



240 TALKS

Special points of interest:

- Government Action is needed to stop the Manufacturing Crisis!
- BULLETIN – Possible merger talks between Motor City Community Credit Union & Windsor Family Credit Union
- CAW Local 240 supporting community through United Way
- Dropping the boots at Flaherty's Office

Message from your President Theresa Farao

I am extremely proud and happy to be writing this, my first report for our newsletter. I believe that this will be the first of many articles to come and am excited for the valuable information that will be made available to all our members. On behalf of myself and the entire Executive Board I would personally like to thank Angela Divitaris, for her tireless efforts, in bringing this wonderful endeavor to life.

I am certain that this form of communication will enable us to inform and educate our members about current issues that are developing within our union, workplaces, and community. This would



National President Ken Lewenza and our Local Area Presidents in Windsor October 2008.

enable us to work more in solidarity with the community at large to ensure our community remains vibrant and strong.

In these tough and unpredictable economic times, I am relieved to report that CAW Local 240 remains strong in its membership and has grown over the

years. We currently have 14 units that we represent in CAW Local 240 with a membership of 800. Over the past 65 years of our existence which make us the oldest certified ETOP (Education Technical Office & Professional) Local within the Canadian Auto Workers Union we have-
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Government Action is needed to stop the Manufacturing Crisis! Debbie Brown - Chairperson—Green Shield Unit

Our Canadian Manufacturing Sector is in Crisis and we need to call on all parties of the federal, provincial and territorial governments to immediately take action to stop the Job losses, to protect our Com-

munities and the quality of life for our Families all over the country.

Our federal government needs to hear us loud & clear that fair trade, not free trade is required for

the future of Canada, to support new investment in key manufacturing sectors, to provide adequate protections for workers who have been impacted by job loss along with developing-
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Message from your President

Continued from Page 1



experienced many bumpy roads and challenges. This journey has served to educate our local and have made us more aware of the diversity that is within all of our units and this has empowered us to become a stronger local in many sectors. With this knowledge and the uniqueness of the units within the local make the issues that they face also unique and challenging which forces us to continue to work that much harder to find constant improvements for our members.

One thing that must not go unmentioned is the constant struggles our workplaces, communities, and neighbours have endured and the constant fight for fairness, for jobs and for rights. We are in a constant fight to maintain and secure jobs within our community. It would appear that wherever we turn, someone we know has been affected by the job losses in our community, city and province. We must remind ourselves of the good fortunes we have and attend rallies and demonstrations

in support of our sisters and brothers who are also going thru similar struggles. This show of solidarity has helped us during some of our most difficult times in our workplaces and communities, and, we must never forget the impact that we can have for making change happen.

We would not be enjoying the wages, benefits and improvements if we fought and demonstrated alone, we need to stand together now more than ever.

CAA Unit Report

Pat Ford—Chairperson

CAA South Central Ontario's Windsor and Chatham locations are proud members of Local 240 with 11 members in Windsor and 6 members in Chatham.

Currently we have 2 members on a leave of absence, no one on layoff and 1 member retiring at the end of the year.

The first step in planning a successful vacation is deciding on what kind of holiday you want and how much money you have to spend. The next step is to decide on which travel agent to assist you with your plans...

The CAW members working at both CAA locations will be taking the new Travel Counselor Exam required by the Ontario government for every per-

son selling travel service or providing travel advice. This must be completed by July 2009 and is a must in this day and age for consumer protection.

We are a full service travel agency serving our community for over 100 years. We continue to offer all services of a full service agency, along with selling travel accessories, taking passport photos and out of country medical insurance to name a few. Our retail stores are a one stop shopping experience. CAA members can also receive up to 17% off of their home and auto insurance. We have many show your card and save partners in our community which in turn helps support other workers.

We continue to strive to

improve our community and environment with programs such as our biodegradable bags, our support of giving out sunflower seeds to raise funds to plant trees in the downtown core, our worst roads campaign, our shifting gears program for aging adults, safety patrol and United Way to name a few.

