

December, 2019

Unifor Local 584

PARTSLINE



Christmas is...

Family

Friends

Caring

Giving

Togetherness



Celebrating 75 Years Of Unity!

Jerry Dias
National President
Président national

Renaud Gagné
Quebec Director
Directeur québécois

Lana Payne
National Secretary-Treasurer
Secrétaire-trésorière nationale

November 23, 2019

To: Unifor Local 584
Ford Motor Company of Canada
P O Box 2126
Bramalea, ON L6T 3S3

Dear Members,

On behalf of Unifor and our 315,000 members, I extend my heartfelt congratulations on the 75th anniversary of UAW, CAW, and now Unifor Local 584. This is an incredible milestone and an important day for the entire Unifor family. The leadership and membership of Local 584, both past and present, have earned a legacy of committed labour and social activism. You are a local union who has always punched above your weight at the bargaining table. Your participation at the master bargaining table and in the collective bargaining process has helped produce significant gains not just for Ford workers and their families, but for all workers in Canada.

Local 584 has a rich and proud history marked by sacrifice, support, commitment and most importantly, solidarity. Local 584 demonstrated these qualities from the time of its inception, offering financial and other support to Ford Windsor workers during their historic 99 day strike in 1945. This at a time when Local 584's general fund was barely enough to sustain itself. This action wasn't just a charitable deed at a time of relative scarcity and rampant poverty, it was more than anything a deeply political act of solidarity in a time of crisis. An act of solidarity that would contribute to Ford workers achieving one of the most important wins in Canadian labour history.

I am sorry I could not be with you as you celebrate. Today, I am addressing our members gathered for this year's BC Regional Council. However, together we can share our thoughts about both the past and the future. The strength you bring to the Unifor family through your history of solidarity and commitment will be needed now more than ever, as workers' rights continue to be attacked and as our union continues to fight for those less fortunate than ourselves. I know Local 584 will continue to be an active participant in advancing workers' rights.

Once again, on behalf of the 315,000 members of Unifor across Canada, I offer my personal congratulations as you celebrate your 75th year and wish you all the best as we look forward to the next 75 years ahead.

In solidarity,



JERRY DIAS
NATIONAL PRESIDENT

JD\sd cope343

cc: Shane Wark, Dino Chiodo, John D'Agnolo



Sandy Knight - President



To the membership,

This past year we had twenty four members retire and twenty three new hires. I'd like to wish all the retiree's a healthy and long happy retirement. To our new hires, welcome to Local 584 and remember to work safely and get involved with Your union.

So much has transpired over the locals seventy five years as unionized workers. This past weekend we celebrated this milestone and this is what I had to share.

Our local, started as a chartered United Auto Worker union (UAW) until the mid eighties when we separated and became Canadian Auto Workers (CAW). In 2013, together joined with CEP and became a union across the country known as UNIFOR. A bigger and stronger union that stands together for the Rights of Workers.

For some of us we have had to transfer during our career from other facilities like Montreal, Windsor, St. Thomas and just recently the Oakville assembly plant. For whatever reasons they were for the move, the union members at Bramalea welcomed us with open arms. Union brothers and sisters taking care of each other, that's what we do. No matter where we were from we became family.

We may not be as big in numbers as other Ford facilities, but when it comes to giving and supporting the community, Bramalea has always gone above and beyond. Some ways that we do this is through our annual Thanksgiving food drive that we compete with our retirees in collected food weight. All food donations go to food banks within the Brampton area. This year, our own Brother James Borges added to that challenge and donated \$1.00 for every pound of food collected within the plant. A \$1142.00 cheque was handed to the Knight's table of Brampton. Well done James!! Should I mention that the retiree's still hold the winning record, 7 years to 3 years for the plant. But, we aren't giving up. There's the United Way Campaign, that help various community associations. Our Earth Day Raffle, which all proceeds raised go to Habitat for Humanity, Kids Christmas Toy Drive, and the Women's Committee Christmas Raffle, in which all the proceeds go to adopt a family or two. This is just a few examples of how the unions help their community. Local 584 has always been and still shows support with attending Rallies, Pickets lines, educating their workers and lobbying for workers rights. UNION activism can overcome many roadblocks when working together.

This just isn't within the walls of the plant, but it also includes our retirees. If they aren't standing next to us in the fight, we know they are behind us in with support.

So today Brothers and Sisters let's stand together in Solidarity and Be Proud and thankful to be a Local 584 Unifor union member...

Our retiree's of today and those who have gone before us, Thank you. You are responsible for paving the road for all of us. You stood together on a strike line, even negotiated contracts ensuring that safety language, benefits, vacation time, fair working wage and even getting language for union representation for all shifts was a priority. Workers today have all of this because of you. Your hard work, determination to make things better not only for your working career but for the next generations to come. WE could never say Thank you enough.

To the retiree's that I get to work with as President, the chairperson for the local retiree chapter, Brother Chris Wilski, Doug Berry and Frank Merek to name a few your experience and dedication to this union is greatly appreciated. There is also another retiree I would like to recognize Chris's Father, Brother Conrad Wilski. He is 96 years of age and retired in October 1989. Conrad still drives himself to the monthly retiree meetings...That's true union dedication..Thank you.

