

THE ⁶³⁶ LEADER

WOODSTOCK, ONTARIO

ELECTED!



Newly elected Woodstock City Councillor and CAW Local 636 President Ross Gerrie (right) along with his Campaign Manager Bro. John Dobbyn (left) acknowledge his recent election win with supporters and well wishers at the Union Hall on November 13, 2006. For further election coverage see page 8.



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C.A.W. LOCAL 636

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PRESIDENT'S REPORT

2006: A Real ... Ride!

The year 2006 was a real roller coaster ride! Every set of bargaining was tough with employers trying to tighten their bottom line on labour costs. Every table was piled with demands that would erode benefits and wages from workers to improve the bottom line. Our focus has always been to improve efficiencies and output, but attacking wages and benefits resolves nothing in the end. The settlements at CBM, Pre Con, LaFarge and Caressant Care all reflect the hard work and perseverance the bargaining committees put into attaining new agreements that supported wage, benefit and pension gains.

We were all in shock and dismay as Metal Technologies (Eureka Foundry) declared bankruptcy on Sept 29/06. The vibrant 500 plus million in sales US Parent Company who when they closed the Foundry stated they would honour Canadian Law and the Collective Agreement must have had amnesia once they crossed the Windsor border or entered US air space in their corporate plane. They even had the odasity to submit a proof of claim at the initial bankruptcy hearing that the parent company was owed over 30 million dollars and should be a preferred creditor. The National Union, Local and Legal Department have commenced legal action to address issues of severence which was to be left in trust by law. The pension department in conjunction with the local are working through issues of members who could retire as early as next year.

On a brighter note and one that shows fighting back makes a difference, finally after many years of legal proceedings- the Ex-Fisher Control's Pensioners/Dependants will be receiving their entitlement to the surplus pension monies in the pension plan when the plant closed. The Pension Commission has finalized the Union claim and entitlements will be paid in Jan/07.

For the past three weeks we have been in constant talks with Dofasco in trying to reach somewhat of an early Agreement as their contract expires in March of 2007. Those talks although difficult were progressing well until the company made their first and what they called their final offer. The Committee feels they have been lied to or mislead as the Company officials have stated to the membership and the Committee that they would only look for productivity improvements and up time, not concessions. That was not the case in the final hours of Nov 23/06. The offer was unanimously rejected and the ball has been returned to the Company's court to rethink their position and resolve the issues at hand in a manner which is acceptable to both parties.

Thomas Dorey

On Wednesday October 18, 2006 Thomas Dorey passed away after a courageous battle with cancer. Tom was the Health & Safety Rep. at Canada Stampings. His passion for H&S and Nova Scotian wit and humour will be missed at Local meetings and at Canada Stampings. It was an honour to speak of both at his Celebration of Life.

On behalf of the Executive Board and our hall's Staff Tammy & Rick, best wishes during the Festive Season and New Year!

Ross Gerrie, President



PLANT REPORTS



AGRIBRAND PURINA UNIT

We've been very busy at Agribrand and therefore I haven't had a lot of time to spend on this report. I would though, like to Wish a Safe and Merry Christmas & A Happy New Year to Everyone from the Committee and membership at Agribrand.

Bruce Beemer, Chair

CARESSANT CARE UNIT

The fall season has brought new adventures for some people. To start with the Unit congratulates Brother Ross on his election victory.

CAW and Caressant Care negotiated a third collective agreement. It was ratified by 96% on November 12th. The membership had sent the bargaining committee back to the table to clean up some language issues in late September. Seven and

a half months is the shortest time period taken in the history of Caressant to reach any Collective agreement.

Twenty Grievances have been presented in the past year. Employee suspensions have increased lately and grieved. One grievance is in the system. Seventeen were resolved at Step 1, two were resolved at Step 2 with the National Rep. present. Attendance issues remain a high priority with Management. New hiring Standards for Food Service Workers have been implemented. The use of students in the work place, giving direct personal care to residents, remains on the Union's agenda at Labour/Management meetings.

The membership is wearing printed uniform tops for the first time. The residents enjoy the cheerful colours. The CAW negotiated this allowance. Non-union employees appear to be enjoying this freedom of choice too!

A Unit election will be called as soon as the Collective agreement goes to the printer. So at this time I would personally like to say it was a great honour to represent the CAW Caressant Care Unit and work with the committee, the membership and the challenges with management. The CAW has made a difference in the work place at Caressant and will continue to do so. I believe everyone should take a turn and sit as a Union Representative, so I will not be returning. It truly was an adventure in life to be available to help someone.

Enjoy the festive Season! To You from the committee: Marilyn, Helen, Richard, myself and the Caressant Care Membership. **CHEERS!!**

Janice Courtney, Chairperson

DOFASCO UNIT

On behalf of the Bargaining Committee I would like to wish everyone a Merry Christmas and a Happy New Year.

Congratulations to Brother Ross Gerrie on his Election to City Council. Anyone that knows Ross knows that he will do a great job representing the citizens of Woodstock.

At the time of this writing the Bargaining Committee has rejected a final offer from the Company at Negotiations, along with our National Rep. Bob Orr and representatives from our Local. It was unanimously decided to end negotiations. Major concessions to current and retired employees were unacceptable.

