



AMALGAMATED

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Local 1524
Fall 2007

Executive Board

President

Tim Mitchell

1st Vice President

Paul Roeder

2nd Vice President

Connie Hammer

Financial Secretary

Rob Pyne

Recording Secretary

Kelly Sieling

Trustee Chairperson

Sharon Ogden

Trustee

John Hawkins

Trustee

Tod Spiegelberg

Sergeant-at-Arms

Karl Deforest

Guide

Dave Blum

Election Committee Chair

Sharon Graf

Retirees Chairperson

Shorty Wismer



Congratulations to Our New Executive Board Members

Back Row - Paul Roeder, John Hawkins, Rob Pyne, Sharon Graf,
Tim Mitchell, Dave Blum, Karl Deforest, Tod Spiegelberg
Front Row - Sharon Ogden, Connie Hammer, Kelly Sieling

HAVE A SAFE AND HAPPY HALLOWEEN



Changes in representation from the National

Tim Mitchell



President

I hope everyone had a great summer and I would like to thank all of those that supported me in the election earlier this year. I would also like to welcome the newly elected members of our executive and congratulate them on well run campaigns. I look forward to working with you over the next three years. Our representation from the National Union has also undergone some recent changes with the departure of Mike Armstrong, Bob Orr the area director and Wayne MacKay last year. The local will now be serviced in the following manner.

Jim Robinson - BFI and Ultra Metal
 Bruce Tomin - Hauser, Baurer,
 Ornamental Moldings and Tournament

Sports
 Jim Woods - Lear Plant, Lear Office and Ventra Plastics
 Deb Tveit - Canadian Labour Insurance Services
 Steve Farkas - The new area director has - Ledco, B & W Heat Treating, K-W Labour Association, P.J. Wallbank and MTD.

This summer we had two new units join our local and I would like to extend a warm welcome to the members of the K-W Labour Association who manage office space and a meeting hall in our downtown core and to the members of Canadian Labour Insurance Services who provide insurance to "Big 3" members.

We have three units entering into negotiations over the next couple of months. The Tournament Sports agreement expires at the end of October. Ultra Metal expires at the end of November and Ventra Plastics expires at the end of January 2008, however the Ventra Plastics management team has indicated to me that they would like to enter into early bargaining in November of this year. So it will be a busy few months trying to get a fair agreement for the members of those units.

Over the last several months I have been receiving an increased number of calls from members who are very frustrated with the state of their work places with regards to increased lay offs, lack of new work and reports from management highlighting continuing financial losses. Over 70% of our Local is comprised of members in the manufacturing sector and a good portion of those handle auto parts supplied

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Good News - Dana Corporation joins our local

to "Big 3" auto makers. While that frustration is clearly warranted it is targeting the wrong areas. Our manufacturing sector is in crisis because our current government has chosen to base our economy on the strength of natural resources. The government is perfectly happy with the state of our dollar as oil in the world market is bought and sold in US currency. The strategy appears to be that oil will sustain this country and if manufacturing moves off shore the country won't suffer as we can all work in the high tech or service sectors. The government continues to participate in and enter into trade agreements with countries that deliberately devalue their currency and impose trade barriers which severely hamper our ability to sell the products we make in their country while allowing open access to our markets.

The frustration is valid, but it needs to be directed towards all levels of government, the real culprits. Jerry Dias, assistant to Buzz Hargrove, said at a recent meeting of all CAW Lear representatives that we are entering the most difficult period the CAW has ever faced. His message was clear. The UAW agreement in the US may dramatically effect the parts industry as the "BIG 3" may now choose to in-source parts because the new agreement allows for 2 tier wages of 14.00/hr for non traditional jobs. "Big 3" negotiations in this country in the fall of 2008 may be very difficult and for the first time part supplier issues will be at the fore front.

I implore all of you to buy the products that you make, challenge all levels of government that "Made in Canada" means something, because the only way to stop the layoffs, lack of new product and mounting losses is with a policy change in this country.

On a lighter note I am pleased to announce that our Local has been awarded a new unit. The 270 members from Dana Corporation in Mount Forest, manufacturers of heat exchangers supplied to Ford, Toyota, Honda, as well as the ATV market, will be joining us effective immediately. This new unit brings our total active membership to 1500 over 16 different units. I would like to commend the National Organizing department particularly Tammy Heller and Julie Herron as well as local organizers Chris Wey and Mike Pigeau who was called out of retirement by special request of the National union, on a job well done. I would also like to thank you the members for without your activism and participation in our rally's and marches, growth would not be possible.



Great

work

done

by all

Organizers!



Take the Whole Family to PEL - Great Fun

**PAUL
ROEDER**



**1st - VICE
PRESIDENT**



**“Your
SUPPORT
is greatly
appreciated”**

I would like to thank everyone who voted for me in the May elections. I look forward to working with Tim and all the new members on the executive board. We are happy to see a new unit join our local and I would like to welcome Canadian Labour Insurance Services and their unit Chairperson Kelly Rempel.

It has been a great summer and I hope everyone was able to spend a lot of time with their family and friends enjoying the wonderful weather. It's hard to believe another summer has come and gone so fast. I had a chance to go to Port Elgin in September to attend a course at the Family Education Center. I recommend to all members that are interested in becoming involved in our union, to ask your plant Chairperson when the next time they are offering PEL Courses in Port Elgin. They also offer Family Courses in the summer which your whole family can attend. Your week in Port Elgin includes lodging, meals and your classes. You also have free time and social activities to get to know brothers and sisters from different locals, who are from all across the country.

On August 22/07 many of us enjoyed a day golfing to support The Working Centre/ St. John's Kitchen at Foxwood Golf Course. We were able to raise an amazing

\$ 29, 126.65 for this great community organization. I am on the organizing committee for this tournament and I want to thank all the golfers from our Local. The CAW drives this tournament and makes it the success it is every year.

Looking into next year we will be participating in the Big Bike Ride for Heart and Stroke, we have done this in the past, so we will be looking for volunteers to raise some money and be part of the team that rides the bike by Grand River Hospital. We have been challenged by Local 1451 to see who can raise the most money for Heart and Stroke. We will try and have information available early in the spring for those who wish to participate.

The United Way campaign has kicked off in most of our units, so please try to assist in any way you can. All the money raised for the United Way stays right here in our community. With the way manufacturing jobs are disappearing, and our governments don't seem to be listening, the pressure on our community charities is ever increasing. One day it could be anyone of us looking for help or support. As fall approaches there are many challenges facing our Local but we must stay optimistic and positive as we look towards our future together.