So no matter if your checking airline prices on line, going to a ball game or shopping in Detroit or looking for a green environment. Stop by and meet our CAW members with a total of 220 years of experience to assist you.

"We are a full service travel agency serving our community for over 100 years."

VACATION

Stop by CAA when you are planning your next vacation and support your brothers and sisters.

Windsor Star Unit Report

Jim Angus—Chairperson

With all the turmoil we read and hear about everyday, it really is difficult to sit down and concentrate one's attention on one thing. From elections to financial markets in meltdown, the constant is: life is always exciting, changing and challenging.

Many of you reading this get your news fix from The Star or online at windsor-star.com. Our business is undergoing radical changes that everyone of our nearly 170 members are very concerned about. We all hope that when you pick our product up or log on, the content is exciting, timely and worth your investment of time.

Our business, like those of you in our local who are in retail or travel is affected by the marketplace. Those in a manufacturing setting, who staff local union offices or who work in the Green Shield unit in this local have seen the tragic loss of industry from the front lines. Let's hope that our governments provincially and more importantly federally get the message and support meaningful change in trade agreements and policy that protect manufacturing jobs which still provide the biggest "spin off" effect for our economy and for the workplaces members of our local work in.

Here at the Star, our executive committee continues to work hard to make pro-

gress. Recently we were successful in convincing the employer to make retroactive payments to members in the Photographers category whose upgrade for filling in for a management person was calculated incorrectly. We are awaiting the final discussion on what will be paid out and for what period of time. We are also in the process of assembling the information we need to meet with the employer on Pay Equity concerns in a couple of categories. This dates back to our bargaining for a new collective agreement which ended in April. It has been going slowly, due to schedule conflicts on both sides, we hope to get this done in the coming weeks.

Our Health and Safety Committee continues to advocate effectively for workers at The Star, we continue to engage the employer aggressively on issues of Proper Equipment (from Work Stations to Chairs and Headsets), Cleanliness and Working Conditions (an ongoing challenge in an old building). The Committee is also working to get the employer to bring an effective Violence In The Workplace policy into our workplace. Our members deal with the public hundreds of times a day and a plan and training in this important area is a must.

I would like to congratulate our Editorial Department

Committeeperson and Alternate Unit Chairperson Sister Julie Kotsis-Wilder on being appointed as a Discussion Leader in the Education Department of The National Union. Julie will facilitate a variety of courses through the Union's Paid Education Leave program.

Solidarity is a must in times like these, our collective influence always makes us stronger and that includes being a part of the community through organizations like The United Way. This year more than ever, we need your support when the campaign canvasser comes your way, think of your own family or neighbourhood and the people affected by the tough breaks that our community is facing. One of the best ways to insure that your support stays in the community is by giving to The United Way. Your donation stays in and helps support Windsor and Essex County residents. Remember, Every Donation is Helpful and Welcomed.



"Let's hope that our governments provincially and more importantly federally get the message and support meaningful change in trade agreements and policy that protect manufacturing jobs which still provide the biggest "spin off" effect for our economy and for the workplaces members of our local work in."



Every little bit makes a difference!

WHO WE ARE

An Amalgamated Local Union Representing Members in the following Bargaining Units



- BEACH GROVE GOLF AND COUNTRY CLUB
- CAA AUTO CLUB & TRAVEL AGENCY
- CANADIAN SALT CO. LTD.
- CAW BUILDING CORP.
- CAW LOCAL 195 (OFFICE)
- CAW LOCAL 200 (OFFICE)
- CAW LOCAL 444 (OFFICE)
- CAW LOCAL 2458 (OFFICE)
- FORD MOTOR CO. (OFFICE)
- FORD MOTOR CO. SECURITY GUARDS
- GREEN SHIELD CANADA
- MOTOR CITY COMMUNITY CREDIT UNION
- THE BAY (WINDSOR)
- WINDSOR STAR

BULLETIN—MERGER TALKS

MCCCU

WFCU

(Motor City Community Credit Union) + (Windsor Family Credit Union) = JOB LOSS

Currently WFCU which is a non unionized credit union is in possible merger talks with MCCCU, a merger between these two credit unions would create major job losses for our members at MCCCU.

