

The Communicator

Premier McGuinty Tours Brampton Assembly Plant



The Premier of Ontario dropped by the Brampton Assembly Plant on Monday, October 2nd. The visit allowed Brampton Assembly Plant Chairperson, Leon Rideout, an opportunity to converse on several subjects and highlight the critical economic importance of major auto manufacturing, not only to Brampton, Canada's 13th largest city, but also to our province, and our nation.

Premier McGuinty repeatedly emphasized his government's commitment to maintaining a strong auto industry in our province, by working with the Union and Corporations to create opportunities for investment to benefit all citizens.

Understanding Our Benefits

Important Notice

The Company has confirmed October 23, 2006 as a down week. With the Company moving these dates forward three weeks, it leaves little time to prepare the membership for the upcoming down weeks.

There is a change to filing for EI. You will now be filing your application on-line. We are still presently in talks with EI regarding the final details of on-line filing. As it stands today you will be filing your application on-line when you return to work on October 30, 2006. This on-line system will

not be accepting applications prior to October 30, 2006.

The reason for October 30, 2006 filing is that the on-line application format has the ability to do automatic calculations of your claim once EI receives your record of employment (ROE) electronically. Your application and the ROE must be received at EI within 10 days of each other to enable the system to do this. We are hoping that at least 50% of our claims will be done without the need of manual calculation which will take weeks to finalize. We will be the test case for Canada for a plant our size. We are expecting growing pains; 95% of our claims will be new claims. These people will be going through their 2 week waiting period which will allow some time to resolve some of these issues.

We will be releasing a reference code as soon as EI has finalized their system. This reference code will direct your application to the EI Mississauga West Office to the EI agent that looks after our Plant.

No one will be filing here at the Plant for this layoff. It is not possible to manage on-line application with a plant our size. If you do not have Internet access, you will have to file at the nearest EI Office or through an associate who has Internet access.

If you are not sure or are having trouble with this application, your nearest EI office and their agents will assist you with this application. Make sure you have the reference code that will be released when you go to EI for assistance.

The Benefits Office phone rings non-stop during layoffs, making it impossible for us to respond to calls without long delays. EI has time limits that must be met! Not being able to get through to your Benefits Representative is not acceptable in the eyes of EI as reasons for filing or reporting late.

Remember: When you file your application, this is only the application for EI Benefits. EI will issue you an access code that will allow you to report. You are still required to report to EI to finalize the period you are claiming for. You can do this report by Teledec or the internet.

Failure to do this report will result in SUB overpayments. Even if it is a waiting period this report must be finalized at EI otherwise SUB will come back after money paid!

EI payments on your next layoff period will not be payable because you failed to report your last layoff period to EI.

Skilled Trades

If you work Sunday October 22, 2006 and are then on layoff October 23, 2006 you will not be eligible to serve a waiting period. The start of the EI Benefit week is Sunday and your earnings for that day would go into the October 23, 2006 layoff week. There are no earnings allowable during a waiting period.

TPTS

If you file for EI Benefits for the layoff period you are required to identify the fact that you are going to school on your application. This will trigger a section that you will be required to fill out. EI will have to assess your claim for ability to work while going to school.

If you have worked for another employer during the last 52 weeks you will be required to identify this employer and you will also need a record of employment. You will also be required to identify your own business, school or training, if applicable.

Direct Deposit

If you were on direct deposit the last time you were on EI this information this will still be in their system and any deposits will go to that account. If you have changed your banking have your new information ready when you file your application.

You are not allowed to be out of the Country while collecting EI Benefits. You must be ready, willing, capable and looking for working each day under the EI guidelines.

We will put out further information and the reference code once everything has been finalized.

In Solidarity,
Art Black
Gary Bertasson
Lisa Contini

Equity

Stress at work

The nature of work is changing at whirlwind speed. Perhaps now more than ever before, job stress poses a threat to the health of workers and, in turn, to the health of our organizations. Management, listen up our lively-hood depends on it.

Mental health issues are costing employers **\$33 billion annually** in lost production Dr. Remi Quirion director of mental health addictions at McGill University states. The workplace has limited options, one is to exacerbate the problem or migrate it. According to stats Canada mental health issues are a huge problem for the employers. The findings show forty percent of our disability is related to mental health and it's a huge burden on the corporations. Treating depression is a difficult thing to diagnose; it has been proven one in 5 people have a mental disability but only one in 5 people ever seek treatment to combat this illness according to statistic Canada.

