

## **Membership Meeting January 25, 2006**

### **Moment of Silence**

### **Previous Minutes:**

**Correspondence:** None

**Financial Report:** Move for adoption as per handout at door  
Moved/Supported/Carried

- Received bill from City Hall regarding our taxes. They stated we owed them \$85,000
- We're challenging City Hall's assessment
- Debate at City Hall was over one hour
- We won. Arrears are gone and we paid what MPAC assessment was
- Buyouts for February 1, 2006 are 358 people (71 trades)
- Next phase is for people with 28.1 – 29.9 years
- Tentative date for this is May 1, 2006. This involves approximately 600 employees.
- 85 points will be the next session.
- Next will be 10 years of service with age.
- After shutdown we will look preferential hiring and volunteering to terminate their employment.

**Women's Committee:** J. Cardillo

- We are continuing with the postcard campaign – “Freedom and Equality for Women”. It focuses on three areas that affect women's lives and their economic independence.
  - Pay equity
  - Childcare
  - Core funding for women's organizations and services.With the recent elections results it's more important than ever to get these postcards in to show that these are important issues for Canadians.
- We have a petition calling for an inquest into the workplace murder of Lori Dupont. An inquest needs to take place in order to examine those aspects of her murder that pertains to the workplace.

**Recreation Committee:** B. Chamberlain

- Had executive election
  - B. Chamberlain as Chairperson
  - McLellan as Vice-Chairperson
- Ski Alpine Valley
  - Sunday, January 29, 2006
  - Right now we have 70 skiers

- No more applications as of noon January 26<sup>th</sup>
- Spitfire Tickets
  - Only two games left for discount tickets
  - Feb 9<sup>th</sup> against Plymouth
  - Mar. 16<sup>th</sup> against Sarnia
  - See in plant Reps.
- Bill Patterson's retirement party was lots of fun and a great success for Bill and his family
- CAW Regional 10-Pin Bowling Tournament
  - Saturday and Sunday January 28, 29, 2006
  - Rosebowl Lanes, Windsor Ontario
- CAW Moonlight Bowling Tournament
  - Saturday February 25, 2006
  - Rosebowl Lanes, Windsor Ontario
- CAW Regional Dart Tournament
  - Sunday February 19, 2006
  - Branch 143 Canadian Legion, Windsor Ontario
- CAW National Indoor Volleyball Tournament
  - Sunday March 5, 2006
  - Sandcastle Recreation, Windsor Ontario
- CAW Regional Cribbage and Euchre Tournament
  - Sunday March ? 2006
  - Branch 143 Canadian Legion, Windsor Ontario
- CAW National Hockey
  - Mar. 24-27<sup>th</sup>
  - Tecumseh
  - Must qualify except in New Div. 45 and over
- CAW National Fishing Tournament
  - Sunday May 21, 2006
  - AMA Sportsmen Club, Amherstburg Ontario
- CAW Regional Golf Tournament
  - Sunday May 28, 2006
  - Roseland Golf Course, Windsor Ontario
- CAW Regional Slo-Pitch Tournament
  - Sunday June ? 2006
  - Mic Mac Park Windsor Ontario
- CAW National Slo-Pitch
  - August ? 2006
  - London, Ontario
- Texas Hold 'em
  - Fall 2006
  - Local 200/444 Hall

**Retirees:** B. Turner

- Executive Board meeting January 26, 2006

- On behalf of all Local 200 retirees and our board members let me wish all the active workers a belated Happy New Year.
- Our past Christmas party in December had nearly 700 in attendance. A great evening was enjoyed by all.
- Our current number of retired people continues to grow and our January 12, 2006 meeting had 178 members in attendance.
- A Valentine's evening with drinks and D.J will be held next month on February 10<sup>th</sup> from 6:00 pm until 10:00 pm here at the hall. Everyone is welcome to come.
- Our activity committee, made up of 8 women, now organizes our functions. They are doing an excellent job.
- More trips are planned for this year and many more parties as well.