To the new generation of hirees no need to Google "what is a union". When you have a minute talk and listen to the stories and knowledge of your fellow union activists this is a good way to learn about becoming involved in your union.

We had a few guests, like Mayor Patrick Brown, Counselor Doug Whillans, assistant to the National President, Shane Whark. I have included the letter he read from our President Jerry Dias. They all had words of support and recognition for our local.

To other guests from Ford local 707, local 1324 office staff at the Bramalea depot thank you for coming and supporting our day. Windsor Ford local 200, local 240, Edmonton depot local 1087 and Ford Council, Thank you for your continuous support and generous monetary gift. Chrysler Brampton local 1285 we thank you for your generosity of a monetary gift and continued support to all the members of local 584. Supporting each other is how we stay strong.

I could use up many more pages thanking everyone who helped with our celebration, those who attend rallies, participate in the local activities and also those who help on a daily basis within the local. You all know who you are and I personally want to say, We are a Team and that's how we will become a better Union. Thank you for all you do and support.

We have Pizza day and Solidarity day for all of us before the end of the year. Please come and join your brothers and sisters for a little social time.

If you have any proposals for next years negotiations, please fill out the form and hand it back into the President's office by January 18th. Ok, February 1st for those who need more time.

May you and your families have a Very Merry Christmas, and Happy New Year !!!

In Solidarity,

Sandy Knight
President, Unifor Local 584.





Gary Rumboldt – Plant Chairman

Sisters and Brothers,

Gone are the days of the Big Three, when Ford had a 27% market share and competition was far and few. As we all know, times are much different now with Ford only having a market share of 14% and 14 major auto corporations with over 60 brands to compete with. Just look at everything going on around you with the GM closure in Oshawa, and Nemak's recent closure announcement out in Windsor.

What we're now dealing with is greedy corporations who don't care about the worker, but only care about the almighty dollar. Corporations like GM and Nemak are packing up and moving their businesses to Mexico where they can pay workers \$2-3/hour. That in its self, is and outright shame! After making billions of dollars in profits, what these corporations should be doing, is re-investing here and supporting the communities and people like you, who made them who they are today.

Even our warehouse environment has changed over the years. Since the implementation of PICS at Bramalea, we have had to face some of our most difficult challenges yet. Worker rights and negotiated language are constantly under attack, and any health and safety/ergonomic improvements we have made over the years, they are trying to eliminate. These changes are clearly having a negative impact on our facility and your local leadership is doing everything possible to change that. Thank you for your support and patience during this difficult transition.

In closing, I want to finish my report by taking this opportunity and recognizing our local, Local 584 on their 75th anniversary. To survive 75 years in an industry as competitive as ours, is a true testament of the hard work and sacrifices our members had made, and the dedication and devotion of past and present local leadership.



I want to take this moment and recognize the leadership of Local 584, past and present. The list of names is way too long, but people like Frank Marek, Chris Wilski, the late Steve Godsoe, and Kim Clout come to mind. In addition, let's not forget Sister Barb Morrison, who became our first female President and Sister Sandy Knight, following in her footsteps. The list is plenty and there is too many to name but thank-you to all the Brothers and Sisters who have served our local.

I want to especially recognize you, our members, past and present, for your continued support over the years. Without that support, our local would not have survived this long and we are going to need the same support going into bargaining, next year.

Congratulations on being a part of 75 long years at Local 584. I'm so damn proud to be a part of a great local.....Thank-you!

Merry Christmas and Happy Holidays to you and your families!

In Solidarity,

Gary Rumboldt





Paul Friesen – Vice President

Brothers and Sisters

2019 is coming to an end QUICKLY!! I hope it has been a good year for everyone. The holiday season is a busy one for most, so I hope you can stop and relax as well. This past year has brought many changes to this local. We have had many new retirees, and I'm sure they are all enjoying their well-deserved retirement. On the other side, I welcome all the new hires who have replaced them and wish them all good luck on their new chapter in life.



We celebrated our local's 75th anniversary and it was an incredible showcase of our 75 years as LOCAL 584. The 75th committee did an amazing job putting this together. Those who attended had nothing but praise for the evening.

I wish our members and families nothing but the best in 2020. May it be prosperous for all.

This year will be our contract year, so if you have anything you would like to have included in bargaining, please fill out a proposal sheet from the President's office.

Once again, our local has been very generous to all the various collections and raffles we have collected for this year. It will help make a difference to many that are less fortunate. All our committees have many goals through out the year, and together with the membership we can attain these. If you have any ideas or

would like to help any of our committees, please see the committee chairperson.
HAPPY HOLIDAYS and a very HAPPY NEW YEAR to all.

In Solidarity,
Paul Friesen





Jeff Hillier - Health and Safety

I would like to remind everyone about the Safety Concern Resolution Process, Right to Refuse Unsafe Work, JSA Review and Reporting Injuries.