On an average depressed people miss approximately 24 more days of work per year than a so called healthy employee, according to Dr. Ron Kessler of the Harvard University. If we take the time to listen and address these employees concerns and provide them with the proper therapy they will show up for work and you can expect 100% performance from these employees and improved quality in production. The study finds people between the ages of 15-24 are uniquely vulnerable as are woman, who are more likely to suffer from depression than men according to Dr. Miriam Stewart, with CIUR. Studies find that hormones and estrogen play an important factor therefore we need to be gender sensitive when dealing with this troublesome health and safety issue. Unfortunately people who suffer from these conditions tend to get harassed or even worse become the harassers them self.

Harassment free is the only way to be.
Mike Allen
Equity Rep/Human Rights

Women's Advocate

The role of the women's advocate is to provide support, information and referrals on a variety of topics such as domestic violence, sexual assaults, separation, divorce, child support, bereavement, anger management, seniors issues, eating disorders, family and marriage counseling, a variety of other counseling, many other women's issues, etcetera. Sometimes people just come to the office to vent their frustrations to someone that will listen or to be referred to the many organizations I have at my disposal.

Beyond the popular opinion that I am just here for women, one third of the people I see are men. To better equip myself for this job, I am presently working towards a diploma in counseling. However this will not allow me to provide counseling as it is quite clear that the role of the women's advocate is to provide support, information and referral only. I can already see how this education is assisting me in my role as the advocate when I provide support to my fellow workers.

It is known that most women dealing with harassment would rather talk to another woman. Therefore I serve as the female union representative on the Employment Equity Committee here at the plant and deal with employment equity or harassment issues as well.

There have been some concerns brought to the equity committee regarding the cleaning of washrooms by members of the opposite sex. Since this concern has the potential to blow up into bigger issues, I felt the need to report on this.

Both sexes have to be treated equally when it pertains to job postings and the company and the union have agreed that seniority will be the deciding factor in job ownership. While some may feel that gender should be an issue, it isn't how we do business here and deciding job ownership based on sex is against the law. Everyone should be allowed to perform their job duties regardless of their sex. Seniority not gender should be the only issue.

If someone chooses to bid on a job and gets it, it is their right to perform that job, free from harassment. Harassing a fellow worker due to their gender, race, disability, and all the other grounds is harassment.

Not only do the union and the company support this and have a joint policy on harassment, under the Ontario Human Rights Code, it is the law.

In Solidarity,
Phyllis Foster
EXT: 2522

Elections Nomination Notice

Nominations are now being accepted for the Alternate Overtime/TPT Coordinator 'A' shift position. (*One to be elected, Production only*) If you wish to run, you must submit your written nomination no later than 11:00 a.m., Friday, October 20th, 2006, to the CAW Local Union Hall, 23 Regan Road. The union Office hours for nominations are from 8:00 a.m. till 5:00 p.m. Monday to Friday, and closed from 12:00 – 1:00 for lunch.

David Penny wins United Way draw



Day-shift District Rep Maurice Kenny shown with BAP United Way Coordinator Cheryl Skalin

David Penny is our 50/50, United Way winner this year. Don't let his last name fool you, because this body shop employee is walking away with more than just "chump change". When asked what he will do with the \$7371.00 he smiled and said. "I am taking my wife on vacation!" Bon-Voyage David, and thank you to all who purchased tickets; good luck next year.

Education

CAW – McMaster University Labour Studies Programs

Mexico II, Changing Political & Union Relations

This two session video conferencing course will examine the recent contested Mexican presidential election and touch on some modern developments within the Mexican labour movement. The course is available on Mondays, November 27 & December 4th – 2006 6:30 – 9:30pm

Canada's Changing Foreign Policy Strategy

This four session video course will explore the post World War II history of Canada's foreign policy, how we got involved in NATO, our relations with the US military, early debates over housing US nuclear missiles in Canada, and the emergence of our role as peace keepers to the world. The course attempts to make sense of recent events, *our current mission in Afghanistan for example*, and our changing relationship with the US military. This course is available on Mondays – October 16, 23, November 13, 20 – 2006 6:30-9:30pm

Call Bill Turner or John Fallis at ext. 2759 to register.

Have a question, issue or concern that you want addressed? Have an announcement to be made? Not sure if there's any truth to the Rumour of the Day?