New Changes in the Local Office

Since our last newsletter in April it has been very busy in the local union office with many changes. A new president and recording secretary. Didn't seem that long ago that I was the new kid on the block. Welcome President Tim Mitchell and Recording Secretary Kelly Sieling. Your enthusiasm and dedications will fit in nicely. Congratulations to all elected officials of the Executive Board. I look forward to working with you for the three year term.

I would like to welcome three new units to our Local union. K-W Labour Association, Larry Engel is unit chairperson, Dana Corporation in Mount Forest, and Canadian Labour Insurance Services (C.L.I.S.) with Kelly Rempel as unit chairperson. This brings our total number to 16 units with 1500 active members and 700 retired workers. That's one unit and 700 members less then when I first became Financial Secretary in May of 1998.

Many of you know that we have had a number of plant closures due to mismanagement and the growing value of the Canadian dollar in the last 3 years. Losing 4 units totaling over 300 members. Not to mention lost contracts and down sizing in many units for further losses of over 400 members.

This leaves us at a very challenging time. We have to look closely at everything we do to try and stretch every dollar we receive. We have to make tough decisions on what we can do as union activists in our community. We've participated in the Manufacturing Matters Campaign here locally and in Ottawa. The magnet

signs " Out of a job yet? Keep buying Foreign", have become a huge hit with our members. If you don't have one ask your union rep for one or come to the local union office to get one while they last.

The local union web page will be revamped by the end of the year. I know that it's hasn't been updated since last December. Kelly and I will be taking a course in web page design called Dreamweaver. Please be patient as it will be a learning curve for both of us.

UP COMING EVENTS!

- The Retired Workers Christmas dinner will be held on Tuesday December 4, 2007. It's being held two days earlier due to C.A.W. Council which I am now a delegate out of the Lear Unit. Only 180 tickets are printed. This is to ensure the hall will be comfortable for all retiree's attending the dinner.
- The Local Union Christmas Dance, December 1, here at the C.A.W. Hall.
- The Children's Christmas Party, for the Recreation draw members is December 8, at Conestoga College. I've been organizing the Local Union Recreation Draw's Children's Christmas Party for the past 15 years and this will be my last year doing so.

CHRISTMAS DANCE

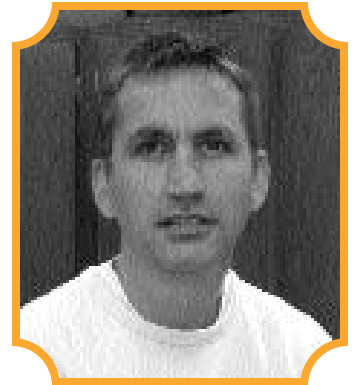
December 1, 2007 at 8:00 p.m.

CHILDREN'S CHRISTMAS PARTY

December 8, 2007 at 9:00 a.m.



**ROB
PYNE**



**FINANCIAL
SECRETARY**

Welcome,
3 new units
to our local!

*****NOTE*****

More information to follow.

Thanks for your patience

JOHN WILLCOCKS



LEAR EAP/WSIB BENEFITS REP

Learn's benefit administration is still in the middle of a major train wreck, as we move through this lengthy transition period. We are making some head way but we have a ways to go. The company in their divine wisdom decided to combine two full time salary positions and release the regular person before any training took place. The result was predictable and inevitable. This has caused our membership a great deal of stress and frustration. It has also cost the company a great deal of money as a result of uncustomary penalties which had to be made up directly by the company or insurance company. To date, the problem is no longer a training issue but rather the processing time. Although, our new company Health and Safety, WSIB and Benefit administrator is a very capable individual. The task at hand will be impossible to accomplish, at a level of service that we are accustomed. We can expect that the processing times of most of

our benefits will continue to be delayed, unless some of the duties are deligated.

I will continue to keep the bargaining committee apprised of all outstanding issues on a regular bases. I would also like to thank the membership for their continued understanding and strained patience as we work through this matter.

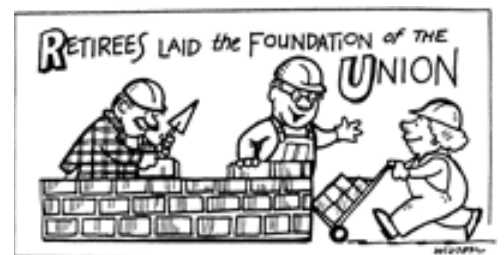
A reminder for any member who is laid off and has SUB credits. You need to bring in your EI pay stubs to the personnel office and complete a form, within 60 days in order to qualify for SUB payments.

We have had 11 people retire from April 1, to the present, with 2 more individuals retiring by year end. Currently I have approximately 42 Open WSIB appeal cases which are slowly getting completed. Bill 187 came into effect on July 1, 2007. There are a few positive effects, one being that there will now be a 2.5% COLA adjustment for 2007, 2008 and 2009 to WSIB benefits. We are not sure what will happen after the three year period. Before these changes, injured workers were only receiving about 0.5% COLA increases and in some years zero.

In Solidarity,
John Willcocks

CONGRATULATIONS TO ALL NEW RETIREES

May - Karen Chapman	33 yrs
Stan Galkowski	29 yrs
Judy Roe	30 yrs
June - Richard Kochut	23 yrs
Thaddeus Kolodziejczyk	32 yrs
David McKay	22 yrs
Micheal Pigeau	32 yrs
Marion Rektor	24 yrs
July - Tim Mansfield	32 yrs
David Riley	41 yrs
David Thomson	20 yrs



Lear facing many lay-offs

I would like to thank the membership of Lear for their patience. The rumors have been running rampant in our facility due to a lack of communication. Management has met with all the members and laid out the forecast for the rest of the year. The information provided was not easy for any of us to hear. We are approaching the end of some programs and seeing a decline in customer demands on others. This will unfortunately result in some lay offs in our plant. We are presently at 483 active, with 110 currently laid off, 42 on leaves and 21 on WSIB. We are predicting to be around 400 people by the start of the new year. This should not be a surprise; these numbers were forecasted in the highlights of the Collective Agreement that was signed back in November. The new Collective Agreements are at the printers as we speak and should be in the plant very soon.

There have been some changes in the location of your union representatives. John Willcocks has moved his office down to the main floor. He is located in the office beside Health and Safety. Dereck Landry; your Time Study Rep., is now above the washrooms in Dept. 31. Don Robins, the Skilled Trades Committee Person has moved into the Health and Safety office. These moves should help with your accessibility to your appropriate representative.