Safety Concern Stages

Talk to your supervisor about your safety concern and attempt to come to a mutually agreeable resolution about corrective actions and timelines for completion.

If you and your supervisor cannot come to an agreement on the safety concern, a detailed escalation process hopefully will be able to resolve the issue. This will involve a number of persons including your Health and Safety Rep. If there is no resolution after the escalation process, then you always have the right to refuse unsafe work.

Ideally, there is a mutually agreeable resolution. If the corrective action cannot be completed during your shift, your supervisor will complete a Safety Concern Resolution Form (SCR) and give you a copy. Your supervisor will keep you posted of corrective action progress and track your concern to completion.



Right to Refuse Unsafe Work

1st Stage

- Worker refuses to work because he or she has reason to believe that work is likely to endanger them or another worker
- Worker reports problem to a supervisor
- Health and Safety representative is called
- Supervisor investigates in the presence of the worker and the Health and Safety representative
- Does the supervisor agree that the situation is likely to endanger the health or safety of any worker?

Yes- Supervisor takes action to correct the problem and the worker returns to work.

No-Initiate 2nd stage

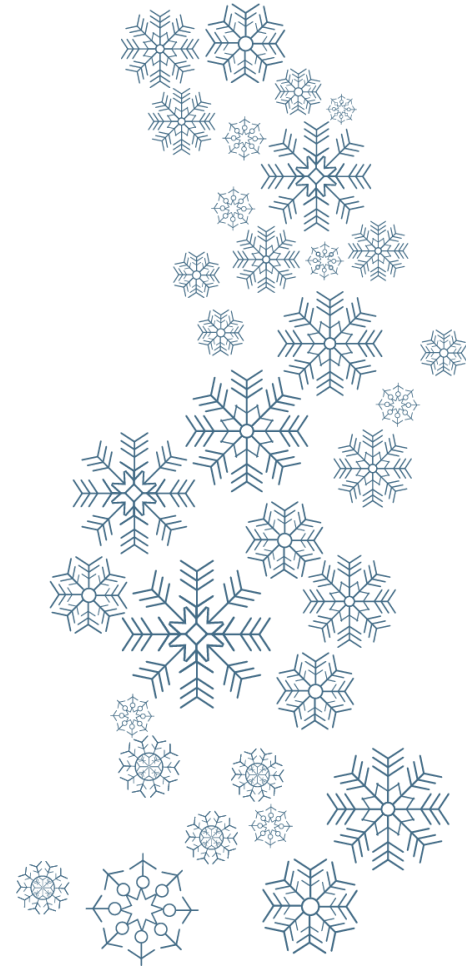
2nd Stage

- Does the worker have reasonable grounds to believe that the work endangers their health or safety?

No- Worker returns to work

Yes- Contact an Inspector (Ministry of Labour)

- Worker may be assigned reasonable alternative work.
- MOL inspector investigates in the presence of the worker, employer and worker representative
- Inspector gives a decision in writing to employer and worker representative
- If ordered, corrective action must be taken
-
- Inspector's decision can be appealed to the Labour Relations Board within 30 days



JSA Review

Before working in a class, make sure the company has gone over with you the JSA.

This is very important, as it will outline any potential hazards while you are performing the job. If the company has not reviewed this with you, refuse the work, as you are unaware of any potential hazards.

Reporting Injuries

An Injured/Ill worker is to:

- Contact their supervisor via phone or in person immediately before going to First Aid for any work-related or personal injury or illness.
- A worker who sustains an injury or becomes ill as a result of workplace conditions or work activities must report the injury or illness to a supervisor immediately and after going to First Aid, bring the supervisor a copy of the completed First Responder Report so that an accident investigation can begin as soon as possible
- If, because of the nature of the injury or illness, an employee is unable to report, it is the responsibility of another worker, who happens to see the incapacitated worker, to immediately report the event to a supervisor. At BPDC, if the disabled worker requires immediate help, the co-worker will dial extension 3333 from any warehouse or office phone to report the problem to the Security team who in turn will dispatch the Emergency Response Team to the scene as well as notify 911 as required

Wishing you and your family a wonderful Holiday Season

In Solidarity,
Jeff Hillier

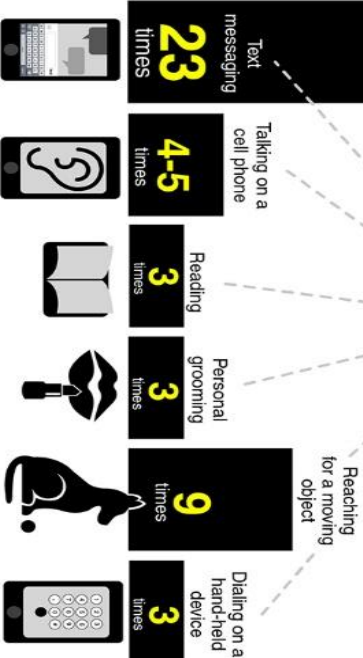


Don't be **X** **DRIVEN** to **DISTRACTION**

Driver distraction is a factor in about 4 million motor vehicle crashes in North America each year.