Write it down and put it in a suggestion box, located on top of the blue kiosks/news stands or you can contact
Bill Turner, or John Fallis, CAW
Communications at:
in-plant extension 2759
out of plant (905) 458 - 2759
E-mail
wt14@daimlerchrysler.com

Some Quick Facts

- The Local 1285 Web site is www.cawlocal.ca/1285. It is now accessible through the “Dashboardanywhere” portal in-plant, or you can simply click on the “Internet Explorer” icon, and enter www.cawlocal.ca/1285
- So, you've purchased a new DaimlerChrysler vehicle and are still unsure if you've paid more than the employee price? Even after closing a deal, you can still request an audit. To do so, you must send copies of the bill of sale and the worksheet to Customer Assistance Centre, DaimlerChrysler Canada P.O. Box 1621, Windsor, ON. N9A 4H6 Ph: 1-800-465-2001 Vehicles purchased must be licensed and titled in the name of the Employee, Retiree, or Eligible Family Member. No other names or addresses are acceptable.
- You need to know your T-ID number and your password to access the newly installed “Employee Central” computer kiosks. This is the same password that is required for internet access to DaimlerChrysler's “Dashboard Anywhere” site. If you don't know your password for Internet access to DaimlerChrysler's "Dashboard Anywhere" site, call 1 - 866 - 322 – 3274. The usual sequence to get past “robo-operator” and actually speak to a human is: Press 3. Press 0. Enter telephone number 905 458 2800. Press 1. Write down the “ticket number” that is created. Press 2. Now you can talk to a human, they'll ask a few “security” questions, and then assign a temporary password. Note that your “T-ID number” is printed at the bottom of your pay stub.
- The New CAW Group Insurance program is now available through our Local 1285 website. Go to www.cawlocal.ca/1285 then click on “labour links” to access the auto insurance page.

Quotations

- “Never think that war, no matter how necessary, nor how justified, is not a crime.”
- “Never mistake motion for action.”
- “Fear of death increases in exact proportion to increase in wealth.”

Ernest Hemingway

Letters

My Union Awareness Class Experience

Although this is overdue, I finally had the opportunity to report to you my experience while attending Union Awareness II. I attended this round of UA in June 2005 and was pleased with the quality of the presentation of the material by the Union Awareness Instructors, Chris Liu and Richard Ramadhin. They were able to keep the class actively involved in the discussion in the manner they brought the issues up for debate. The subjects seemed to be in a logical progression and the participants were able to openly discuss and debate the topics in a respectable fashion.

I was impressed learning of the events that actually led up to the formation of the Canadian Autoworkers Union, the video showing actually footage of phone conversations between Bob White and the UAW. It made me proud to be Canadian and a member of the CAW, especially considering our roots.

Participating in this class has opened my eyes to the reality of the world around us and how Politics control our Social economy and personal standard of living. Although I wasn't very interested in this topic prior to Union Awareness, I now find myself paying more attention to world events that do play a role in my family's financial security.

Finally through this letter I hope to encourage anyone who thinks this opportunity to be a waste of time to please reconsider. Not only do you have an opportunity to physically rest your body, but you also have the opportunity to play an active role in helping 60+ members from being laid off.

I would like to thank the Union for negotiating this opportunity that I was able to be part of.

In Solidarity,
Tom Bauer

Cope Logo here

The importance of Union Awareness

The following is the text of an email sent to CAW president Buzz Hargrove regarding the value of the CAW's Union Awareness Program:

Dear Mr. Hargrove

I would like to thank you and your local membership for offering an outstanding union awareness class. I have been a 1285 member since 2005, hired on the third shift at Brampton Assembly. Last week I attended Union Awareness, and had the "wool pulled from my eyes" so to speak. I had no clue how involved the CAW was, and it was really refreshing to hear about the compassion and pride we have for our members. Too often human rights is put on the back burner in many corporations, and without the CAW, I feel that most Canadians would allow this. People are way to apathetic these days, and Union Awareness class really showed how important just one voice can be, and how damaging "No" voice can be. I now hope to become much more involved in labour issues, and human rights issues, now that I have been educated.

Thank you again sir for offering this to your members, and I hope everyone gets as much out of it as I did. Keep up the excellent work.