**Human Right's Committee:** R. Harding

- Sam Gindin in town on February 4, 2006 at the hall.
- Sam speaking on the state of the industry.
- Control on capacity in Europe.
- Sam would like M. Vince to speak in regards to what is happening at Ford.
- Supported T. Natysak and enjoyed working with him.

**Education Committee:** T. Stewart

- Executive Election
  - T. Stewart as Chairperson
  - Vince Coppola as Vice-Chairperson
  - Tony Iacobini as Recording Secretary
- Thanks to Mike Turnbull as outgoing Chairperson.
- PEL deadline January 30<sup>th</sup>.
- Family Education deadline March 10<sup>th</sup>.
- Mc Master courses are available.
- Deadline for weekend Seminar for February 18<sup>th</sup> is past.
- All information is available on Local 200 website.
- Keep the website as updated as possible. When the company gives us numbers regarding layoffs it is put on the website immediately.
- Chili Cook off and Wal-Mart movie event is being discussed.

**Political Education Committee:** P. Boyce

- Report given.

**Apprenticeship Committee:** B. Barrett

- Report given

**President's Report:** M. Vince

- Presently we have 4658 on roll
  - 577 Production on layoff
  - 142 Trades on layoff

- 719 Total layoff
  - 217 TPTs
  - 103 Production on notice
- 17 employees brought back off an improper layoff (no notice given).
- Tracked employees who are taking the buyout.
  - WAP 14 buyouts 7 replaced
  - WEP 75 buyouts 20 replaced
  - EEP 66 buyouts 66 replaced
  - WCP 57 buyouts 51 replaced
  - Annex 44 buyouts 18 replaced
  - EAP 28 buyouts 16 replaced
  - Though there has been a total of 284 buyouts only 178 jobs have been replaced.
  - Even though the departments may be replacing the employees who are taking the buyout the company is reducing in other areas.
- EEP is building the V-6 for the Monteray, Freestar and F-150.
- Freestar has 6% of the minivan market and has a 192 day supply.
- Media is making Windsor and Canada like they didn't get hit hard.
- In one year 400 buyouts and 719 people on layoff equals one loss plant.
- Are they going to pull the Freestar ahead of time? We know what this will cause at WCP and EEP.
- St. Thomas came back from negotiations with the understanding their plant is stable. On Monday they loss a shift and 1250 employees with be without a job.
- St. Thomas is ahead with 136 days worth of supply.
- Oakville is 192 days ahead.
- WEP built in 2004 782,000 engines, in 2005 they built 706,000 now in 2006 they are scheduled to build 636,000. The building of 625,000-650,000 is equivalent to two shifts of work.
- Windsor Star reports V-6 diesel at EEP after V-6 3.9/4.2 engine is finished.
- We are not sure anymore what Ford is doing.
- We are not talking with the Windsor Star anymore.
- Television and radio cannot do to us what can be done in print.
- Dennis Desrosier if we never see him in Windsor again is Great.
- Last Friday glimmer of good news with the commitment of work by GM at WAP.
- We will go through any other media but we will not go through the Windsor Star
- Mark Fields and Anne Stevens or two of Ford's power houses.
- Federal election – thank you everyone
- At our December council, our local did not support the idea of supporting Paul Martin
- Windsor politicians, Joe Comartin and Brian Masse, do understand the automotive industry.

