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YOUTH
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uniforum



Unifor Local 1075 President Dominic Pasqualino's daughter Amanda was married shortly after the local began a strike at Bombardier in Thunder Bay, so the wedding party stopped by the picket line for photos. The groom is Keith Leonard.

Unifor watching BCE move closely

Unifor will be keeping a close eye on Bell Canada Enterprises' (BCE) plan to buy up the shares in Bell Aliant that it does not already own.

"We will be vigilant in maintaining our members' >> Continued on page 3

Bombardier workers stand up for young workers

Striking Bombardier workers in Thunder Bay say they are proud to be building the next generation of TTC subway and streetcars, but also want to protect the next generation of workers.

"Amongst numerous

other monetary concessions, Bombardier wants us to accept a deal that would mean when young workers at Bombardier finally get to retire, their old age would lack the security and dignity they deserve," said Unifor Local 1075 President Dominic Pasqualino. "We know the company can afford better."

"As a father and a member of this community, I have a responsibility to stand up for young workers. I am so proud to be part of this Local," stressed Pasqualino.

Under the former CAW, a

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Bargaining stalled for Ontario health care workers

Health care workers in several regions of Ontario are resisting further wage freezes during bargaining sessions that abruptly broke off on July 18.

Unifor represents approximately 23,000

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#unifor

Here's a selection of tweets about @UniforTheUnion

@jcallaghan2 Great to see so many great trade unionists at #Halifax #Pride @Lanampayne #Unifor #NSFL #UnionProud #CUPW


@Unifor88Kim: With amazing #unifor activists @babysgotmac @solidarityis @lindal_lindal mary mustering at #londonpride!!!

In brief

Local 504, Blackadar

Members of Unifor Local 504 have ratified a first contract at Blackadar, an 80-bed private nursing home in Dundas managed by Extencicare.

The local negotiated wage increases that are a minimum of 4 per cent above current rates, substantial lump sum payments, new shift and weekend premiums and health and pension benefits, as well as significant improvements in paid time off and many other beneficial provisions of a Union contract.

The deal received a 100-per-cent ratification. 

Local 4268, Waste Mgt

Members of Unifor Local 4268 have ratified a new collective agreement at three locations of Waste Management in Ontario: London, Hamilton and St. Catharines.


Gains were made in each year of a three-year collective agreement with improvements in paid union time, health and safety committee language and processes, boot allowances, skilled trades annual registration fees, mechanics tool insurance, RRSP improvements, and base wage increases of \$0.30, \$0.60 and \$0.70. 

Photo spotlight



PHOTO BY KIM CRUMP

Unifor members and staff celebrate London Pride.



PHOTO BY SHELLEY BURGOYNE

Unifor members gathered to participate in Halifax's Pride Parade on July 26.

Women's Conference kicks off next week


Hundreds of Unifor women will come together for the first annual Women's Conference at the Unifor Education Centre in Port Elgin, starting on August 10.

The theme of the conference is 'The rising of women is the rising of us all' and will feature a number of training sessions

with the goal of equipping women to get more involved in the union and in politics - the upcoming municipal elections in several provinces this year and the federal election in 2015.

"We know progressive feminist voices at the table make a difference in the lives of women, and to that

end Unifor women are raising their voices - in their workplaces, in our union and in our communities," said Unifor Women's Director Julie White.

For more information on the conference, please visit: <http://www.unifor.org/en/whats-new/event/2014-womens-conference> 

Striking Cascade workers turn up heat

Unifor Local 114 members on strike at Cascade Aerospace plan to leaflet the Abbotsford International Air show in early August if the employer doesn't drop demands for inferior benefits for young workers.


"We refuse to back down to Cascade's demands for cuts to the benefits of the next generation of aircraft maintenance workers," said Nate Shier, plant chairperson of Unifor Local 114.

On legal strike since June 4, Unifor 114 workers have been examining ways of increasing the pressure on Cascade's Halifax-based owner, IMP Group.

The Abbotsford International Airshow is a well-established showcase of Canada's aerospace sector. Local 114 activists plan to distribute handbills demanding support from provincial politicians Mike DeJong and Darryl Plecas as

well as Member of Parliament Ed Fast.