What are the **CHANGES?**

Drivers who are engaged in the following distractions are **X** times more likely to be in a crash or near-crash event compared with non-distracted drivers.



Did you know?



A fighter pilot* has about

300

items to keep track of during a regular flying mission
*In a non-combat scenario



The average driver has about **3,000** things* to keep track of when driving during rush hour

*Including pedestrians, lights, signs, passengers, road conditions, construction, other vehicles, cell phones, and objects on the road



All provinces, along with Yukon and Northwest Territories, have some form of cell phone or distracted driving legislation in place.

Tips to eliminate or minimize **DISTRACTIONS**

FAMILIARIZE yourself with the route and directions.

PRE-PROGRAM your route into your GPS device.

SET your radio station or music device prior to driving.

LISTEN to your GPS device; don't look at it.

ALLOW calls to go to voicemail. If you **must** make or take a call, pull over to a safe location.

DO NOT EAT, DRINK, GROOM, or SMOKE.

KEEP your eyes and mind on the road.

KEEP two hands on the wheel.

AVOID emotional or stressful conversations while driving.

PUT any reading materials or distracting objects away in the trunk.

What can **EMPLOYERS** do to help

ESTABLISH a policy that prevents workers from using cell phones while operating a vehicle while on company business.

ENSURE work schedules are established that allow employees to focus on driving and not their work while operating a vehicle.

INSTALL hands-free electronic device capability on company-owned vehicles.

INSTRUCT workers to have a voicemail message that indicates they are driving and cannot respond to calls.

EDUCATE workers about the risks of distracted driving.



A Allow plenty of travel time

B



Claudio Parise – Benefits Representative

Season's Greetings to members of Local 584,

Welcome, all new full-time members and TPT's recently hired at Bramalea PDC. For new full-time hires, please be advised that you should have or will be soon receiving; in the mail; your enrollment guide for the Defined Pension contribution plan administered by Great-West Life Assurance Company. It is important for you to understand the Pension Plan, to assign a beneficiary to your

investment and to elect option to contribute the additional 1% towards your pension investment. Ford will contribute an additional 2% of your earnings to the plan. We are working with the company for an opportunity to discuss any questions you may have with your DC Pension and any other Benefit questions.

Green Shield Update:

- ***Out-of-province medical expense benefits-*** As you know the Ontario government will be implementing changes to OHIP effective Jan. 1, 2020. One of the many cuts is the elimination of eligibility for up to \$400 per day for out-of- country hospital care. Ford Motor Co. and Green Shield have reviewed this issue and have confirmed it will not impact our travel coverage. This has been a concern for both active and retired members alike. Please know that when making travel plans to your desired destination, do so with the confidence that your emergency medical coverage has not changed from Green Shield.

S&A Update:

Great-West Life Assurance Company has as always made available an enrollment guide to the UNIFOR-Ford Savings Group Plan. This Plan allows members to invest in many different plan types such as: RRSP, NRSP, SRSP and TFSA's. You may elect to contribute any amount through payroll deductions with a minimum amount of \$10 per pay. The enrollment guide has applications forms containing "**Additional Member Information**" which is required in order to invest in FORD stock.

For more information visit www.grsaccess.com or the benefit office .

On a closing note, I sincerely wish everyone a very Merry Christmas and a safe and Happy New Year.

Yours truly,

Claudio Parise
Benefit Rep.



Jeff Riddle – Financial Secretary

Hello Local 584

I have few items I would like to talk to you about. OOPS 4 items.

Item # 1. Fraud regarding phone calls from CRA or any other phone calls saying you on money and any

other types like charges against you. Don't listen to them they just want your money or your Personal

information. For example, the CRA does not call anyone unless you initiated. CRA believes in a paper trail so if any thing goes wrong it is on paper for legal purposes.

Item #2. Tax season is coming and that means RRSP season is coming too. Plan ahead, do an estimate of your taxes to see if owe or get back(refund). If you owe and have extra money, invest in an RRSP to bring your taxes to zero. As the saying goes it's better to pay yourself and not the government. Have the money work for you, as it is always better to have some type of insurance for your life events. When you need your RRSP it is usually for retirement but if you have an emergency you can cash in your RRSP if needed.



Item#3. Consolidating your debts. As life goes on and things don't go the way you plan with your money and credit cards, consolidate. Couple reasons why, credit cards you are paying 19 to 28 % interest and the stress can be unbelievable. By putting all your debt on your mortgage, you will pay lower interest rate and have one payment. In theory this will only increase your mortgage payment by dollars and length of time by a year or two.

Item#4. Insurance. The best one to get is critical health insurance. I am not an expert on this topic, but I wish I had it and knew about when I was young. When I got sick, I could have received 100,000 dollars to help my family and myself out. Every amount of payout is different. Research this product as it varies by persons' wants and needs. Monthly payments vary as it is based on your age and type of coverage. The younger you are the better to start this Insurance.