Unfortunately this time of year once again brings a slow down in production resulting in layoffs of several of our Brothers and Sisters.



Thank You!

I can't thank the Membership enough for the tremendous support and assistance I received in electing me to a seat on City Council. The list is long and I surely would miss someone so Thanks to all. It was a fantastic six weeks going door to door, debates, putting up lawn signs and Campaign Team Meetings.

Ross Gerrie, President

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We hope to win new business for our plant and get these people back to permanent work. This won't be easy as the auto parts sector has taken a down turn that has resulted in massive layoffs and plant closures throughout Canada, with Ontario being the most affected.

To all our Brothers and Sisters that have retired or will be retiring in the near future we would like to wish them all a long and healthy retirement! You deserve it, so enjoy!

A Safe and Happy Holiday to All!

In Solidarity, Rick Kokoszka, Chair

GENERAL MOTORS UNIT

It's great to start out my report with fantastic news. The members of the GM unit congratulate brother Ross Gerrie in his successful election as a Woodstock City Councillor. Brother Gerrie's commitment and experience in the Woodstock community make him a very valuable asset to City Council and we wish him continued success.

The members of the GM unit currently have the opportunity to participate in the CAW/GM smoking cessations program through our Wellness Program. Through the Wellness Program members will also have workplace access to blood pressure, blood sugar and cholesterol testing by an independent health service. It's great for members to retire, retiring in as good a health as possible is even better! Speaking of retirement, there is a new program available to our retirees called Surfing Seniors. It is a program to teach Internet and computer skills to our retirees. If you are interested please call me at 519-421-4775.

The GM chain Skilled Trades are involved in a Hurricane Katrina rebuilding project in New Orleans

Ward 9 district. Ward 9 is one of the working poor neighbourhoods of New Orleans that basically looks exactly the same as the days after the hurricane. CAW skilled trades people are taking a week with no pay to volunteer their skill in rebuilding homes. This is a joint project with the CAW Social Justice Fund and ACORN a grassroots rebuilding program in New Orleans. After seeing the slides of what work they accomplished at GM Council I was very proud to be a CAW member.

Congratulations also goes out to the members of the GM unit of Local 222 for landing the new Camero product. In closing and on behalf of the members of the GM Unit, Happy Holidays and a Happy New Year everyone.

Charlie Austin, Chairperson

HOLLAND HITCH UNIT

Greetings,

It's been another prosperous year at Holland Hitch. We have once again enjoyed a very busy year with ample overtime opportunities all year long. This past summer saw approximately 14 students hired on the plant floor as well as a few in the office. Students are hired from April 1,06 up to September 15,06 at Holland and any openings after that time are filled with new hires. I am happy to report that many new hires have been added to our seniority list bringing us up to 178 employees. I would like to take this opportunity to welcome all of the new members to our union. You are a welcomed addition.

Over the past number of years companies have been under increasing pressure to cut out waste and produce more quality product with less cost. As you can imagine this is not an easy task and the metal of the CAW is tested regularly in an effort

to maintain and protect the negotiated rights of unionized workers in all plants. All too often managers look at workers as the waste, and the easiest way they see to increase production and save money is to speed up some of the workers and lay others off. We all know that this is not the solution.

Last contract, we workers at Holland agreed to work together with our company to jointly participate in reducing the product and operating costs and carefully agreed to participate in Lean Manufacturing. The rights of all the parties were given careful consideration and so noted in the Collective Agreement. We proceeded with the knowledge that unionized workers would be equal partners in this new endeavour. The complete bargaining committee is on the steering committee and is involved in all lean decisions. The unionized membership as well as management has been involved in training sessions to understand the process. Believe me when I say that many exciting conversations took place at these training sessions. I think that the consultants hired to do the training forget that most of their students, both hourly and salaried, were made in Canada.

We are pleased to see that the 2007 financial plans include substantial resources for new machinery, improved plant layout changes and building modifications. During the past two years the company has busily continued to update many work areas in the plant improving material flow and has purchased various new equipment. The heat treat area received a complete overhaul in how material is handled. A new overhead hoist system, worker friendly containers and a motorized track system will assist the operators in moving product through the heat treat furnaces. We expect that these improvements will eliminate any further back

related WSIB problems from that area. The shipping and receiving areas are also undergoing significant changes at this time. Old loading docks have been filled in to acquire additional floor space, two new offices are under construction in the area and we have purchased a robotic parts distributor that will allow a shipper to obtain parts needed for an order by simply keying in his/her request. This will save many miles of trudging through the plant in search of parts that aren't where they are supposed to be.

We have moved to a new time and attendance system that will see all employees, including all of management, clocking in and out of the plant. Employees will carry a card containing a computer chip that will be scanned when passing a clock. The card will convey your data to a computer along with your photo. The clocks will also be under surveillance by cameras. This is all part of a secure work place that will be a requirement if a company plans to ship product across borders.

We are currently recycling all of the waste that is produced at our facility and we are pleased that Holland is well within the environmental requirements set forth by the ministry.

I think it is safe to say that all of us at Holland are somewhat overwhelmed at times by the huge number of changes that take place on a daily basis in the plant. It gets pretty hectic some days and we're not quite sure if we went backward or forward. But so far most of it seems good and we feel confident that our company and our jobs will remain and provide good secure employment for the future.