With Christmas around the corner and layoffs in the near future our membership is looking for answers. Questions about new work, severance, partial plant closure language, and the future of this facility are being asked everyday. Yes there is new work

coming to this plant but not fast enough to stop the lay-offs. We will start production of the Hybrid truck back and cushion in December. It will be a low volume job but the start of new work in the plant. There are 5 other programs being considered for this plant which could start coming in before Christmas. I know it is hard for some of you to see a future for this plant, when it is driven by the work force and we are laying off so many employees. You have always managed to produce high volumes at quality levels second to none. The last couple collective agreements that were signed, however hard to swallow, has left us in a position to get new work into our facility. Your Committee is always searching for new work and applying pressure on the company to actively look as well. We have been open for 75 years and will stay open for many years to come.

On a lighter note, we had the Lear Unit golf tournament. The weather was perfect and everyone seemed to have had a good time. The scores that came in tell me the beer girl did alright that day as well. It was good to see new faces participating in social events at work. I would like to apologize to the retirees for not getting the date and time to them. Unfortunately there wasn't an Amalgamated published in the summer. It has always been a pleasure to have retirees in the tournament and hopefully we will see your faces next year. The winning group surprisingly, was Dennis Smallwood, Ron Hartleib, Kevin Bauman, and Mike Friel, congratulations gentlemen. The most honest golfers were Tod Spiegelberg, Penny Axford,

**TONY
MOXEY**



**LEAR
CHAIRPERSON**

**“New work
coming into
the plant -
but low
volume”**

Sherry Huie and Mike Bezpaly who took the game to a new level. Fun was had by all, and I would like to thank all of the participants. See you at next year's tournament.

75 Years in Operation - WOW!

FRED STEIN



**LED
CO
CHAIRPERSON**

**THANKS
TO ALL
THAT MADE
THIS
THIS DAY
MEMORABLE!**

This June 22 Ledco reached a milestone not many companies can attest to. We celebrated our 75th year in operation. The occasion was marked by an open house and lunch. All departments participated in a tour designed not only to show family and friends what happens in different departments but also our fellow employees. Special mention needs to be given to the quality department for the extra special activities and games they set up for the younger guests. I would personally like to thank all the retirees who took the time to join us in this celebration. I would also like to thank Tim for bringing the executive board members along.

Things at Ledco have been bitter-sweet this summer. In July we lost our bearing assembly business resulting in 11 people being laid off. This shut down the second shift in our stamping division. I hope that we are able to get some new stamping work in soon, but as everyone working in this industry knows the opportunities for this type of work are becoming very scarce. The tooling division has had an incredibly busy summer. The fall is looking to be the same. Our biggest dilemma right now is finding the hours

in a day to get projects completed on time and correctly. The time and effort being put in by the brothers and sisters here is incredible. The commitment and pride shown by our members is what is going to keep us successful.

I would like congratulating Bujor Minda on his retirement after almost twenty years at Ledco. I know I'll see you at Tim Horton's now and then.

Your committee has begun planning activities for this year's United Way campaign. I hope all employees get involved in this very worthwhile cause. There is more need in our community than ever before. Keep an eye out for events and activities posted in the plant.

Our annual kids Christmas party will be held on Nov.24. All employees are welcome so bring the kids out for treats, lunch, and to meet Santa. The adult party is changing venues this year. It has been moved to The Pines hall (the old Knotty Pine restaurant) and will be held on Dec.22. I don't have any ticket price information yet but I'm sure it will be reasonable so plan to attend.

In solidarity,
Fred Stein



Better company-employee relationship

On behalf of the Bargaining Committee I would like to thank everyone for all of their hard work and patience in what has been a very difficult year. We have gone from the plant closing, to no snow production, to 6 weeks then 8 weeks and as I am writing this, it appears that snow thrower production will be extended into the first week of November, pending an adequate supply of engines. This additional work wasn't the result of being lucky. It was earned because you the members showed the Corporation that you could meet and exceed the line rates. You continue to prove to them that Kitchener can out produce the rest.

I recently had the opportunity to meet with both Kurt Moll and Rob Moll Senior Vice President of international operations and received very positive feedback on our plant. They were pleased with the production volume and the level of co-operation happening in our plant, but they were cautiously optimistic that we could sustain these levels. I assured them that this

membership was second to none and would continue to produce. I told Rob that in the future I, along with local management look forward to discussing addition business for plant in an effort to turn us back into a year round operation.

Mike Armstrong our National Union representative has moved to the Ottawa area and will be replaced with Steve Farkas who is also the area director. I have not yet met Steve, but hopefully he will be able to come in and meet everyone in the next few weeks.

I would like welcome Lena Thomas, Maryanne Vanderbeen and Ted Kalcic as our newest additions to the Bargaining Committee. Congratulations and I look forward to working with them as we move forward.

Lawn mower production is scheduled to start up on December 10th and we have an early number of 420,000 units for this season. I encourage all of you to make it as successful as our snow thrower season has been.

**MIKE
CAMBLIN**



**MTD
PRODUCTS
CHAIRPERSON**

CAW Jointed Council in Newfoundland

In the month of August I had the opportunity to travel to St. John's Newfoundland and Labrador with other local members to attend CAW conference meetings. During the 3 days in St. Johns I was able to meet and talk with other local members from Lear, MTD, and Ledco. Over all with the beautiful landscape of Newfoundland and with all the members who attended we had a great time. I also met people from across Canada, from BC, Alberta, and Quebec and of course conversation for the most part

was about unions and what they mean to us "the union supporters". One of the main discussions in our meeting was about our jobs leaving Canada and going to low wage paying countries like China. We had the opportunity to hear from other delegates like President Buzz Hargrove, ex- President Bob White, former assistant to the President and now Federal M.P. Peggy Nash, Premier of Newfoundland Danny Williams, and many others. A big surprise to all the members in the

**COSTAS
PATSAIOUROS**



**HAUSER IND.
CHAIRPERSON**

Tough set of negotiations ahead

**JEFF
RICHMOND**



**B & W
HEAT
TREATING**

“At a loss
for three
years
in a row.”

Well here we are. Yesterday, the Committee was informed that B&W is in the same position that too many of our Brothers and Sisters in this Local and all across the Country have found themselves in recently.

SO Capital Partners, the American Owners of B&W, have mandated that we must immediately take "Draconian" cost cutting action. According to them, B&W has lost money for the last three years. They will not tolerate a fourth year of losses. If the Company and the Union cannot come up with a plan to significantly reduce our operating expenses, we will be closed down in 2008.

At this time, we do not know what shape these changes will take. One thing is certain, this Committee and our Membership have a very rough road ahead of us. I believe that we must make fundamental changes to the way that the Union and Management relate to one another. The old way of doing things got us into this situation. Nothing changes if

nothing changes. If we want to be successful in the current manufacturing climate of the twenty-first century, we can no longer pretend that we are in two separate boats. For better or worse, we will either sink together or we will swim together.