We believe that this is an attempt to erode our union jobs.

We are calling on you our union brother and sisters to support us by sending letters to MCCCU of your opposition to a merger where it will create further job losses in our community.

Please address your letters to:

MCCCU

Randy Dupuis, CEO

6701 Tecumseh Rd E

Windsor, ON

N8T 1E8

MCCCU

C/O Elisabeth Vander Pol, President

6701 Tecumseh Rd E

Windsor, ON

N8T 1E8

CAW LOCAL 240 EXECUTIVE BOARD (2008-2011)

PRESIDENT ~ THERESA FARAO

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VICE-PRESIDENT ~ JIM ANGUS

2ND VICE-PRESIDENT ~ DEBBIE BROWN

FINANCIAL SECRETARY ~ IAN CRAIGMYLE

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RECORDING SECRETARY ~ JODI NESBITT

SERGEANT-AT-ARMS ~ JOHN D'ALESSANDRO

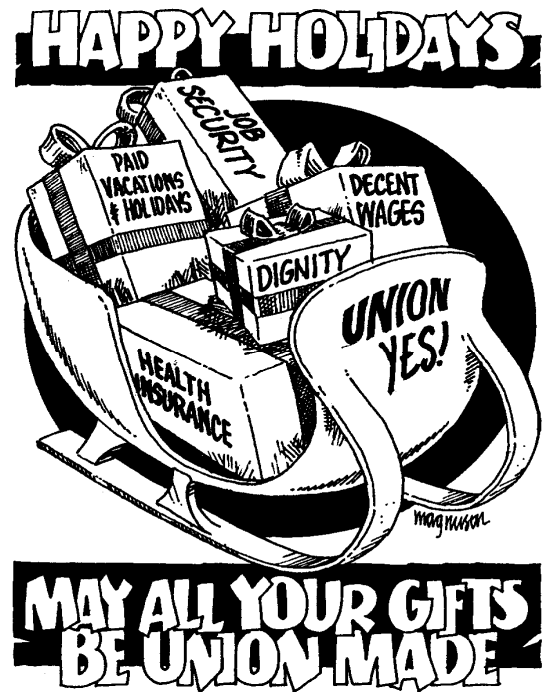
GUIDE ~ MAUREEN DINCHIK

CHAIR OF THE TRUSTEES ~ SANDI DUBY

TRUSTEE ~ PAT FORD

TRUSTEE ~ JULIE KOTSIS-WILDER

YOUTH ~ ANGELA DIVITARIS



CAW LOCAL 240...SUPPORTING COMMUNITY THROUGH UNITED WAY



Together we're changing lives.

Labour participation is critical to United Way's success. *WHY DO WE DO IT? WHY IS THE LABOUR MOVEMENT SO COMMITTED TO UNITED WAY'S MISSION?* We do it because of our values. We do it because of our strong roots in our communities. We do it because making a positive difference for people has always been our mission. From the very beginning, a century and a half ago, unions have been about mutual help, cooperation, quality of life and solidarity. Fighting misery,

poverty and hardship of every kind - that has always been our work. Our work starts with free collective bargaining and rising standards of living. And our work naturally evolves into demands for full human rights, public health care, expanded public services for people and communities, accessible education and improved pensions. The relationship between Labour and the United Way is a natural one. It's all about values and dreams. These values and these dreams are

rooted in the Labour movement and in the community. Or the other way around. Because there is no healthy Labour movement without a good grounding in the community. We in the Labour movement are being challenged, as never before, to defend and advance the rights of working families and the kind of work we do with United Way goes a long way towards meeting these challenges. By rolling up our sleeves we can get the job done together.