In Solidarity

Geoff Riddle

(aka. Riddler)

Financial Secretary





Arvin Gangwar CLU, CHS, CPCA (Tax & Estate Planner) Trustee, UNIFOR Local 584

Tax Planning is a year-round affair, but as the year-end approaches, now is a particularly good

time to review your personal finances and take advantage of any tax or financial planning

opportunities that may be available to you before Dec 31st deadline.

Tax year in Canada for individuals is from Jan 01- Dec 31st As we enter the final weeks of 2019, here are some tax tips you may wish to consider for;

1. Investors
2. Family members with Disabilities
3. Students
4. Charitable Donations

Investors

Tax-loss Selling

It involves selling Non-Registered investments with accrued losses at year end to offset Capital Gains realized elsewhere in your portfolio.

Make RRSP Contributions:

Although you have until March 2, 2020 to make RRSP Contributions for 2019 tax year, contributions made as early as possible will maximize tax-deferred growth.

Make TFSA Contributions:

The TFSA dollar limit for 2019 is \$6,000 and it has been kept the same for 2020 at \$6,000.

If you have been at least 18 years old and resident in Canada since 2009, you can contribute up to \$63,500 in 2019 (\$69,500 in 2020), if you haven't contributed previously.

You must watch your TFSA withdrawals and re-investing in the same year. There is 1% per month penalty for over contribution. It's little tricky so be careful. If you are not sure about

it, before you invest, contact me to clarify. Every year I see some taxpayers paying penalties because they withdrew the money from TFSA and then contributed again in the same year.

Make RESP (Education Plan) Contributions

If you have kids younger than 17 years of age, make sure to contribute in RESP before Dec 31 st , in order to receive 20% Canada Education Savings Grant (CESG) on the first \$2500 annual contribution per child.

You can do the same for your Grand children also. Do not miss this opportunity of earning 20% on your investment from the Federal Govt. There is NO investment in Canada which can give you guaranteed 20% return, within a month after investing.

There are few conditions which needs to be met. Contact me if you need more info.

Pay Interest on your Student Loans:

You can claim a non-refundable tax credit in 2019 for the amount of interest you paid by December 31 on student loans received under the Canada Student loans Act or OSAP.

Please Note: Interest can be claimed ONLY by the student, regardless who pays the loan and interest.

Family Members with Disabilities

Make Renovations for Home Accessibility

The non-refundable Home Accessibility Tax Credit (HATC) is back which assists Seniors and those eligible for the disability tax credit with certain home renovations.

Contribute to a Registered Disability Savings plan (RDSP)

If you have a child who is eligible for Disability tax credit, it's wise to open RDSP account for them. Up to \$200,000 can be contributed to the plan until the beneficiary turns 59 age, with no annual contribution limits. There is a very generous financial assistance from the government in the form of Canada Disability Savings Grant and Canada Disability savings Bonds, which you must take advantage of. It is a complex issue, so make sure to get advise. I just wanted to touch the issue here so you get the idea.

Pay Family Medical Expenses:

A tax credit may be claimed when total eligible medical expenses exceed the lesser of 3% of your income or \$2,352 in 2019.

If you have spent substantial amount on Physio (Which is not covered under our Benefits) or any other medical expense which you didn't get paid by Greenshield, please keep the receipts and claim them in your taxes if the total exceed \$2,352.

Charitable Donations

Make Charitable Doantions before Dec 31 st to be eligible to claim them in 2019 tax year. You can accumulate them for any 5 year period and it's advisable if you have more than \$200 to claim to maximize your tax credit. Please note: Weekly donation to United Way through your payroll deduction is reflected on your T4 in Box 46, so you don't need a receipt for that.

Principal Residence Tax Reporting

If you sold your Principal residence in 2019, make sure to have all the numbers ready at the tax time. It is mandatory to report on your taxes. There is NO Capital Gains taxes if you are eligible, but if you fail to report in your taxes, there is a minimum of \$5,000 penalty.

Last item on Financial Planning: **Group Insurance Vs. Individual Insurance**

I get asked this a lot by our members. So please let me explain in simple terms:

If you are smoker and has health issues, stay with the group insurance you have and upgrade it when the open enrollment is available each year.

If you are healthy and there is no known issues which may decline your application, it is always, I repeat Always, good idea to have your own individual insurance policy which has guaranteed premiums for life and no matter where you work (or not work), you will always have the protection for your loved ones. See the table below. You don't need more explanation. Contact me for comparison premium quotes and illustrations.

Individual Life Insurance	Group Life Insurance
You have your own contract.	You are a part of a group contract.
You have a premium rate that is guaranteed in advance, the insurance company cannot decide to change it.	The group policy premiums are renewed on an annual basis and can be increased by the insurance company for the group.
The insurance company cannot cancel your insurance, only you can.	The group contract can be cancelled by the issuing life insurance company.
Your individual policy is fully portable . It is not connected to the group. If you change jobs or are no longer a member of the group, you will not lose your coverage.	The coverage will terminate if you leave your job or if you leave the group.