On July 21, more than 50 Unifor members rallied at Abbotsford city hall demanding that Mayor Bruce Banman stand up for good jobs in his city.

For more, see Page 4. 




Unifor Local 114 members attend Abbotsford city council.

UNIFOR COMMUNICATIONS - KATIE ARNUP, SARAH BLACKSTOCK, IAN BOYKO, SHELLEY BURGOYNE, SHANNON DEVINE, MARIE-ANDRÉE L'HEUREUX, STUART LAIDLAW, AND ANNE MARIE VINCENT

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successful "Made in Ontario" campaign led to Bombardier winning a significant contract to build the next generation of TTC cars.

"Big projects that use public dollars, like building a new fleet for the TTC, should result in jobs in Ontario," said Unifor National President Jerry Dias. "And those jobs should be good ones that help build a brighter future for our communities and our province."

No talks are currently scheduled. With new streetcars scheduled to hit Toronto roads at the end of the summer, it is expected there will be increased pressure from Toronto to resolve this strike. 

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health care workers in the province, 17,000 of whom have contracts that have already or will expire by the fall. Many of these workers have not seen wage increases since 2011 due to agreements made when the Ontario government threatened wage freeze legislation after the 2008 recession.

The health care workers affected are employed in a number of different classifications including as personal support workers and registered practical nurses and as support workers in both hospitals and nursing homes.

Unifor is negotiating with employers from Windsor to Ottawa to Thunder Bay with a focus on achieving a fair settlement that recognizes




Contract talks began recently for Unifor members at Extendicare.

the wage freeze endured in the previous round. The union will be consulting with members across Ontario to develop strategies to ensure members win the respect they deserve.

These conversations will include a series of BBQs planned for various dates at workplaces in August, and future gatherings of members from local workplaces to strategize ongoing and future activities.

"We're gathering the workplaces and locals together in ever larger groups

to share stories and to strategize ways to build together, and to bring our communities into this struggle," said Corey Vermey, Unifor Health Care Director.

"These aren't just issues that affect a few workplaces, they affect entire families and communities. We need to ensure the sacrifice and dedication of these workers is respected and acknowledged - it's our duty and responsibility to care for the workers who care for us and our loved ones." 

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rights as this process plays out in the coming months," Unifor National President Jerry Dias said.

Unifor represents technicians, clerical and other workers at both Bell Aliant and BCE, which announced a \$3.95-billion plan to privatize Bell Aliant. Dias was notified of the move July 23.

Unifor will meet with BCE and Bell Aliant officials as soon as possible to discuss the impact of the move on Unifor members at the two companies. The announcement makes no specific mention of job cuts, beyond eliminating what it calls redundant costs of \$100 million.

"We will be discussing

just what the employer means by redundant - and any other impacts this will have on workers at the two companies," Dias said.

Dias stressed that collective agreements remain fully in effect and that Unifor will represent its members' interests to the fullest, while working to ensure that service to the public is not hurt.

"We are of course concerned about where the company plans to find \$100 million in synergies to eliminate," said Bobby McDonald, acting chairperson of the Council of the four Atlantic Bell Aliant Unifor locals. "But the company is also making a \$2.1 billion investment into the region over the next five years to improve service and that is a great thing for our members and for Bell Aliant customers." 

Truckers not backing down


Tensions between the container truck drivers at Port Metro Vancouver and the federal government are on the rise again due to a lack of progress implementing basic wage increases promised months ago.

On July 21, Unifor's container truck drivers and other representatives in the sector met with BC Transportation Minister Todd Stone and federal Minister of Transport Lisa Raitt in an effort to avoid job action at Canada's busiest port.

Neither Minister could commit to firm timelines for implementing the pay increases, leaving Port Metro Vancouver's operations subject to potential job action later this summer.

Container truckers shut down Port Metro Vancouver for nearly four weeks in March as a result of undercutting by trucking companies and long wait times at the port.

Despite a signed agreement with specific timelines for implementation, no framework has been put in place to bind trucking companies to minimum pay rates. Without binding rates, trucking companies continue to undercut each other and drivers suffer as a result.