Blaine Anderson retired on May 31, 2007, after thirty-three years of service. Paul Wilson will retire on November 30, 2007, after more than twenty-six years of service. Congratulations to both of you! May you both have a long and happy retirement.

Anton (Tony) Perko passed away suddenly, at the age of seventy on Tuesday, September 18, 2007. Aton retired from B&W Heat Treating after twenty-four years of faithful service in October 1995. Anton is fondly remembered at B&W. He will be greatly missed. Our condolences go out to Tony's family. We are all very sorry for their loss.

Hauser continued.....

meetings was the premier's speech. We all know the premier is a Conservative, but asked more than 1000 delegates not to vote Steven Harper. The Premier asked us to remember the next federal election and to vote ABC "anything but conservative".

At Hauser Industries things are not going very well right now. We currently have many workers on lay off and the rest of us are working only 4 days a week. The company has applied for work sharing. We hope

this will be approved. In my last report I talked about a worker that was on lay off and was not called back by seniority when in reality they should have been. We were ready to proceed to arbitration, but this case was solved when the company offered a week of payment and to train the worker.

The employee's at Hauser Industries would like to wish Spiros Carayianni good luck who retired in late August.

Many
workers
laid-off

Flaherty has fun with figures - but workers aren't laughing

JIM STANFORD

Economist with the Canadian Auto Workers union

I've just figured out what Finance Minister Jim Flaherty could do in his next career, after he retires (or is retired) from politics. He'd make a most excellent union negotiator.

Why, just yesterday he was quoted on the front page of this publication arguing that a 55-per-cent increase in the entire economy's relative production costs (resulting from the take-off of our currency since 2003) is ultimately good for business. It will facilitate our country's evolution away from relying on cheap labour, boost our innovation and help us to move "up the scale" of economic value.

I, of course, actually am a union negotiator. I share Mr. Flaherty's concern with trying to reduce Canada's reliance on cheap labour (although my strategy is to make low-wage jobs better-paying, not simply destroy them willy-nilly). And I've tried out Mr. Flaherty's arguments myself over the years. I've presented economic evidence justifying why a wage increase of 2, 3, even 4 per cent might actually be good for a company's business - contrary to fears that we'd put the whole company into the ditch.

Reasonable wage increases can help employers retain and reward good workers, and facilitate improvements in productivity and quality. So long as the enterprise continues to develop and grow, wage increases on this scale are fully digestible.

But in my wildest dreams, I wouldn't have the gumption to claim that a 55-per-cent cost increase could actually be economically beneficial. Had I tried, my efforts would surely have foundered on the rocks of economic reality. There aren't many companies that can endure a 55-per-cent jump in their costs and stay in business.

And indeed, Mr. Flaherty's argumentation needs a hard, cold reality check. His conviction that our labour is cheap is refreshing, but went out the window back in 2004 as our loonie soared past 75 cents (U.S.). Now our labour is definitely on the expensive side; at 97 cents (U.S.), we're positively gold-plated. At any rate, it's not low-wage jobs that are disappear-

ing, it's high-wage ones - in sectors such as the auto industry, which has lost at least 20,000 net jobs (many of them in Mr. Flaherty's own riding) to cheaper pastures.

Mr. Flaherty's parallel claim that Canadian manufacturers should get with the program and start using modern technology makes me wonder how many factories he's visited lately. They're not exactly using steam engines in there any more.

In fact, the dollar's rise is having a perverse impact on the quality and sophistication of manufacturing. Investment spending and productivity growth in non-energy manufacturing have deteriorated since the loonie took off. Yes, imported capital goods are cheaper - but there's little reason any more to put them in Canada.

However, like any good bargainer in the heat of midnight contract talks, Mr. Flaherty is grasping at any argument to underpin his 55-per-cent solution. And so, gentle reader, if you're feeling underpaid and underappreciated, take a page from Mr. Flaherty's book of negotiating tips. Go ahead, demand a 55-per-cent raise today, brandishing bunker-busting economic zingers like these:

Your low pay has artificially sheltered your boss from global competition. To support much higher wages, the company will have to move "up the scale" - very quickly. A honking big raise would force your boss to purchase high-tech equipment so you can do your job 55 per cent more efficiently. Market forces and free trade will keep you employed, doing whatever you do best - even if you're 55 per cent more expensive than you used to be. If the boss challenges these arguments, tell him that if the Finance Minister says it's good enough for Canada, then it's good enough for you.

A word of caution: The job destroyed as your employer jumps 55 per cent upscale could be your own. But you'll be in good company. Almost 400,000 Canadian manufacturing workers, tossed aside by the loonie's flight of fancy (a flight ratified by the inaction of Mr. Flaherty and other policy-makers), will be right out there with you.

Both Men and Women are effected

COLLEEN SOEHNER



WOMENS RIGHTS/ ADVOCATE

Seek
help to
end the
cycle of
abuse!

I attended once again the CAW three day Women's advocate update training held at Local 222 in Oshawa June 26th – 28th. This training is intended for new advocates as well as an opportunity for present advocates to network with others with similar positions in other workplaces.

This session was introduced by Julie White, program director of CAW women's department with a discussion and overview of this department.

Lifeline coordinator @ Labour Community services, Sharon Clarke, facilitated as she has in the past three years that I have attended. The agenda included discussion by guest speaker Dave Franklin, retired domestic homicide officer. Dave spoke of the widespread societal problem of abuse against women. He spoke of relationship bonding through the mind not the heart. He referred to this syndrome as a form of rabies where by the transfer or ownership of ones life to another who has the ability to physically hurt or possibly kill another through means of power and control – not love.

Women abuse can take many forms, including verbal, emotional, psychological, financial, spiritual, sexual and physical abuse as well as stalking. Women from all ages, racial and ethnic backgrounds, sexual orientation, socio-economical classes, religions, ability levels and professions may experience abuse. In Canada Woman abuse is considered a criminal act.

FORMS OF ABUSE

-Verbal abuse: insults, shouting, swearing, put-downs, and degrading language.

-Emotional abuse: threatening behavior (i.e. threats to harm the woman, children, or pets, threats to take the children away, threats to commit suicide and/or murder suicide).

-Psychological abuse: inducing fear, accusations, excessive suspicions of the woman's actions, isolating and undermining a woman's self esteem

-Financial abuse: controlling the family finances to disempower the woman

-Spiritual abuse: degrading another person's spiritual beliefs, withholding means to practice, forcing adherence to a belief system

-Sexual abuse: any act of sexual nature that is unwanted

-Physical abuse: slapping, shoving, hitting, torture, stabbing, beating, assault with a weapon, and/or murder

-Stalking: (Criminal Harassment) persistently following someone, harassing telephone calls

Women must be encouraged to seek help to end the cycle of violence, as research shows that unless some form of intervention occurs, the abuse will escalate in frequency and severity. Encouragement is needed to help abused women gain the emotional strength needed to make effective decisions.