A little bit of background for new hires or those who don't know me yet ☺

I held the position of Financial Secretary of Local 584 for 15 years before I transitioned to the Trustee position. In 2018, I decided to pursue the 2 nd most coveted Financial Planner designation (Chartered Life Underwriter – CLU) in Canada and then I achieved the CHS designation in 2019. I have been helping families in preparing their Income taxes for over 20 years. If you need more info, please send me an email at sukoonfinancial@gmail.com or I can be reached at (416)-709-9250

Wish you all a very Merry Christmas and Season's Greetings. Hope you all have good holidays, time well spent with family and loved ones.

In-Solidarity,
Arvin Gangwar





Retiree Report – Chris Wilski – Retirees Chair

Local 584 just celebrated their 75 Anniversary on November 23, 2019. It was a fabulous evening with great food, music and interesting speeches from many including the Mayor of Brampton Patrick Brown. Konrad Wilski was honoured, he was one of the first new hires at Bramalea in 1964-65 and was celebrating his 96th Birthday. Konrad was also a member of Local 707 Oakville in the late 50's. Congratulations Local 584 and also a big thanks to everyone that helped in organizing this event.

As you are aware UAW GM has just finished the longest nationwide strike in nearly 50 years lasting close to 40 days. The members ratified with a vote of 57% in favour and 43% against. Improvements were made to the two-tier system with a \$11,000 ratification bonus with a 3% wage increase in the 2nd and 4th years of the contract with a 4% lump-sum bonuses in the 1st and 3rd years.

Ford was not too far behind as they quickly came to an agreement. Workers their will receive a \$9,000 ratification bonus and would also receive similar wage and lump sum bonuses that were bargained with GM. No health Care concessions were made by either auto company and ratification votes are taking place this week.

What was disappointing was that there was no mention of any increases to retiree pensions as there have been in the last few sets of bargaining. Our position here has not changed and we will be up front fighting for long deserved increases between now and September 2020.

The Ford Oakville plant, will shed about 650 jobs or about 14 per cent of its work force, by early 2020. The job losses come as production of the Ford Flex and Lincoln MKT crossovers end, leaving the plant with the Ford Edge and Lincoln Nautilus crossovers.

Our Annual Thanksgiving luncheon and food drive held October 11th went very well and we would like to thank Local 584 for sponsoring it and making it a most enjoyable afternoon for all attending. The warehouse again this year beat the retirees in the amount of food raised.

They were able to collect 1,142 lbs of food to the Knights Table while the retirees collected close to 600 lbs with \$200 in cash. Together we raised close to a ton of food for the Knights table. Also a special thanks to James Borge who promised to donate a \$1 for every lb raised in the warehouse and true to his word donated a cheque in the amount of \$1,142.00 to the Knights Table.

Following our Christmas Luncheon at the Mandarin on Wednesday December 4th our meetings are suspended for the winter and will resume again On Wednesday April 1, 2020 at the Canadian Legion, 80 Mary St, Brampton at 1 PM. Please try to attend our meetings next year as they are always interesting and educational as in the past few months we've had the Peel regional Police Fraud squad give a presentation on scams, we had the Unifor Legal Services do a presentation on wills, power of attorney, reverse mortgages and we also had Mary Kerr from Green Shield in to talk about our benefit plans, deductibles and providers.

Another way of staying informed is by visiting our Retiree Website www.unifor584retirees.ca and also keeping your email addresses up to date as regular update emails are sent on an ongoing basis. If you would like your email included please drop us a message at retirees@uniforlocal584.org and we will gladly add you to our private email list where we will not share this with anyone else.

On behalf of the Retiree Executive (Frank Marek, Orville Shaw, Doug Berry, Reg Galbraith, Sharon Burton & Roz Monchamp) we would like to wish you and your family a Very Merry Christmas and a Prosperous New Year.



Well, it is that time of year again. A time for celebration, a time for giving, and a time for family and friends. Whatever you celebrate, this is a time for everyone to take a break, unwind, relax and enjoy life.

I know I will be taking time this holiday season to recharge the batteries after a long year; I encourage everybody to do the same.

In closing, I would like to thank you for your continued support. Myself and the rest of the leadership will continue to do our best to provide a fair, safe, and positive work environment. We know that this is not an easy task, but I ensure you we are doing whatever we can to make this a reality.

I wish everybody the best this holiday season, and as usual, my door is always open.

In solidarity,

Andrew Lardner

Shift 2-committee person.



LABOR HISTORY

- Sick pay
- The weekend
- Overtime pay
- Paid vacation
- Minimum wage
- Health benefits
- Child labor laws
- Retirement benefits
- The 8-hour workday
- Safety standard laws
- Unemployment insurance

Just **SOME** of the worker protections & benefits...
Fought for you by labor unions and the workers
who came before us. **UNIONS** set the standards.

Unions are workers who stand together to
establish, build, and defend workers' rights.

f t unions4workers LIVE BETTER. WORK UNION.