"Drivers went back to work. We upheld our end of the bargain. We expect the government to do the same," said Paul Johal, President of the Unifor-Vancouver Container Truckers' Association. 

Union takes a stand for future young aerospace workers

Unifor Western Director Joie Warnock wrote a column for the July 15 edition of the Vancouver Province explaining what is behind the strike by Unifor Local 114 workers at Cascade Aerospace in Abbotsford, BC.

If you don't go to Abbotsford often, you may not have noticed 24-hour-a-day picket lines at Cascade Aerospace.

Cascade Aerospace is a contractor for repair and overhaul on Canada's Hercules heavy transport plane fleet, and other customers including CanJet, First Air, and Lynden Air Cargo. Cascade is also working on two cargo planes for the Mexican government. Skilled workers off the job at Cascade Aerospace in Abbotsford will tell you—probably right down to the last person—that they don't want to be on strike.

Striking isn't fun or profitable for anyone. So why are more than 400 skilled technicians on a 24-hour picket line?

The answer might surprise you.

Picket lines have been up at Cascade Aerospace since June 4 over the proposed cuts to the health benefits, pension contributions, and vacation time of future hires. That's right: people who don't even work there yet.

Cascade is demanding that new hires receive fewer benefits and fewer vacation days. It's called two-tiering, and employers are increasingly using it as a divide and conquer technique, since the pain is borne by future employees who aren't voting on the bargaining proposals.

Two-tiering is an aggressive tactic and a new one to Cascade employees.

The tactic was almost certainly ordered from the

very top by the new owners, Halifax-based IMP Group. The firm's negotiators have admitted that it wants to keep wages down in Abbotsford as a pre-emptive tactic against the lower-waged employees in Eastern Canada.

But this employer picked the wrong union local. Members of Unifor Local 114 responded at the bargaining table with a firm "no".

Before IMP Group took over, bargaining was relatively harmonious by private sector standards. In fact, the last collective agreement was signed without the need for a strike vote.

But the new round of bargaining has taken a disturbing turn that has major implications.

Cascade Aerospace is Abbotsford's largest private sector employer. A labour dispute of this magnitude promises to impact a broad swath of the community from the employees, to local small businesses who rely on their spending power, to the students studying at the nearby University of the Fraser Valley and BCIT who expect to work at Cascade one day.

Resisting cuts to benefits for young workers is a bold position for the Cascade employees to take.

It represents a commitment to good jobs, not just for the current crop of workers, but for young people and Abbotsford as a whole.

There's no shortage of

reasons why the next generation of Cascade workers need some help. Student debt in Canada is at an all-time high. Youth unemployment is double the Canadian average. The availability of good jobs hasn't been lower in two generations.

By taking a stand to protect good jobs for future Cascade employees, Unifor Local 114 members are contributing to the long-term economic viability of the region.

It's worth noting that Cascade Aerospace and IMP Group are not poverty cases. Cascade Aerospace has the rare privilege of the stability and profitability that comes with 20-year Department of National Defense contracts.

The union local has made itself clear: if new hires have the same training and are performing the same job, they deserve the same benefits. There will be no arbitrary workplace divisions for these technicians.

Given what's on the line for the economy of the

area, the political response to the Cascade strike has been underwhelming. Good jobs in Abbotsford are slipping away and that doesn't seem to bother Abbotsford Mayor Bruce Banman, MLAs Mike DeJong and Darryl Plecas, or Member of Parliament Ed Fast. All have been silent since the strike began.

In fact, DeJong announced millions of dollars in provincial funding for training in the aerospace sector in April. Unifor has not been able to confirm if this massive public investment is being used to train the Ontario back-up labourers who have been flown in by Cascade to cross the picket line. DeJong will not comment.

Unifor is calling for some leadership in Abbotsford. Cascade thrives off of federal contracts, and it would settle tomorrow if the Defense Minister suspended those contracts until a fair settlement is reached that doesn't sell out the next generation of Cascade employees. **U**



Joie Warnock speaking with striking members at Cascade Aerospace.