Through Sharon Clarke @ Labour Community Services I have been provided with a directory of services available within our community so I am better able to support and refer members, women and men. It is difficult to concentrate on your job if you are going through problems at home. Lear Corporation and the CAW realize this and for this reason the Women's advocate role is recognized in our

Several hundred Women took to the streets

workplace. This directory provides much information as well as brochures covering a wide variety of subjects. For further information see Colleen or call ext. 3505.

Financial & Credit Counselling

I also attended a seminar presented by InCharge debt solutions. (Financial and Credit counselling). This was a very informative session as sometimes we may be overwhelmed with debt. Many honest, hard working people experience financial and emotional burdens. You're not alone, education and credit counselling is available.

InCharge debt solutions Canada are a registered charitable, non profit organization providing confidential and professional credit counselling, financial education, and debt management programs. They help consumers pay off debt and improve their financial well being. If you would like to speak with a professional, personal, private counsellor regarding the debt management program you can contact them @ 1-877-223-5086.

Take Back the Night

Several hundred female participants took to the street Thursday September 27th for the 24th annual Take Back the Night march. It is an opportunity for an issue that is normally very taboo and private to be brought into the public light. In an effort to symbolize the basic human right to be where you want, when you want, how you want; alone or with another, without the protection of men, and without violence. Men showed their support by lining the street and shouting words of encouragement to the women and children participants.

---10 WOMEN ARE SEXUALLY ASSAULTED WITHIN WATERLOO REGION EVERY DAY---
 --- WATERLOO REGIONAL POLICE RESPOND TO AN AVERAGE OF 14 DOMESTIC VIOLENCE CALLS EVERY DAY---
 --



No excuse
 For abuse!

**We have the right
 to walk the night
 Women unite
 Take back the night!**



Joe Stroeder resigns as Chair

JANIS TURENNE



RETIRED WORKER

"We were all proud to have Les Rudrum as our guest speaker. Les helped seniors with disabilities receive thousands of dollars and continues to live and work for all of humanity."

According to the retired worker's by-laws the co-chair automatically fills the chair for the duration of the term. Therefore there will be an election for co-chair at the November Meeting

At the Officer's meeting on September 28, Joe Stroeder announced he would be resigning as the chapter chair. After much thought and inner turmoil Joe decided that he couldn't commit to the time that was needed to fulfill the commitment required.

Joe Stroeder reflected on his time spent as a Union Rep and gave notice that his last date would be October 31: the date he started at Lear. He stated "his reason was mostly personal and that he wanted to spend time traveling and would be gone several months this winter". He also wants to get his business up and running "Joe's Pork and More". He has been farming since he retired in 1989 to 2004 and uses only certified organic pork. He also felt he needed a computer to connect with members and events and felt he did not want to get one at this time.

He said 1988 was his best bargaining year at Lear when he was the Benefits Rep. We were successful in negotiating a legal service plan, six year pension agreement and COLA no cuts. He said, "It is sad that from the Lear Unit we only have 157 dues paying members out of 450 retired workers. Local 1451 have 798". The past and future benefits reps need to do a better job signing up chapter members when they retire from work. Joe will remain treasurer of the Area Council as it doesn't require a big commitment.

Thanks Joe for your commitment to the Labour Movement, may your future years be filled with happiness and prosperity.

Les Rudrum, retired National CAW Rep. was our guest speaker at the September meeting. He started working at the St. Catherines

General Motors plant September 10, 1947. On March 18, 1963 Les joined the Organizing Staff for the UAW. Under Bob White's & Frank Marose leadership they organized the General Springs plant forty years ago. Les retired in 1979 but stayed active in his community and the Kitchener City Council. He worked with Les Downing and Len Bruder in helping thousands of workers get disability awards that they didn't know they were entitled to without accepting one penny.

Les Rudrum spoke a little about the LGM strike in the U.S. and how they now want to download the retired workers benefits to the union. In the early years they would run bingo's to help pay for benefits. It's almost like we are regressing. Les reminisced about the early Labour Day parades working with Lynn Williams, Canadian Direction of the Steel Workers. His job was to drive the float.

Les named many of the Union and Management people from Lear who mostly are gone now. He gave praise to Bruce Davidson, Hemi Mitic, Tammy Heller, Jim Woods (all CAW staff reps) from Lear and the local union executive who were all instrumental in achieving the benefits we enjoy today. Local 1524 have always had good leadership and how proud he is to have been on the organizing team. He spoke highly of his wife Flo involved with Day Care for seniors and finished by inviting everyone to his funeral at CAW Hall on Wabanaki Dr: a place near and dear to his heart when he leaves us. Lyle Hargrove was invited for the October Meeting but had to cancel due to conflicting scheduling. The committee is open to suggestions for guest speakers.

Retired Worker's Port Elgin Labour Day Parade

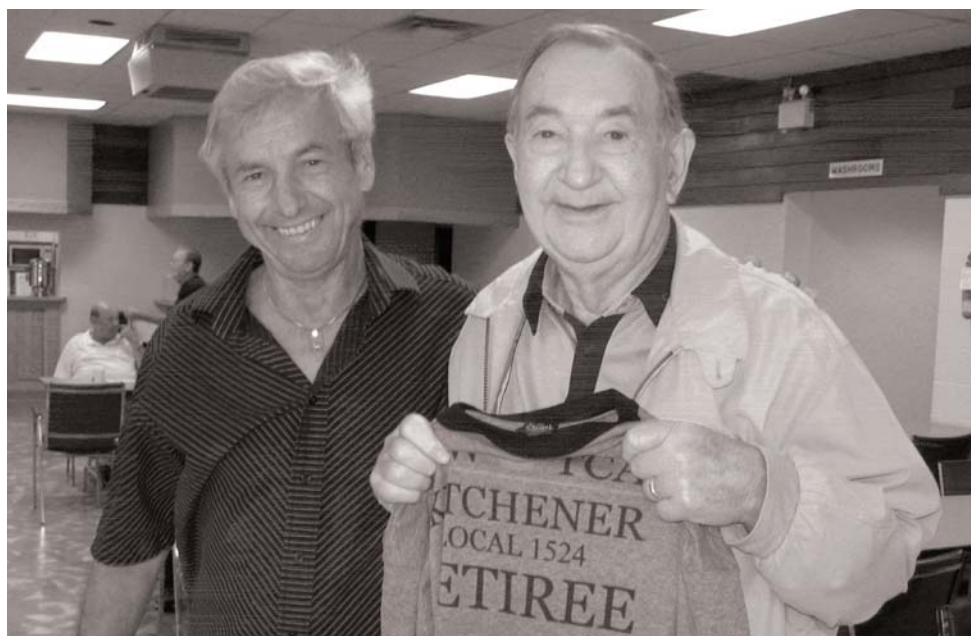


Twenty-four members climbed aboard the bus and headed to Port Elgin for the largest retired workers labour day parade in Canada. All members were taken back to the CAW Family Education Centre for lunch and to hear Bob White, talk about the CAW Education Centre celebrating its 50th anniversary. Next year we hope to fill the bus and give everyone a chance to experience the camaraderie, play bingo on the bus and behold our marvelous CAW Education Centre.