This year when you're out spending your union dollars on gifts, please help our plant and your own.
BUY THE PRODUCTS BUILT BY

THE PEOPLE WHO LIVE HERE!
 Help the next generation of Canadians to enjoy the same or a better standard of living than you enjoy.

To all of our brothers and sisters at Local 636, please have a safe and Merry Christmas.

*Yours In Solidarity,
 John Griffioen, Plant Chair*

LAFARGE UNIT

From the Past, on July 15th by a very good majority we ratified our new collective agreement. On behalf of the committee I would like to thank the membership for their support. I would also like to thank my fellow committee members Tom, Paul, Tim and our National Rep. Fergo Berto for their support to bring this deal together and the staff at the hall. I'll list in point form some of the improvements we were able to achieve.

- Bereavement changed to 5 days for spouse, child, or stepchild.
- Sunday premium \$21.50 1st year, \$22.00 3rd year.
- Shift premium 2nd year \$0.90/\$1.00, 3rd year \$0.95/\$1.05.
- Life AD&D increase \$1000 per year, LTD increased to \$19,000 in 1st year.
- W.I. increased to \$525 1st year and \$440 3rd year.
- Jury duty to reflect 12 hr shifts
- Bank (1) worked statutory holiday for later (8hrs).
- Savings plan increase \$0.05 1st year \$0.10/hr. 2nd & 3rd year from both parties.
- Added 1 more magic hour totalling 5 hrs.
- Reduced mandatory training hours to 24/ year.

- Millwrights get additional covers @ no charge.
- Standby beeper pay increased
- Safety boots from \$135 to \$145 1st year.
- P.E.L. from \$0.02 to \$0.03 July 1, 2008.
- Wage increase 3 % per year.

To the present: elections were held in Woodstock and congratulations are in order for our President on his victory to city council. Sorry I missed the party, I was working nights! T. Whetstone is now on the seniority list and millwright R. Baillargeon is on probation.

As for the future, the winter turnaround (WTA-07) is fast approaching. The company met with the committee to explain the increase in downtime and minimal overtime are a result of a decrease in projected sales for '07. We hope that this year parts and equipment are replaced or repaired so when we start-up, everything is more efficient and reliable throughout the new year.

Christmas will be here before you know it, so slow down, give someone a hand that needs it and enjoy the holidays.

Merry Christmas and Happy New Year.

Steve MacDonald, Chair

MERIDIAN UNIT

Well here we are at the end of another year. Things are slowing down as a lot of our programs and bank builds are almost completed. At the present time we have 96 bargaining unit members in the facility working. Unfortunately there are more layoffs coming. I don't know what the future holds for us here but management says that it is committed to keeping the facility open.

Many thanks to Bros. Ross

Gerrie & Jim Farrell for all their help and support in these tough times.

On behalf of the Bargaining committee and membership of Meridian, I would like to take this time to wish all members and families a Merry Christmas and a Happy New Year!

Dave Yearwood, Chair

TRW UNIT

I would like to start by saying congratulations to one of our fellow co-workers at TRW and President of the Local, Ross Gerrie on his newly elected position on City Council. This year has gone by very quickly and a lot has happened here at TRW.

The Committee & Membership at TRW would like to wish everyone a Merry Christmas and a Happy New Year!

Bart Ware, Chair

WOODINGFORD LODGE UNIT

As you are aware Municipal Elections were held in November. Your union took the time to interview (11) candidates in the weeks leading up to the election. During these interviews we highlighted the affect of County Council's decision to cut front line care and service has had on the workers and the residents of Woodingford Lodge. While candidates such as Michael Harding, Don Woolcot, Kenn Howling, Stephen Molnar, Donald Doan and Margaret Lupton chose not to accept our invitation to express their view and hear our concerns first hand we do appreciate and thank the (11) candidates who accepted our invitation and showed respect for our Union and our members of Woodingford Lodge by their participation. The most important part of the process was that we had an opportunity to

inform all of the candidates first hand what is really occurring at the lodge as a result of the cut backs to front line care and services. I want to thank the National Union for attending the interviews and assisting in the process. We will continue to keep the new council up to date on the devastating affects of cuts and we will continue to fight for the reinstatement of the hours of care. I also want to thank the members who continue to attend our demonstrations and meetings to highlight this issue. I know the residents and our members appreciate you taking the time to be involved. I want to also say a special thanks to Dave Nadalin for the care and compassion he has shown to the residents and the CAW members of Woodingford Lodge. We all wish him well in his future endeavours. The top issues dominating the meetings between the employer and the union are the number of injuries occurring monthly and the Employer's lack of willingness to institute a plan to stop the injuries before they occur. RPN schedules are still not set and management refuses to comply with the contract to allow the joint scheduling committee time to meet and develop lines. There continues to be a loss of full time lines through attrition and we are now at the equivalent of (22) full time job reductions.