Education

Cathy Campbell ~ Education Chairperson

Consider this as an unabashed plug for education. - the more training that you take, the better off you will be. What backs up a statement like this? How about the fact that if you are taught safe work practices you have a better chance of coming home safely at the end of the day; or the fact that if you are more politically aware you can make your vote benefit not only yourself but others; or the fact that if we all learn about the Manufacturing Matters campaign and act on it then perhaps we can save some jobs.

So your question is – how do I get trained? The CAW website (caw.ca, look under site map-education-schedule education pro-

grams) has a listing of classes that are held at the CAW Education Centre in Port Elgin and the local classes that are held right here in Windsor. If your contract includes PEL funding, then you can apply for any course in Port Elgin. However, even if your contract does not include PEL, you are still able to attend the local courses. Your Chairperson can help you complete and submit applications. For those of you who have taken courses, I applaud you and encourage you to continue to learn, grow and act on your knowledge.

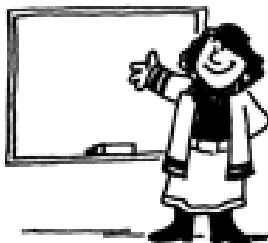
So your next question is – how much does this cost? None of the courses cost the individual person any

tuition fees, the Local and/or National pick up the tab. However, if you have PEL funding and go to Port Elgin for training you will either be on union leave or (if you take advantage of the Family Education week in the summer), you will have to take vacation time.

The courses run the gamut from negotiating strategies, worker's compensation, activism, substance abuse to retirement planning. Please take a minute and scroll through the website to see what area interests you.

Now it's my turn to ask a question – What are you waiting for?

"None of the courses cost the individual person any tuition fees, the Local and/or National pick up the tab."



Reaching Out Cathy Campbell

As we traveled along a washboard-type dirt road, we passed homes that were smaller and in worse shape than most of our backyard shed. Then we drove over a high berm. Down the other side of the berm was the flood plain area and suddenly the sheds looked like hotels. This is where the poorest of the poor live. We insulated and dry walled a church and distributed food and clothes in this poor district.

In another area, we helped teachers at a local school as well as did some outside painting of the school. Parents have to pay about \$46 per child to go to school, so the poor can't afford to send their children. The school that we were at relied upon sponsors to pay for the children to attend because the parents couldn't afford it.

At the third location, we

prepared a roof for cement pouring on a new kitchen and dining hall at an orphanage. Not all the children at the orphanage are orphans. Some of the young girls there have been taken off the streets where they were involved in prostitution as early as twelve years old. Still others are victims of child abuse or the parents just can't afford to raise them. One four year old boy ran away from the orphanage, trying to find his mother. He was brought back to the orphanage as the workers tried desperately to console him.

There is only one reason why everyone on this earth can't have a decent standard of living to support their family? That one reason is greed. The greed of industry to keep making more profit at the expense of the working person is insatiable. In conjunction with this, are

the corruption and/or ineptitude of governments to look after their people. It is nice to hand out food and clothes but what the people really need is the ability to grow their own food and make enough money to buy their own clothes. A better standard of living must be sustainable.

I will probably try to make the trek to Reynosa every year with this group. Handing out food and clothes will help them for the day, while teaching and renovations will help them for the future. I know it isn't much, but at least it's a start.

"As we traveled along a washboard-type dirt road, we passed homes that were smaller and in worse shape than most of our backyard shed."



Cathy Campbell on her mission trip to Reynosa, Mexico



Health & Safety

John D'Alessandro ~ Health & Safety Chairperson

The Occupational Health & Safety Act (OHSA) of Ontario gives you 3 basic Rights: The Right to Know, the Right to Participate, and the Right to Refuse. This law is provincially legislated.

The Right to Know is WHMIS – which is Workplace Hazardous Material Information System. The right to know governs your access to products' information used in your workplace. An example of this is Whiteout. Some items in your workplace contain dangerous chemicals, and your exposure to them should be limited, or they should be used properly, or they should be replaced and/or substituted with a safer product.

