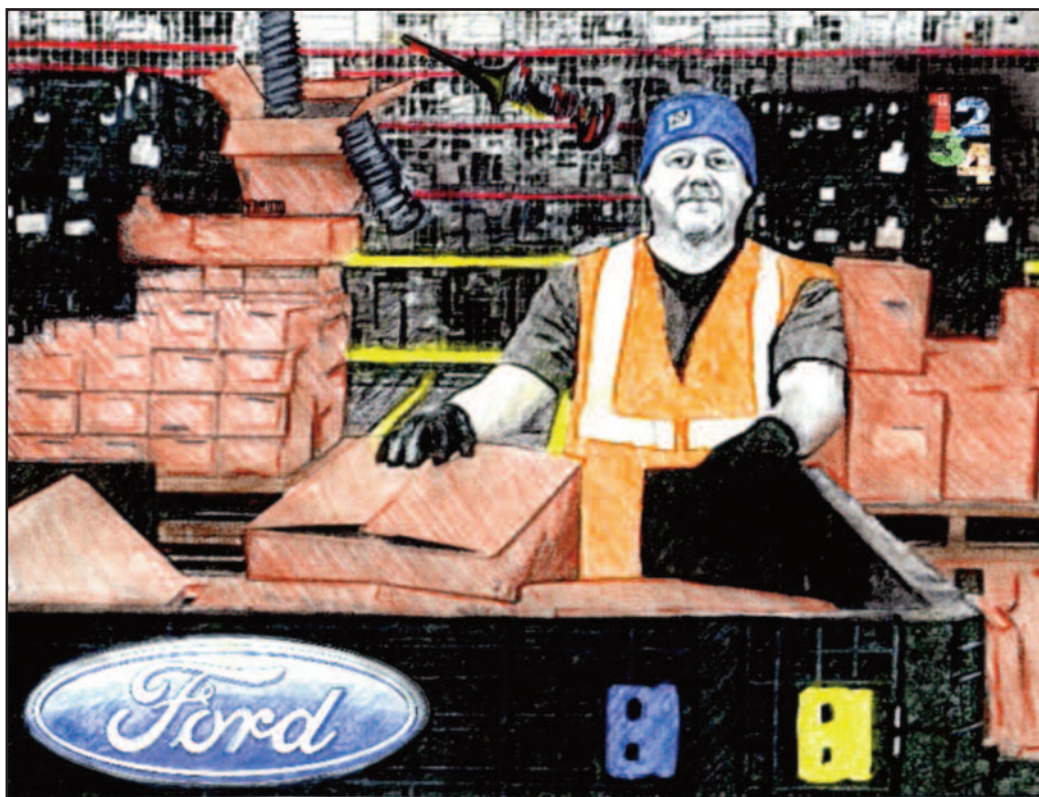
1. Immediately Report Your Injury to Your Supervisor
2. Report to First Aid
3. Seek Immediate Medical Attention, Have Form 8 (Doctor's Report) filled out (Provide Benefit Office with a copy)
4. Fill out the Form 6 (Worker's Report), see Benefit Office for assistance
5. Provide WSIB and Benefit Office with all documentation: medical findings, treatments, FAF's, appointments, etc

Following these steps may spare you the grief, aggravation and anger that comes with WSIB denying your claim. WSIB will deny a claim if they can cite any lack of evidence of objective medical and/or no relationship between the job you were performing and the injury you sustained. If your doctor recommends treatment of some kind, start it as soon as possible so the healing process can begin, if your claim is approved you can then submit your receipts for reimbursement.

Injuries happen more frequently as we get older and become more complacent in our jobs. Be aware of your body and what you are doing.

Your families depend on YOU to come home safely

Michelle Harvey
Benefit Representative



HEYYYYYYYYYYYYYYYYYYYYYY!

International Womens Day



Unifor Local 584 helped make this years International Women's Day a success with Volunteers and Participation.