As most of you are aware management has been utilizing the Chairperson's line more on the floor and is planning on putting the Chairperson back on the floor on a full time basis. I have made it very clear to the employer that the members will be represented by the chairperson. It is important that when you ask for representation that the management comply with the request and that "no request will be unreasonably withheld" Please ensure that if your request is not complied with that you inform your union committee. I will

continue to represent you and let me assure the employer that any attempts by the employer to restrict the representation for our members will be dealt with immediately. The committee has met on several occasions and will continue to meet to develop bargaining proposals. With the relationship of the Union and the Employer strained it is going to make negotiations extremely difficult and while it is an adversarial process by nature it will be ever more so this time. Its unfortunate that we have to argue about things that we currently have in our contract and have been there for years. Its very frustrating that the employer has taken a we know best attitude and now refuse to resolve issues for fear of looking weak. Let me assure the county that we will be pursuing a full agenda and we fully intend on resolving issues at the bargaining table on behalf of the membership. We remind the members not to be divided during this period. Solidarity is very important, so don't let management's agenda divide us. It is together we will make gains at the table and address the issues most important to you.

Congratulations to our President of Local 636, Ross Gerrie on his election to City Council. Ross will be a strong voice for the working people of this community and a strong advocate for resident care at the lodge and O Yes! "Mr. Harding, he is a Union Rep"!

In closing, I know it has been a difficult year here at work, but the Christmas season is fast approaching. As in the past we will take time to celebrate with the residents and make their holiday as pleasurable as possible. On behalf of the membership of Woodingford Lodge I would like to wish all Local 636 members a Merry Christmas.

Kelly-Anne Heslinga, Chair

WOODSTOCK GENERAL HOSPITAL UNIT

With all the activities of the fall it can be hard to look at this year as it comes to a close. It is our pleasure to congratulate Ross Gerrie on his successful campaign for a municipal councillor seat here in Woodstock. Congratulations go as well to his strong team of volunteers that helped make his win happen. In our October unit meeting we had an election of our own to fill a vacancy on the bargaining committee and we are proud to announce that Lesley Visser was the successful candidate. Lesley has just completed the Women's Activist PEL Course this past summer with existing committee member Jody Versteeg. PEL courses run just about all year round and if there are other members that are interested, I would invite them to talk to Jody and Lesley to find out how good the courses are.

As we end this year we have no grievances in the system but with a month left to go, the chances of it

staying that way are slim. As the Christmas Schedule comes up we find that there are shortages of staff again this holiday season. With all the advance knowledge of vacation requests and the always-present sick calls during the upcoming flu season, one might imagine that management wants to work short. We continue to meet with management to get vacant positions filled quickly and getting staff working in their new positions as soon as possible.

The Hospital has just recently presented a revised Attendance Management Program to Staff and the Union Committee remains very firm on our long-standing position that we do not support this program, as it is disciplinary and arbitrary in process. Any member that finds their attendance under review should contact a committee person for representation.

Our contract is rapidly coming to

a close at the end of March'07 and we will be getting ready for bargaining before our contract expires. Members are encouraged to put their ideas and concerns forward to the bargaining committee so that everyone can have a say on the proposals that are going forward. More information will be forthcoming in the near future as this progresses.

As this Christmas Season rapidly approaches, many holiday parties will be happening and the members at Woodstock General Hospital would like to remind you that you are always welcome to visit, but not from the back of an Ambulance. Take care and Don't Drink and Drive and make sure that a designated driver is rewarded for being available. We wish you and your families a safe and festive Holiday Season and a Happy New Year. See you in 2007! May it be better than '06.

In Solidarity, Shawn Rouse, Chair

EDUCATION COMMITTEE

The Education Committee has been approached by the Women's Committee and the Human Rights Committee to look at running some "One-Day Workshops" in the upcoming year. Watch your bulletin boards for more information regarding these workshops. We also hope to try and run a one day Grievance Handling Course in the upcoming year.

Just a reminder if you have children that qualify! The Education Committee chooses (4) recipients for Local 636 Bursary Awards. There is (1) Bursary for the Tommy Douglas Award and (3) Bursaries for the Local 636 Awards. Bursary forms are available at the Local 636 Union hall. These awards are for graduating students from high school that will be continuing their education in University or College.

The Education Committee wishes everyone Safe and Happy Holidays and a Happy New year.

Stephanie Johnstone, Chair

ELECTION COMMITTEE

At this point there isn't too much to report on about the Election Committee. We are sorry to see Gerry Bouwman (Chair) and Don Myer have both resigned and wish them well.

The Election Committee would like to wish Everyone a Safe & Happy New Year.

Judy Walker, Vice-Chair



HUMAN RIGHTS COMMITTEE

The Human Rights Committee ran a bur-sary essay contest for Grade eight (8) students on the topic of International Human Rights Day. At the time of writing this article the deadline for submissions is still open. Watch the next issue for the name of the successful student.

The Human Rights Committee is hoping to work together with the Education Committee in the new year to put on a one day workshop on Human Rights.

The Human Rights Committee wishes everyone a Safe and Happy Holiday Season and a Happy New Year.

Stephanie Johnstone Vice-Chair

WORKING WITH PRIDE CAUCUS

The committee has been busy with letter campaigns to the Government against their intent to re-open the equal marriage debate. Polls have consistently shown that two-thirds of Canadians are against re-opening the divisive equal marriage debate.

We are currently in the process of finding a family that is in need of some help over the holidays. This is a yearly endeavour that the committee takes on. We help buy gifts for the children and supply a hamper of food to a family affected by HIV/AIDS.