WHMIS education in Ontario is mandated by the OHSA and our provincial government.

Such education required a worker to use a product safely, and inform the worker of hazards in such a product, and its exposure hazard.

The OHSA also protects you against Workplace Harassment, and Workplace Violence. Do Not Stay Silent should you work in this environment, see your JHSC Union/Worker representative and your Union Chairperson, and should need be contact the proper authorities.

Any occupational health & safety hazard should be reported to your supervisor or Joint Health & Safety Committee. A hazard can include, a chemical spill, an odor in the air, a tripping hazard, a damaged machine, even water spilled on the floor. Your Joint Health & Safety Committee has access to a

large amount of information. They can acquire this information from the company, internet, training, and fellow peers in the community. There are several agencies which can assist them. In Windsor they are: WOHIS – The Windsor Occupational Health Information Service Library (519-254-5157) – a United Way Agency, and OHCOW – Occupational Health Clinic for Ontario Workers (519-973-4800) – funded by WSIB of the MOL.

Should you have a concern about your work, work process, work area, please inform your Supervisor immediately, and notify your JHSC Worker Representative.

Please Work Safely...



Labour Day 2008



Labour Day supporters from Local 240

Women's Advocate

Jodi Nesbitt

I am very excited to announce that in our most recent set of negotiations with Green Shield, our committee was able to bargain and acquire a Women's Advocate within our workplace. We were able to reach this agreement because the Company also recognized the relevance of having a Women's Advocate in our workplace. We are the first unit within our Local to achieve this immense benefit and I take this new responsibility seriously and with great pride.

I have eagerly accepted this opportunity to assist women who need the support of another woman. I will not only offer members support,

but I will also make them aware of various services that are available within our community that would be best suited to their needs.

Referrals that come from your Women's Advocate are for many issues such as sexual assault, domestic violence, and other forms of abuse, anger management, attempted suicide, depression, pregnancy, separation, divorce, counseling, stalking and mental illness.

The privacy and confidentiality of our members are what our Local represents and it is a negotiated contractual right. Many people just need to have someone that will listen to them and

show them compassion. I assure our members that I will embark on this new role in a professional and trained manner that will support those in need during difficult times.

I will be attending training sessions that are specific in assisting me in my new role as our Women's Advocate. I will continue to strive for excellence with educating myself through the many resources that are available to me.

If you have any questions or concerns, you can e-mail me at jodinesbitt@hotmail.com or contact me at 519-739-1133 (extension 5891).

"Many people just need to have someone that will listen to them and show them compassion."



Polar Bear Dip 2008



Local 240 Dippin' Divas

Government Action is needed to stop the Manufacturing Crisis! Continued from Page 1



magnum301

monetary policies that help contain the sharp rise of the Canadian dollar. The Conservative Government of Stephen Harper has failed us miserably in all of these areas and hopefully when you're reading this article we were able to defeat this Government.

It seems our politicians and government bureaucrats believe that we are moving towards a so-called knowledge-based economy and that the good jobs of the future have nothing to do with making things. So should we give up on manu-

facturing jobs, along with investment in research & development which comes along with manufacturing and vital to our future? Of course not, manufacturing generates the highest value-added in the economy with the kind of jobs that support a decent standard of living for ordinary working people, their families and communities. Along with the manufacturing spin-off jobs (the kind of jobs our members presently work at everyday in our Local, health care, retail, travel, etc). It's a domino effect that cuts across the rest of the economy.

We have lost over 300,000 manufacturing jobs in this country over the last five years and we need to stop the hemorrhaging. The federal government has at its disposal the tools necessary to protect important manufacturing sectors, to stop the one way flow of goods in trade agreements and curb the value of the dollar.

We should accept nothing less from every political party and every politician out there to ACT and PROTECT OUR CANADIAN JOBS.