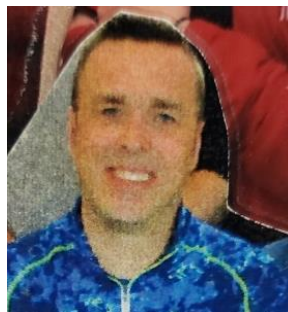
UNIONS 4 WORKERS on FB & Twitter

your union awareness facilitators are looking forward to training with each and every new member as well as our seasoned members. We are excited to see so many new faces. Our classes will give you a better understanding of what it means to belong to a union. We want to inspire a willingness to volunteer and get involved in our great Union.

Have a wonderful and safe Holiday



Tammy Dempsey



Francois Bilodeau



Lisa Kersey

LEADERSHIP AS OF November 2019

EXECUTIVE

1. President / U.P.C Chairperson
2. Vice-President
3. Financial Secretary
4. Recording Secretary
5. Guide
6. Sergeant-At-Arms
7. Trustee
8. Trustee
9. Trustee
10. Chairperson
11. Retiree Chairperson

Sandy Knight
Paul Friesen
Geoff Riddle
Michelle Hilts
Debbie Kent
John Lopatowski
Arvin Gangwar
John Honcharsky
Edison Valdez
Gary Rumboldt
Chris Wilski

LEADERSHIP

12. Committeeperson #2 Shift
13. Committeeperson #3 Shift
14. Alternate Committeeperson #2
15. Alternate Committeeperson #3
16. Health & Safety Representative
17. Alternate Health & Safety Representative
18. Benefits
19. Alternate Benefits
20. Education Chairperson
21. Social Service Chairperson
22. Recreation Chairperson
23. Human Rights
24. Women's Chairperson
25. By-Laws
26. By-Laws
27. Women's Advocate
28. Employee & Family Assistance (EFAP) Rep
29. Election Chairperson
30. Election Officer
31. Election Officer

Andrew Lardner
Nasir Naghar
Richard Whorms
Chris Scott
Jeff Hillier
Jay Maurente
Claudio Parise
Sharon Crossley
Brad Mayberry
Sharon Crossley
Mariella Valdez
Michelle Harwood
Brandy LaFortune
Sharon Charter
Lisa Kersey
Michelle Harvey
Glen Swatman
John Lopatowski
Francois Bilodeau
Kim Timmins

DELEGATES

32. Unifor Council & Convention

Gary Rumboldt

WORKPLACE TRAINERS

Lisa Kersey
Tammy Dempsey
Francois Bilodeau



Sharon Crossley – Alternate Benefits & Social Service Chairperson

Sisters and Brothers

I would like to thank everyone for your support in 2019. I wish everyone a MERRY CHRISTMAS and a HAPPY NEW YEAR. I hope the holidays are spent with family and friends, and you cherish your time together. Wishing you a prosperous 2020, filled with good health, love and laughter.

In Solidarity

Sharon Crossley





Brad Mayberry – Education Chairperson

Brothers and Sisters

I would like to start by congratulating all of this year's retirees. Your accomplishments and friendships will be remembered fondly.

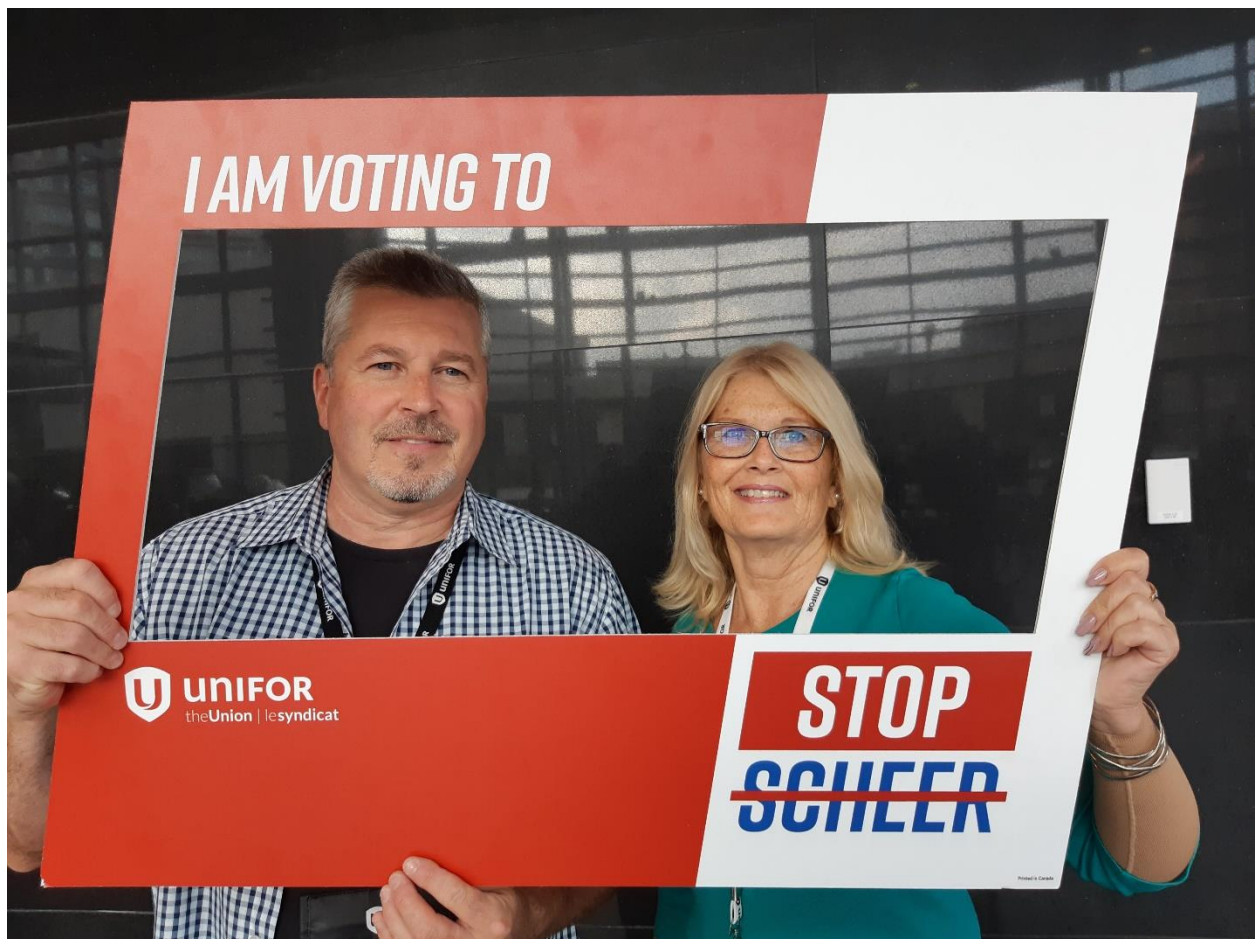
To all of our new members, welcome and you now belong to a larger family and you can count on us for your continued growth.