The caucus is always looking for new members. If you or someone you know is interested feel free to contact us. Contact CAW Local 636 and leave a message for Stephanie Johnstone.

On behalf of the Pride Caucus we wish everyone Safe and Happy Holidays and a Happy New Year.

Stephanie Johnstone, Chair

UNION IN POLITICS COMMITTEE

The importance of our Union cannot be understated. We must always keep in mind that the Union movement was born out of the determination to improve the position of workers in our society.

The Union's political work must be conducted independently and in the name of our Union. Our Politics must be issue based and the direction and activities must be controlled by our members through the democratic process. The CAW is committed to social unionism and the ongoing work of building stronger, more progressive workplaces and communities.

Recently in the November 13th Municipal Elections in Ontario several CAW Activists and Local Leaders were elected or re-elected to Municipal office. In Windsor, Stratford, Welland ThunderBay, Ingersoll and Woodstock CAW members are now represented on City Council. Locally, our President Ross Gerrie was elected and Brother Dave McLeod from Local 636 was also re-elected in Ingersoll.

"My Campaign team worked hard placing over 20,000 leaflets and post-cards across the city", Gerrie was quoted as saying in the Sentinel Review newspaper. "That paid dividends in terms of having my message out there". He concluded.

As CAW members we all realize that the best representative for working people is another worker. Now we will experience responsible progress in our Communities, as well as our workplace!

Sandra Ross, Chair

WOODSTOCK ELECTION RESULTS

MAYOR

- Harding, Michael - 3,518 (37.65%)
- Birtch, Trevor - 2,271 (24.30%)
- Currah, Brian - 1,832 (19.61%)
- Nadalin, David - 1,723 (18.44%)

CITY COUNCILLOR

(4 to be elected)

- Lauder, Connie - 4,713 (14.90%)
- Tait, Deb - 4,636 (14.66%)
- Gerrie, Ross - 4,210 (13.31%)
- Northcott, Jim - 4,104 (12.98%)
- Simard, Nelson - 3,397 (10.74%)
- Shank, Linda - 2,507 (7.93%)
- Bender, Jim - 2,023 (6.4%)
- Schadenberg, Chris - 2,001 (5.93%)
- MacDonald, Scott - 1,792 (5.67%)
- Doyle, Daren - 1,304 (4.12%)
- Wiseman, Ed - 935 (2.96%)

CITY/COUNTY COUNCILLOR

(2 to be elected)

- Talbot, Sandra - 5,958 (36.30%)
- Sobeski, Pat - 5,902 (35.96%)
- Plant, Paul - 4,554 (27.74%)

WOMEN'S COMMITTEE

Take Back the Night Rally

On Sept 14, the Women's Committee participated in a very successful Take Back the Night Rally. This year's march, led by Brenda McLelland and Judy Walker was held in Ingersoll, with great participation from the Fusion Youth Center. Together with the youth, we created and hung a clothesline in the front of the Fusion Youth centre on Thames St. in Ingersoll, with the goal "Airing the Community's dirty laundry" and bringing public awareness to the issue of Violence Against women. Guest speakers were Deb Ashbee, and Robert Alexander and entertainment was provided by the Raging Grannies.

Neighbours Friends and Families

On October 27th, the Oxford County Domestic Assault Review Team held the launch of the Neighbours, Friends and Families program. Neighbours, Friends & Families is a campaign to raise awareness of the signs of Woman abuse so people who are close to an at risk woman or an abusive man can help. The launch was scheduled for this day as it marks the first anniversary of the murder of our Sister Sandra Schott. Our Local hosted the event as a memorial to Sister Sandra. Deb Ashbee who has become the spokesperson for the NFF campaign and speaks on the issue of Violence against Women in our community says "I now view this video and program as the silver lining to Sandra's death. It is her legacy."

If you would like to hold a free presentation for your workplace, group of family and friends, contact Ingamo Family Homes 519-421-0383, or e-mail OxfordDart@cablerocket.com.

The Women's Committee dedicates the following memorial to Sister Sandra.

In Memory of a Co-Worker

She was someone you could trust. She was responsible and loyal. Her eyes would light up whenever she spoke about her children. You would invite her to share in your accomplishments and cry along with you at your defeats. She knew what the word team meant. Her laughter was contagious. You would count her among your friends. She was proud of her abilities & her workplace. She would never want to burden you with her problems. She was often quiet. She loved scrap booking and days in the park with her kids. She treated her clients and her co-workers with respect and that respect was mutual. She more than deserved that in her intimate personal relationship.

And then the next day, she was gone. We struggle to deal with the answer to why this still happens in our society and why it happened to her. We know why and we know who is to blame. But we still feel guilty and we wish that there was something more that we could have said or done. That control was taken from us. What is left is the healing and the memories and the call to action. We must go on-hard as it is, there is work to be done - and she would want you to do it!

2007 Sisterhood Activist of the Year Award

Each year, CAW Local 636 Women's Committee recognizes someone in the community who has worked to improve the lives of women. This award will be presented March 8, 2007 in conjunction with International Women's Day celebrations. Nominations will be accepted until February 8, 2007.