Dropping the Boots at Flaherty's Office



National President Ken Lewenza at Flaherty's Office Dropping the Boots.

What an inspiring & heart lifting rally held on Oct 6th at Flaherty Office, with all the gloom & doom for workers everywhere & their families, it was wonderful to see everyone come together & make "The Peoples Collapse Party" listen & give them a visual that has been one for a lot of our families

everywhere. We need to continue making the government hear us loud & clear that we need to stop this hemorrhaging of all our jobs & stop the one way flow of goods in trade agreements.

I would like to congratulate Local 200 & especially Dave

Croswell who have continued to see firsthand all the pain & hardship from job losses & continued to forge ahead & never have waiver from the fight, they should be commended on their commitment to working people.

Retiree's

Len Campbell—Retiree's Chairperson

Retiree's meetings are held on the second Wednesday of each month at the Riverside Sportsmen's Club.

Our Retiree's Christmas Party is on Friday December 12 at the Caboto Club. Deadline for Reservations is November 30. Please contact me if you are going to attend.



Remember to shop at The Bay and not at Wal-Mart this holiday season.

Use CAA and not the internet for all of your travel needs.

WSIB Report

Julie Kotsis-Wilder -WSIB Chairperson

At present, two of our Local 240 members are appealing WSIB decisions.

Due to the confidential nature of workers' compensation claims, I can't give out any details but I can inform you of some recent changes to the WSIB's policies.

The board now requires any purchases of approved health care equipment to be made from one of the board's preferred suppliers: Medical Mart, Motion Specialities and/or Shoppers Home-HealthCare.

In addition, injured workers no longer have to pay out of their own pocket and wait to be reimbursed. Suppliers will submit the bill directly to the WSIB for payment.

However, all items require a

prescription and pre-approval from the WSIB.

The board also released new guidelines for faxing and produced a guide called Fax It Right that is available at www.wsib.on.ca.

A few of the tips are: Put the claim number and worker's name on the top right corner of every page; do not mail the originals of documents that have been faxed; set the fax machine to the highest resolution and use a separate fax cover sheet for each claim.

The WSIB's fax numbers are 1-888-313-7373 and 416-344-4684.

The website is a good reference for anyone seeking more information on this very complex system.

And just a few quick reminders about filing a workers' compensation claim.

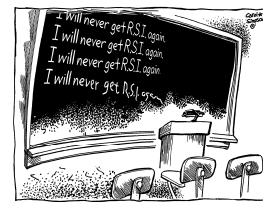
Don't wait to see a medical professional if you have concerns or suspicions about a work-related injury or illness. Document all appointments.

A WSIB claim is generated if a worker receives medical care or misses time from work due to a work-related injury or illness.

Report to your supervisor as soon as possible if you are injured. Keep copies of all forms.

And I recommend you ask your unit chairperson or workers' comp rep for advice. They have training and can help you through the process.

"A WSIB claim is generated if a worker receives medical care or misses time from work due to a work-related injury or illness."



Repetitive Strain Injuries are the nation's most common and costly occupational health problem.

CAW LOCAL 240

Education, Technical, Office and Professional Workers Union

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SUDOKU PUZZLE

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What's Next?

The views contained herein are those of the writer and/or editor and do not necessarily represent the official position of the CAW, the editor, Local 240 executive or membership.

Our **Children's Christmas Party** is on **Sunday November 30 at 12:00**. It is at the **Teutonia Club**. Please contact your Unit Chairperson if you are attending. Don't forget to have each child bring a canned good for Santa.

Our Local is once again going in the frigid waters of Lake Erie for the **9th Annual Polar Bear Dip**. The Dip is on **Saturday January 31, 2009 at Lakeside Park in Kingsville**. The funds are raised to help Childcan and Youth

and Family Network Services. If you would like to join our team please contact Team Captain Angela Divitaris @ 519-739-1133 x5393. This is a fun event for a great cause.



Dippin' Divas 2008