Ruth Teern, Cora Corbett and Norma Pfohl Grab a ride on the float.

Retirees Christmas Dinner
Tuesday,
December 4, 2007

Presentation to Les Rudrum from Meeting



Joe presents Les Rudrum with a retired workers t-shirt.

Participated in many Festivals

TOD SPIEGELBERG



HUMAN RIGHTS COMMITTEE



This summer has been very busy with many diverse cultural festivals happening in the region and abroad. The Kitchener-Waterloo Multi Cultural festivals was a huge success again this year held at Victoria Park. Ethnic groups brought their theme and displays of information concerning what they have to deal with in our society. They also had wonderful food to taste and sample. Many people that attended every year enjoy the festivities and day at the park.

Once again Gay Pride in Toronto had another million people attending this year. Information booths were set up along Wellesley Street and C.A.W. Pride was there in the for front. The C.A.W. Pride information booth handed out leaflets concerning Lesbian, Gay, Bi-Sexual and Transgender (LGBT) issues in and out of our work places. Over 5,000 buttons were given out at the information booth along with a new item, small plastic megaphones, although not as many were given out. I would like to thank the brothers and sisters who helped with the information booth. The last Sunday in the month of June, the Pride parade is held in the afternoon. The parade was another great success topping off the week long festivities in Toronto. A special Thank You to Assistant to the President Carol Phillips from the National Office. Sister Phillips marched with us for her first time at the Pride parade and was over whelmed by the number of participants and on lookers.

Another Toronto event celebrating over 40 years is the Caribbean Festival. Otherwise known as Carabanna This event is held in the month of August at Exhibition Place Park. With over 135 acres at the park it was the perfect place for their annual parade and activities with attendance into the million. Next year, I would like to see members from our local car pool and partake in this great event.

The Ontario election is just around the corner. We need to vote in the right person to ensure that manufacturing jobs stay here in the region and across the province.

As you may well know many children's toys have been recalled due to lead in the paint. This is one of the consequences of having China manufacturing goods. I would like the Canadian government to put more pressure on the Chinese government when it comes to human rights issues. I would deeply support a boycott of the 2008 Summer Olympic Games held in Beijing. This is stemming from the constant human rights violation. Standards that are set by the United Nations Council.



Women's Conference

This year the Women's Conference was "Organizing Women, Building Power". The conference objectives was to build a solid network to support new, and ongoing, political and union organizing. It was designed to develop women's leadership skills and confidence to play a key role in helping non-unionized workers become members of the CAW. We learned how to engage current CAW members around campaigns and union issues. Also how to mobilize around political campaigns both in and out of the union. At the conference we explored Organizing, who does it and how. The advantages having a union, makes to a woman and the steps in a CAW organizing drive. We went through the process of political change. The Women's Conference is the biggest conference the CAW puts together. There was 180 delegates this year.

The Teen Program was on at the same time, with 19 teens. At the end of the conference each teen would say what they learned in their program. Everone of them learned that when they get harassed by their boss;

"TO WRITE IT DOWN"

We had two women join us from Brazil, Emilia Valente and Maria Ferreira. During Emilia's first and second mandate at CNM/CUT, the union, she fulfilled her role of Executive Director and in 2004 together with other women metal workers they founded the Women's Department, recognized and legitimized at the National Congress of Metalworkers of the same year. Emilia's primary responsibility has been organizing and educating metal working women in Brazil.

Maria works for ZF System, an auto parts company that makes steering columns. She has been the Health and Safety Rep. and since 1999 she is the Local Union Rep., the first as a member of the Executive and now a director of the Women's Department. They held their first Women's Conference, 119 delegates, with the help of the CAW. It was a great experience having both these women in my class. Thanks to the local for sending me and I am looking forward to getting involved in the next CAW campaign.

SHARON OGDEN



WOMEN'S COMMITTEE

"A women is like a tea bag
You do not know how strong
she is until you put her
in hot water."



"Careful. She's a tough negotiator. She can get a 3-year old out of a grocery store without buying a single piece of candy."

Canada-Quebec Joint Council

KARL DEFOREST



CAW COUNCIL DELEGATE

Information
on the
"Manufacturing
Matters" campaign
can be found
at the
Local Union Office.

I would like to thank the membership for its support in allowing me to attend the CAW Canada-Quebec Joint Council in St. John's Newfoundland on August 10-12, 2007. This event was attended by about 1600 CAW members from all over Canada.

Jim O'Neil, national secretary-treasurer, Luc Desnoyers, Quebec director, and Earle McCurdy, president of FFAW/CAW all offered opening statements. McCurdy acknowledged the FFAW's twenty-year anniversary with the CAW, and Bob White's involvement in facilitating that amalgamation. We heard from both Buzz Hargrove and Bob White as well.

Danny Williams, the Conservative premier of Newfoundland/Labrador spoke, and reminded everyone to remember their ABC's when going to the polls, "Anything But Conservative". It was quite a strong message coming from a Conservative representative. Buzz spoke of where the CAW has been for the past three years, and where it will be headed for the next three, regarding the two areas of focus during this conference; Manufacturing Matters, Climate Change and Our Jobs.

In Phase Two of the Manufacturing Matters campaign, the CAW acknowledges a tough fight against the enormous job loss due to globalization. A few key facts worth mentioning:

- in less than 5 years between 2002-2007, there have been 308,000 manufacturing jobs lost in Canada
- the manufacturing trade surplus in 1996 was +\$12 billion. By 2006 it became a deficit of - \$28 billion

- last year there were 2,100 cars exported to Japan, and 227,000 cars imported from Japan

- average income loss for the re-employed manufacturing worker is 25%

- average hourly rates: manufacturing - \$20.94, retail - \$15.05, hospitality - \$10.81

Other topics discussed included globalization and trade agreements, economic development and social justice, worker protection during bankruptcies, and protecting worker's pensions.