3rd Annual Women's Wellness Day

Another successful Women's Wellness day was held Nov 4th, at the Elm Hurst Inn in Ingersoll. This event has become an annual event, and will surely take place again next year. Thanks to Judy Walker for taking on this commitment on behalf of our committee.

Congratulations Ross Gerrie!!

Congratulations to our Local President, Ross Gerrie on his election to City Council! Ross has many years of leadership experience in the labour movement and community and will make a great addition to the City Council of Woodstock. Hey Ross...Mayor next time?

Upcoming Dates to Remember...

Dec 6, - National Day of Remembrance and Action against Violence against Women. A Silent witness memorial will be held at Museum Square in Woodstock, followed by a candle lighting ceremony, guest speakers, entertainment and a chili dinner at CAW Local 636 Hall.

Feb 8, 2007, Sisterhood Activist of the Year Award nominations due today.

March 8, International Women's Day. The Zonta Club will be hosting their annual Women's Day breakfast at CAW Local 636 Hall. Further details on this and other Women's Day activities will be sent out when available.

The Women's Committee wishes everyone a safe Happy Holiday Season and the Best of Wishes for a Happy New Year.

Brenda McLelland, Chair

2006 Women's Conference

Aug 27 - 30 Port Elgin, ON

This year's conference was focused on Ending Violence through Equality.

Brenda McLelland and I, Judy Walker were the lucky delegates to be elected to attend this year.

The conference was well attended; once again a full house. Delegates came from across Canada. What Power when that many Women come together as one. Opening session started at 7pm Sunday the 27th where we welcomed Julie White (The Director of Women Programs) and Carol Phillips (Assistant to the President).

We were introduced to a new project called the Miss G project. This is a group of concerned citizens working together to promote equality in education. To learn more- <http://www.themissgproject.org/>, At 9 pm a reception was held at Nick's place where we got to know each other better, and share some great food.

Monday the 28th was full of workshops where we took on the challenge of what we can do to end Violence. At 7 pm Terry Weymouth a skilled trades delegate talked on her experiences when she went to lend a hand to help build New Orleans. The night was motivating and inspiring just to see the trials and tribulations these people have gone through and the work the CAW can do. At 9pm a night of sisterhood merriment and fun at Nicks place again with more great food. Tuesday the 29th Workshops start all over again for the day and at 7pm we met to hear Peggy Nash give a motivating speech on where the CAW is heading and what we can do to help. At 9pm a corn roast and a great time had by all.

Wednesday the 30th workshops again continued where we had time to work on creative strategies to get the message out and across to the many people who need our help and to end Violence. 10pm we all met to see what each class came up with. We all raised our voices in song what a show the presentations were impressive!

Once again another conference comes to an end. Hugs and kisses to all and we were on our way home again.

In Solidarity, Judy Walker, Chair

Neighbours, Friends and Families

(L-R): Brenda McLelland, Chair Women's Committee; Deb Ashbee, Speaker; Kelly-Anne Heslinga, Chair Woodingford Lodge; Julie White, Director of Women's Dept.; Ross Gerrie, President Local 636.

Neighbours, Friends & Families

I had spent the past 364 days dreading the upcoming date of October 27, 2006, but thanks to Local 636 a ray of sunshine was put on my otherwise mournful day. October 27th would mark the one year anniversary of the murder of my best friend and dear CAW sister, Sandra Schott.

To mark the anniversary of her death, Local 636 not only generously hosted the Oxford-DART launch of the Neighbours Friends and Families campaign but also agreed to promote the program to their full extent.

Neighbours Friends and Families is a program designed to educate us of the warning signs and risk factors that can lead to domestic violence.

My contribution to this program was participating in a very moving 15 minute documentary based around Sandra's story. I had to bury my best friend due to my lack of knowledge and it is my hope that with the help of this video that no one else will ever have to do this.

It was very emotional for me that this program was rolled out on the anniversary of Sandra's death. The memory of the sadness of her death was softened by Local 636 stepping up and allowing the greatness of this powerful program be shown to Oxford County. I will be forever grateful for this.

I urge every CAW member to take the opportunity to learn about this program and become knowledgeable of the warning signs and risk factors of domestic violence. Please, let's work together in Sister Schott's memory to make the world free from domestic violence.

Deb Ashbee



P.O.E.M.

The P.O.E.M. Cribbage Tournament was held on Nov 11th, 2006.

1st - John & Pat Brady, Local 27

2nd - Carl Meyer & Lowell Thomas, Local 1520

3rd - Mark Jez and Chris Jez, Local 636

Dennis Burleigh

Chair Recreation Committee



John and Pat Brady receiving First Place Trophies.

RECREATION COMMITTEE

Well the year sure has passed quickly and on behalf of your recreation committee I'd like to wish you, your families and friends a very Merry Christmas and a Safe and Prosperous New Year.

The Recreation Committee, thanks to your participation, had a very good year and we look forward to bringing you an exciting 2007.

As this is the first edition of our 636 news since our successful Family Day I'd like to Congratulate Teralyn Rolson and Liam Martin, the winners of the girls and boys bike draw. Most recently we had our yearly local

dance with the great down east music from the Bay Boys. A great time was had by everyone who came out and next year they'll be back on November 10, 2007. Your Recreation Committee is always looking for new ideas to better serve you, our members, so if there is anything you'd like to see jot it down and leave it with our secretary Tammy in the front office.