Work smartly and safely and make the best of your time here, become active and become a part of a larger family making friendships with members of other locals along the way.

The year of 2019 brought a lot of changes to our work place and there's certain to be more in 2020.

I would like to thank my son for all his work in creating this issue of Partsline, his creativity and editing skills made a big project manageable.

I want to wish you all happy holidays, merry Christmas and all the best for the new year !



We would love to share our private home with you, situated in a quiet residential setting on fresh water canal. Majestic palm trees and pines surrounding our home assures a tranquil peaceful setting. Enjoy the sunset from our small dock overlooking the canal. We offer a full air-conditioned smoke free home.

For booking information inquiries please see Ken Murray: 905-464-3081

Sceneries



Master Bedroom



Livingroom



Kitchen



Enjoy meals at the breakfast bar or seated at the large dining table. The kitchen is fully equipped for all of your needs. The spacious living area also overlooks the lanai which features a heated pool, BBQ, patio-table and recliners. The lanai is fully screened in so that you can enjoy relaxing meals in this beautiful setting. We offer free WI-FI and cable TV.

Singles Bedroom



Queen Bedroom



Our Services

-  House
-  Sleeps: 6
-  Bedrooms: 3
-  Bathrooms: 2
-  Half Baths: 1
-  Min Stay: 5 - 30 nights

Amenities

- Air Conditioning
- Free Wifi
- Cable TV
- Washer & Drier
- BBQ
- Pool Access

House Rules

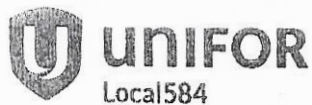
Check-in time 2:00pm

Check-out time 10:00am

- Pet Friendly
- No Smoking
- No parties/events

Activities Near Us

- Only a 15min drive to the beach!
- Numerous restaurants and golf courses a short drive away!



EDUCATION APPLICATION

NAME:

COURSE:

DATE OF COURSE:

HAVE YOU APPLIED FOR P.E.L. OR H&S COURSES BEFORE? IF YES
WHAT COURSE AND WHEN?

WHAT DID YOU LEARN OR BRING BACK FROM YOUR LAST COURSE?

WHAT HAVE YOU DONE SINCE YOUR LAST APPLICATION OR COURSE THAT DEMONSTRATES
AN ENHANCED LEVEL OF COMMITMENT TO ACTIVISM?

PLEASE WRITE A SUMMARY OF THE REASONS WHY YOU WOULD LIKE TO BE CONSIDERED TO
ATTEND THIS COURSE.

DO YOU PARTICIPATE IN LOCAL SPONSORED EVENTS? IF YES PLEASE LIST.

DO YOU ATTEND LOCAL UNION MEETINGS? IF NO, WHY?

DO YOU REALIZE THIS COURSE ENTAILS YOUR WEEKEND TIME AWAY FROM FAMILY?

AFTER COMPLETING THIS COURSE, WILL YOU DO A REPORT FOR THE NEXT UNION MEETING
ON THE CLASS CONTENT & YOUR EXPERIENCE AT PORT ELGIN?



(If known, please indicate from your collective agreement Article and Page #)

ARTICLE: _____ **PAGE:** _____

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

NAME(S): _____

PROPOSAL DEADLINE IS: JANUARY 18th, 2020