I recommend reading up on these issues. The Manufacturing Matters literature can be found at www.caw.ca under the Campaigns & Issues link, or drop in at the Local office.

Climate Change discussion addressed several key areas, including the CAW's commitment to meet environmental challenges in all sectors such as air, rail and urban travel, fisheries, foundries and smelters, in addition to manufacturing. The CAW recognizes that greenhouse gases (GHG's) are impacting the environment and that Canada is a major contributor. The CAW suggests many ways that manufacturers can help reduce emissions including: energy conservation, low-carbon fuel, alternative energy sources such as solar and wind power, using lighter materials, more efficient systems, and hybrid systems. As consumers continue to demand more fuel efficient vehicles, alternative power sources and environmentally-friendly products, the door is open for Canadians to develop technologies and employment in these areas.

Wind turbine to be built on PEL site

After persevering through three years of resistance from some of the Port Elgin community, a power-generating wind turbine has finally been approved and will be built on the CAW Education Centre site in Port Elgin. The turbine will produce approximately 75% of the Centre's needs. While most of the parts were manufactured in Ontario, blades could not be found in Canada, and had to be ordered from Germany. This is one example of an opportunity for a Canadian manufacturer that could benefit from the demands of climate change.

The Climate Change Discussion Paper can be found in its entirety at www.caw.ca under the Visual & Print Library link or drop in at the Local office.

Buzz also shared two letters that he had written to Stephen Harper on behalf of the CAW.

One letter was to express his disappointment with our government's decision to award a \$14 million contract to a German company to build 30 troop transport buses, when there are several Canadian bus manufacturers to choose from. He alerts Harper to several key considerations, including the fact that this dollar amount will increase with future parts and maintenance costs. This contract is publicly funded and should support domestic employees, and that if this contract were to be awarded to a Canadian company, the government would see about 20% of the money returned in the form of taxes. He urged Harper to cancel the decision, and to implement a "Buy Canadian" procurement policy. The other letter addresses concerns

surrounding the Security and Prosperity Partnership (SPP) or what has become to be known among activists as "The Three Amigos". Buzz acknowledges the areas in which such a partnership could prove beneficial for the three countries, but expresses strong concerns about the lack of transparency and accountability, the secrecy surrounding these closed-door meetings, and the fact that decisions are made in a very un-democratic way. Such decisions have the potential to deepen ties to U.S. foreign policy that would erode public decision-making power, and weaken control over natural resources, especially natural gas and fresh water.

All of the Manufacturing Matters and Climate Change and Our Jobs literature, as well as the two letters mentioned above will be available at the local office.

**We need to
protect
our natural
resources -
natural gas
and
fresh water.**



Karl Deforest and Bob White

Port Elgin Family Education Centre

**KARL
DEFOREST**



**SERGEANT-
AT-
ARMS**

A great
opportunity
to educate your
children about
becoming an
activist.

I had the good fortune to be selected this year to attend the Family Education Program at the CAW Education Centre in Port Elgin with my wife and two sons. Although it took place during the first two weeks of July and I had to give up my vacation time, and even though the program requires adult participants and partners to attend classes, and for all children to attend their day-camp type program, it was worth it.

First of all the food is unbelievable, if you've been there, you know what I mean! Prepared by a five-star chef, using top-quality, and often local ingredients, every meal was excellent. Prime rib, complete turkey dinner, fresh salmon, steak and fried chicken were followed by the all-you-can-eat, help-yourself soft-serve sundae bar that saw non-stop action from the 200 or so kids in attendance. On days off the kitchen will gladly pack a bag lunch if you are planning a day trip. A shuttle bus runs a circuit from the centre into the town of Port Elgin all day long.

The classes for adults were organized into discussion groups of about 20, and included individual and group activities, videos, guest speakers, creative projects, and a class skit. We were given a history lesson about labour groups, the UAW and CAW. We discussed many social issues including women's issues, the environment, equity in developing nations, labour issues, and more. Our class's skit, "Captain CAW" was a hit, showing how workers can be taken advantage of without the support of a union in the workplace.

The kids attend a day camp program, with groups organized by age. Their activities included swimming, journal-writing, gymnastics, nature hikes, and all kinds of active games and sports. The young adult camp counselors are all trained in child-care, and genuinely love working with kids. Everyone made "camp friends" quickly, and spent their evenings with their new buddies. Evenings were left for your own relaxation or to take part in many of the family-friendly activities that were organized at the beach, on the sports field or in the auditorium. There was tug-of-war, volleyball, limbo and fireworks on the beach. The sports shed has almost every piece of sporting equipment you could want, and all of the surfaces necessary to enjoy them. Bikes are available daily, and kayaks were available on the weekend. We had a karaoke night, bingo night, a family casino night, and while the adults had two nights of freedom for hospitality night and a dance, the kids had supervised movie nights with their groups. Aside from all of the organized activities, their were informal baseball games, and midnight bocce ball in the courtyard.

The property is impressive, with well-maintained lawns, a stream-fed, well-stocked koi and trout pond. A statue of a lone woman overlooks the pond commemorating our resolve to end violence against women.

The facility is equally impressive, with state-of-the-art conference rooms, a lodge-type dining hall with a large deck, a gym where the kids enjoyed some quick basketball,

volleyball, badminton and ping-pong before dinner. There is a quiet den-like fully stocked game room, a music room, and a brand-new workout room (to work off all those extra calories). There is a library with a 20-station computer lab. Any of the centre's print, audio and video resources are available to borrow and copy.

Participants came from all over Canada, from Victoria to St. John's. People made fast friendships and enjoyed the weeks socializing at the beach, or on their patios over beverages. One couple even got engaged during their stay! Paul from Victoria was so inspired, he wrote "Danica, will you marry me?" in the sand on the beach, then took her down later for a sunset walk. How could she say no? People were there without kids, and some singles were there as well. Everyone had a great time and made friends.

It is a great opportunity to relax, reconnect with your partner and spend some time with the kids. If you have the opportunity, I would highly recommend this leave. It is a great way to learn more about the CAW, and to give your family a glimpse into what it means to belong to the CAW.



Chance & Ty on the beach



Karl playing volleyball



Harassment - an ongoing issue

HEROLD BRYAN



HUMAN RIGHTS REP



As you may or may not have noticed there have been several notices posted throughout the plant relating to harassment in our workplace. Recently however, there have been numerous complaints from individuals believing their human rights were violated. In some cases, this was true, but in most cases, it was not. As a result, we thought about having a refresher course in Anti-harassment training, but it was not practical at this time. We thought this newsletter and the notices would be an effective way of reeducating the workforce on anti-harassment.