- Asked about Auto Policy – depends on who you talk to.
- We need an Auto Policy and we need it quick
- We need Fair Trade not Free Trade. Our community depends on us
- In our industry not too many people look for vehicles in the winter. Hopefully Ford will be able to increase market share with the summer coming
- We must build good quality products in our plants right to the end.
- GM work is important to the survival of this plant (WAP). It gives us the ability to go after more work.
- When at the World Auto Conference listened to CEO from Delphi. He talked about the employees as a commodity.
- Sam Gindin coming Feb. 4<sup>th</sup> at 1pm to the hall. Take a minute to come and listen to what he has to say
- Brother was discharged
  - Last chance letter
  - Broke the waiver and also admitted it
  - OLRB March 16<sup>th</sup> in Toronto
- WEP is close to losing a shift
  - Reduce 350 employees (one shift)
  - We're in a survival mode
  - How do you stop the bleeding
  - Jan. 31 #1 shift off
  - Feb. 6 Full
  - Feb. 13 #2 shift off
  - Feb. 20 Full
  - Feb. 27 #3 shift off
  - Hoping they will put more engines into the system to secure work
  - Two most important things are saving jobs and getting employees back to work
- No mechanics on layoff. We had mechanics in production, left mechanics go and bring employees back
- Chairs and Reps. are breaking their backs each day to save jobs
- 4 over/ 4 early, doubling up is costing us jobs
- Senior people are saying things such as “Too bad about the layoffs I was there.”
- We cannot afford any further job loss and that is why we are putting in place the schedule for WEP
- Canteen issue in WAP. They put canteen on 90 day notice to get out
  - Told Chair that they were bringing in a non-union canteen service
  - We will not set up a picket line but if another CAW local does we will honour it and not cross their line.
- Since last meeting Frank Morand passed away.

- **Recommendations:** Donate \$5,000.000 to Dieppe Monument. It will be matched by our Social Justice Fund.  
\$3,500.00 for bus trip for the retirees to Quebec.  
Moved/Seconded/ Carried
- **Discussion:**
  - Sister:** When and what can we do about people working 4 hours over and 4 early? Can we pull their union cards?
  - M. Vince:** Overtime is being reduced. We need to turn up the heat on people working overtime. Peer pressure
  - Brother:** Matrix on the Tool Room
  - M. Vince:** Quick as possible
  - Brother:** There are 22 ore 23 machine repair taking the buyouts. How many are being replaced?
  - J. Burke:** Around 13-14 but we are still working on this number.
  - Sister:** Listen to the news. It said there was 1,100 jobs loss.
  - M. Vince:** Work going to WAP will stabilize the workforce in building. The 1,100 number is tied to EEP and WCP.
  - T. Cochois:** Look where the information is coming from... the Media.
  - Brother:** There are 7 employees retiring from Cutter Grind and they are only posting 5 jobs. There is a lot of overtime being worked. They should be at least posting one more job.
  - J. Vilag:** Ran into issues with getting 3 people for training. We are going back at it.
  - M. Vince:** You know that the Company is trying to cut jobs. Jeff is trying to do everything in the department to keep these jobs. The jobs were not posted in department before going plant wide.
  - J. Vilag:** HR has committed to training cutter grind. We are working on it almost every day and will continue to do so.
  - Brother:** Myself and others have issues with the shift reductions.
  - M. Vince:** We know that this is outside the three day language. We are in a position that is too close to losing a shift.

**Brother:** Mike, the company is allowing employees to switch off shifts in WEP. Isn't it like inverse?

**M. Vince:** The Company is going to allow switching. They have always done it and they are not going to stop. The one thing we need to understand is that we believe this will help keep 350 people at work.

**Brother:** How many people are not being replaced Feb. 1<sup>st</sup>?

**M. Vince:** At this point 106 and this can change hourly.

**Brother:** I support any innovation you can come up with because I have a layoff slip for Feb. 24<sup>th</sup> and anything you can do to keep me at work I support.

**C. Moynahan:** We need each day to look outside the box. In this economy we need to do everything it takes to save jobs.

**B. Chamberlain:** If we don't look at Feb. 1<sup>st</sup> (WEP) The people coming back would not have an opportunity to make an earning for a few months.

**Sister:** It is good to have innovation at this time when things are bad. We should be like this every hour and everyday.

**Unfinished Business:**

**M. Lepine:** Buy domestic. Start looking again at what your doctor, lawyers, grocer stores are driving.

**New Business:** None

**Good and Welfare:** None

**Adjournment:** 6:40 pm