PROUD CAW 1285 member, William
Martin

Local 1285, C.A.W. Childrens Christmas Party

The Children's Christmas Party will be held on Sunday, November 26th, 2006 between the hours of 10:00 a.m. and 3:00 p.m. If you plan to attend the Children's Christmas Party, Please complete and return the Children's Christmas Party leaflet to the union office. To receive your gift(s) you must attend the party.

Doors will open at 10:00 a.m. at the Pearson Convention Centre, 2638 Steeles Avenue East, Brampton (One block west of Airport Road on Steeles Avenue East)

Free Trade: Canada's Getting Worse With Practice

When asked why he would risk his life to climb Mt. Everest, the British mountaineer George Mallory gave the classic reply: "Because it's there."

When asked why they're so anxious to sign new free trade agreements (FTAs), Canada's trade bureaucrats have a similarly existential response: "Because we haven't done one in a while."

They worry that Canada has bagged no FTAs since Costa Rica (in 2001) – the only major trading power not to ink a deal in that time. (Albania, meanwhile, has bagged eight FTAs since 2001, no doubt ushering in a new era of imminent riches.) One imagines an army of frustrated trade negotiators hanging around, twiddling their thumbs like so many Maytag repairpersons. How they long for the thrust and parry of negotiations that go down to the wire, for the thrill of sealing the deal at the last possible moment.

Extreme sports is one thing; economic policy is another. Typically you want a better reason than "It's been a while," or "Everyone else is doing it," before undertaking important and potentially damaging economic changes. And before we get too worried about being wallflowers at the free trade dance, we should review the actual experience of the five FTAs we have already signed.

Our first FTA (with the U.S. in 1989) has been studied to death. But the next four deals – with Mexico, Israel, Chile, and Costa Rica – have hardly been studied at all. They should be. Because they indicate that where free trade is concerned, Canada is getting worse with practice.

FTAs spur dramatic increases in trade volumes – on average by 200 percent across the five deals, over their first ten years. But in each of the later four deals, Canada's imports grew far faster than our exports: by 275 percent after ten years, versus under 100 percent for our exports. Collectively, our deficit with those four countries worsened by \$9 billion under free trade. Only with the U.S. did exports grow as fast as imports.

Even more incredible, under each deal (including the U.S.), Canada's market share in the imports of our trading partner actually declined. An FTA is supposed to provide preferential market access. Yet every time we've signed one, our market share has shrunk. Indeed, with the U.S. and Chile, that loss of import market share was worse than with many

countries (like Korea) with whom we don't have an FTA. If we want to expand our share of foreign imports, this is not the way to do it.

Our experience with Chile has been the most bizarre. Canadian exports to Chile are lower, in dollars, than before our 1997 FTA. Meanwhile, Canada's imports from Chile are up almost 400 percent. A small trade surplus has been transformed into a billion-dollar deficit.

I love Chile. I love Chileans. I love Chilean wine. I love the fact that Chile is recovering, slowly but surely, from the Pinochet era. But what did Canada get out of the Canada-Chile trade deal? All the government can point to is the powerful new investor rights in Chile enjoyed by Canadian multinationals like Barrick Gold. Forgive me for not popping the champagne.

Now Ottawa is racing to seal an FTA with South Korea. If trade with Korea then follows the same pattern as under our first five FTAs, our imports will grow by 250 percent, our exports by 100 percent, and our deficit with Korea will widen from \$3 billion to \$13 billion. That will destroy over 33,000 jobs across a swath of Canadian industries – including 4000 in the auto industry.

This is eerily reminiscent of our actual free trade experience with Mexico. Our exports are up, but our imports are up much more. Our deficit with Mexico ballooned from \$3 billion to \$11 billion. In fact, we'd be lucky to do that well with Korea. Unlike Korea, at least with Mexico we have (weak) supply chain links that benefit from Mexican growth. And Korea's sophisticated technology and continuing interventionist policies will make it much harder to crack their markets, than Mexico's.

The trade officials have one thing right: we are badly missing out on Asia's economic miracle, and must do something dramatic to offset existing trade imbalances. But the historical evidence is overwhelming that FTAs make matters worse, not better. We need a much more complex, sophisticated, and far-reaching industrial strategy to address Asia's competitive challenge – applying some of the same policy tools the Asians themselves have so successfully used.

As for Canada's trade negotiators, they should just quit before they do any more damage. Then they all could go out and do something useful – like climbing mountains.

Jim Stanford is an economist for the Canadian Auto Workers.