Don't forget the New Year's Levy on New Year's Day! There's lots of food and the pipers are always a treat to see and hear.

Yours In Solidarity, Dennis Burleigh, Chair



SUBSTANCE ABUSE COMMITTEE

As the Festive Season arrives, we take more time for religious celebrations, family gatherings and Christmas partying; If you Drink; Don't Drive! Alcohol kills 20,000 Canadians each year and half of that is related to Drinking and Driving. Make sure you have a Designated Driver or call a cab. Be responsible for your own life and the lives of others. Play It Smart and Safe, so everyone can enjoy the Holiday Season!

Don't Drink & Drive!

Have a Safe & Happy Holiday!

Joe Read, Substance Abuse Rep, General Motors

Joe Read, Substance Abuse Representative for General Motors recently received a Commissioners Commendation for Community Service. OPP Commissioner, Gwen Boniface presented the award for his contribution to the Drug Awareness Committee of Oxford County (ODAC).

C.B.O. REPORT LOCAL 636

Greetings, Brothers and Sisters,

Recently I was informed that I had been chosen to be CAW Local 636's Community Based Organizer, (C.B.O.) This is a temporary position which was created so that we can offer CAW membership, to non-union workers in our community.

It was with great anticipation and gratitude that I accepted this challenging role. I will be working with Kim Adams of the National Union and Ross Gerrie, President of Local 636.

The CAW has a principal that states, **Working People Need Unions.**

"We formed our union because we could not depend on employers to provide us with dignity, a measure of security and a rising standard of living. And, over the years, we did make impressive gains. But our objectives remain far from fulfilled, and with even our past gains under attack, we need unions today as much as we ever did."

I agree with this principal whole heartedly. All workers deserve a safe workplace where they can take pride in earning a fair days wage for a fair days work.

As a union we offer employees the right to have a say in determining how you are treated in your work place and how you are compensated for the work you do. We as a union can provide workers a direct say on safety issues, benefits, vacations, shifts, working conditions, job postings, overtime, transfers and grievance procedures. Unions provide for elections so work places have structured committees chosen by the workers to deal with collective agreement and safety issues. The CAW is second to none in providing excellent health and safety training for workers in all fields of employment in Canada. We provide assistance to people on pension issues, substance

abuse, family counselling, WSIB and just about any problem a worker could get themselves into. I could go on and on about our training centers, about how the CAW fights to protect the environment how we stand up for human rights, etc etc.etc.

But you know what I mean, You are the Union.

You would wonder then, why doesn't every non-union worker in Canada run to the closest union office and sign up?

Over the past few weeks I have been engaged in conversations with hundreds of non-union workers from various work-places. As you can imagine the gauntlet of problems that they face is long. It's hard to believe that some workers are still treated in a manner that would be totally unacceptable in any of our CAW work-places. The major theme of complaints seems to be, fear of termination, fear of retaliation in the form of harassment and getting put on undesirable jobs if you speak up or don't fit in, fear of sexual harassment in the form of detrimental rumours and fear of getting hurt because health and safety are just words on a policy and not practiced. One big issue that these workers are exposed to is the threat by their employers that if they join the union the work place will close. One local plant tells it's people that Toyota will not deal with union suppliers and therefore if you sign a

card, your done!

The theme here is **Fear**. Fear and not knowing are how these unjust employers are keeping these workers in their daily quandary.

I believe as a union our job is clear, **Education!** We need to let this community know what our union stands for, what we have accomplished in the past and what our future goals are. Most non-union workers tell me, that they want to join our team but they are afraid. Through education, we can eliminate this fear. Education will remove ignorance and well informed workers will make an educated decision based on their needs as to whether to join our union or not.

I would like to take this opportunity to thank all of the brothers and sisters that stood with me at the various plant gates of this city handing out information leaflets and membership cards. Yes it was cold! The weather tested our resolve but the pride we felt seeing our CAW flags flying in the winter wind and dodging the odd car kept us warm.

Thank you once again to Local 636 for this opportunity to act as C.B.O.

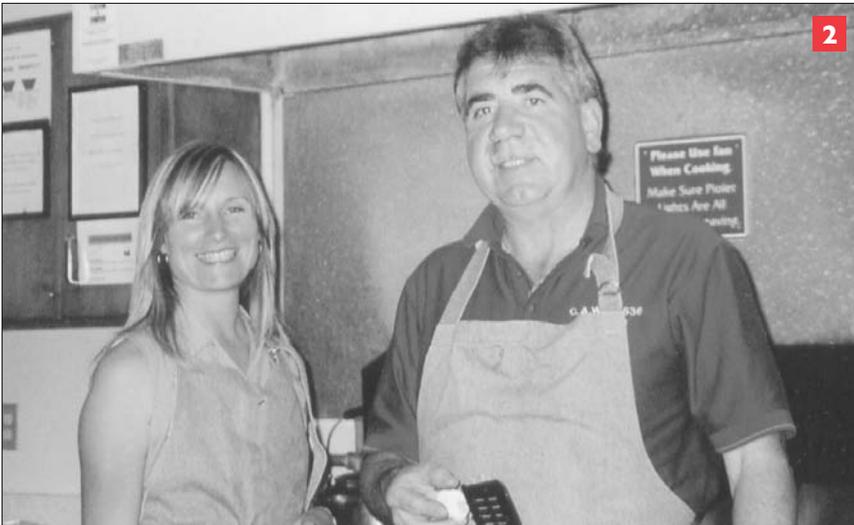
To all of you, have a Very Merry Christmas and a Happy New Year, and remember, **You are the Union!**

*Yours in Solidarity, C.B.O.
CAW Local 636, John Griffioen*



Rob M., Ed S. and John G. leafletting at John G. Wilson.