Some of the more prevalent issues at our Lear plant have been:

Supervisors allegedly bullying/harassing workers on the plant floor: Please remember that a supervisor who may be performing his/her supervisory duties in an obnoxious, condescending or belittling method does not constitute harassment unless he/she violates a prohibited ground. However, there may be a collective agreement violation that could be pursued by your steward or committeeperson. Your "Prohibited Grounds" are religion, age, marital status, gender, sexual orientation, disabilities, family status, religion, national/ethnic origin, ancestry/place of origin, race/colour, political affiliation, pardoned conviction and dependency on drugs/alcohol. Sexual Harassment: Any unwanted attention of a physical, verbal or visual in nature that should be known or ought to be known to be unwelcome. Examples would be physical contact, sexual comments, offensive pictures, etc.

We are not discouraging mutual and consensual relationships/friendships in

the workplace, but you must respect each other's boundaries and "not cross the line".

Harassment/Discrimination of workers with disabilities: It is not uncommon for workers to have a disability and still be able to perform a job. More often than not, the company in one form or another will accommodate them. It is this form of accommodation that helps alleviate harassment and discrimination of workers with disabilities. These disabilities may be "Invisible" such as backaches or psychological problems, or more obvious such as a missing appendages.

Individuals with disabilities did not choose to live life as such and therefore should not be judged in a negative light. We are all human beings and deserved to be respected.

Coping with stressful times – there is help

We are experiencing some very difficult and trying times at Lear, which is directly related to the state of the car industry and the soaring Looney. This contributes to incredibly stressful situations that affect your work, family life and health. There is help, but you must be willing to seek it before stress consumes and takes over your life. "K-W COUNSELLING" provides a wide range of services, just make the phone call – 519-894-0000 or call your E.A.P. Rep. John Willcocks – 519-895-1600 ext. 3340. For those of you with a disability, there is a not-for-profit charitable organization named ARCH that provides free, confidential, basic legal information as it relates to your disability. Their toll free # 1-866-482-2724 or 1-866-482-2728.

Thanks for your Support

I would like to start by thanking those of you who supported me in the Executive Election in May 2007. With my proud dedication to our union, I will do my best to continue the high level of expertise that Janis has left behind. I wish her a long and happy retirement. I will strive to bring new and innovative ideas to our local. I am asking for your patience and understanding as I am still on the learning curve of being Recording Secretary. Be assured that next year at this time the office will be running more smoothly. Please feel free to submit any new ideas that you may have. I am open to new ideas and suggestions.

On May 30, 2007, I attended the Manufacturing Matters Campaign rally in Ottawa. Thousands of activists across Canada from other unions joined us as we marched from the Ottawa Congress Centre to Parliament

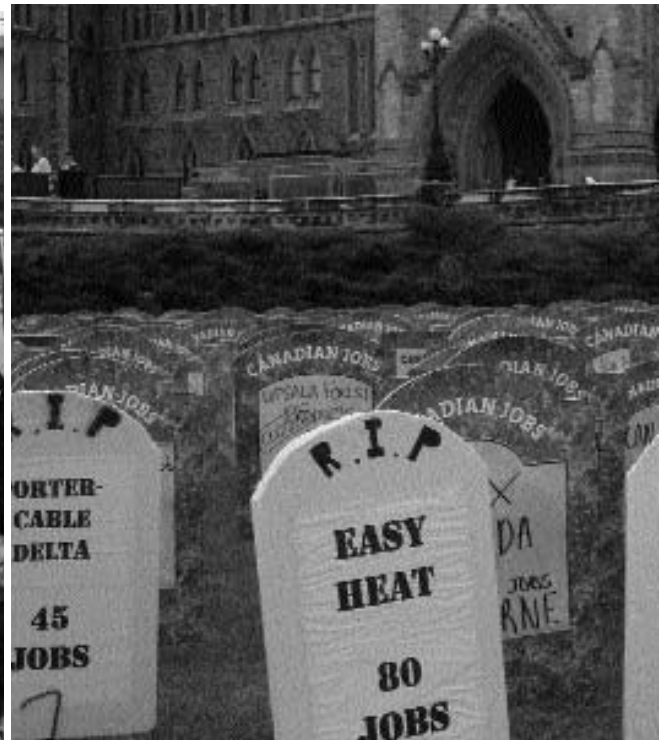
Hill. A strong message was sent by creating a "Job Loss Cemetery" representing the thousands of jobs lost due to free trade, the skyrocketing Canadian dollar, foreign imports etc. etc.

Over the course of the day C.A.W. Reps co-ordinated with other Labour groups bringing Labour's list of demands to the Members of Parliament. All of this brought on an overwhelming sense of solidarity and unity. We all need to do our part to get this message across to the government. Let's try to buy more "Canadian Made" products. Every little bit helps. Overall, I think we sent a strong message to the government. Let's hope that they will soon take us more seriously. I'm sure we all can agree, that we do not want to have to add our tombstones to the cemetery.

**KELLY
SIELING**



**RECORDING
SECRETARY**





E-MAIL ME AT ANY TIME AT
 ksieling@caw1524.com

VISIT OUR HOMEPAGE AT
<http://www.caw1524.com>



BARGAINING UNIT CHAIRS

Tony Moxey	Lear Corporation
Mike Camblin	MTD Products
Jeff Richmond	B & W
Branka Briski	Ventra Plastics
Brian Schneider	Lear (Office)
Cory Kunkle	P.J. Wallbank
Brenda Moir	Ornamental Moulding
Fred Stein	Ledco Limited
Terry Swiech	BFI
Costas Patsaiouros	Hauser Industries
Bahadur Fazal	Bauer Industries
Bob Swartz	Jackson Skate
Larry Engel	Ultra Metal
Kelly Rempel	K-W Labour Assn.
	CLIS

Health & Safety
 Mike Costello
 519-895-1500 Ex 3287

Local union Social Services and Substance Abuse Committee

If you need help call us

Wayne Zettler, MTD Cell 519-503-1210
 Rob Pyne, CAW Work 519-893-7484
 John Willcocks, Lear 895-1600 Ex3340

Woman's Activist
 Colleen Soehner, Lear
 895-1600 Ex 3505

Amalgamated is official publication of CAW Local 1524. All opinions expressed here-in are those of the author only.

We encourage discussions of any nature, but reserve the right to refuse those letters that we judge abusive, sexist or racist. All submissions must be signed. Please include phone number in your e-mail.



BE AT THE UNION MEETINGS

Union Meetings are held on the third Tuesday of each month at 7:30 p.m.