RETIREE'S



News and events that took place with the CAW Retirees in the year 2006! We continue with Shuffleboard on Tuesday and Thursday mornings at 9:00 a.m. till?? We still serve coffee & tea and there's lots of fellowship and socializing. We have had a few new members coming out but we still have room for many more! Our Retiree's still meet on the 2nd and 3rd Wednesdays of the month, unless otherwise changed, due to the number of Wednesdays in a month. Doors opens at 1:00 p.m.

Recreation is held the 2nd Wednesday with the business meeting on the 3rd at 2:00 p.m. with Bingo at both meetings.

In June of 2006, Retiree's of Local 636 were Host to the Annual Area Picnic, which was held at Southside park with Retirees attending from London, St. Thomas, Ingersoll, Stratford, Sarnia and Woodstock. Our noon meal was one that had a great selection of salads, cold meat, casseroles and desserts & pies. There were lots of games and brain teasers to do and lots of prizes were won by the 180 that attended as well there was a 50/50 draw and a jar of jelly beans.

At our last meeting before summer vacation our Retiree's had a BBQ with 45 members in attendance and our chefs were our Local's Secretary Tammy and our Local's Treasurer Jim. They did a mighty fine job.

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- 1 - Roland Parris, Sec.-Tres.; Roxie Baker, A.C.C.P.; Harold Riffel, 636 Chairperson and Tom McSwiggan, Vice-Chair at Woodstock Host to Area Picnic, June 2006.
 - 2 - Tammy, CAW Secretary; and Jim, CAW Treasurer at CAW Retiree's BBQ - June 20, 2006.
 - 3 - Harold & Lorraine Riffel and Bev & Gord Sider, Delegates to Retirees' Conference 2006.
 - 4 - Chairperson and Delegates to Retiree's Conference - Harold Riffel, Gord Sider, with wives Bev Sider and Lorraine Riffel at Labour Day Parade, Sept. 2006.
 - 5 - Retiree's from Local 636 in the parade at Port Elgin.
 - 6 - New Retiree's from Local 636 attend parade in Port Elgin. (l-r): Linda Burrell, Pete Sprung and Eva Munro.

REPORT

In late August we started up with our shuffleboard again! We had 37 Retirees from our Local 636 take part in Labour Day parade in Pt.Elgin, along with two delegates to the Annual Retiree's Conference. Everyone enjoyed a delicious lunch of burgers, hot dogs, salads, corn on the cob and a variety of desserts. A great day was had by all. We hope that we can have a bus full in 2007.

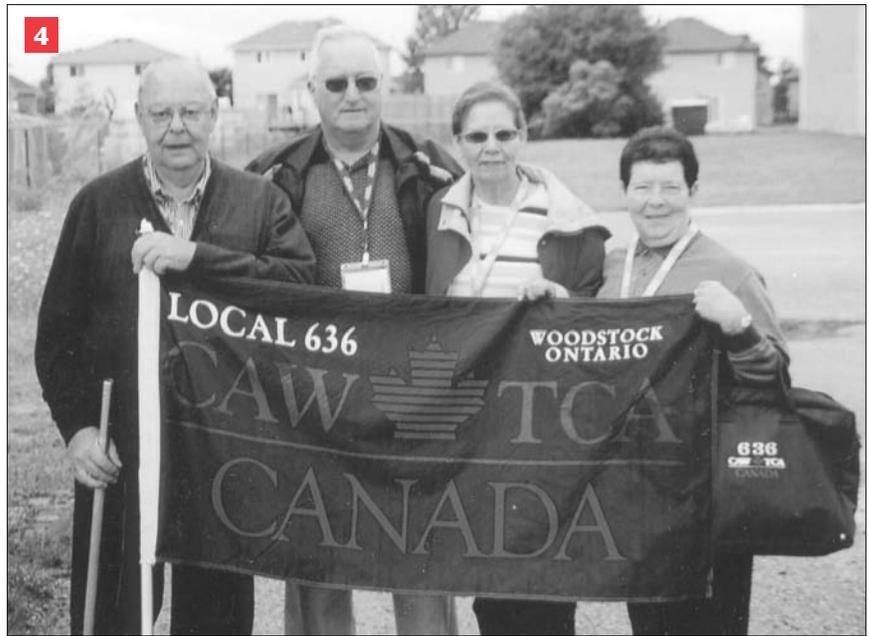
Thanks to Jim Walker for taking part in laying the Wreaths on Remembrance Day Nov 11, 2006.

Our Annual Christmas Banquet will be held on Wednesday December 13th at 2:00 p.m. Bingo first and dinner to follow. Tickets are \$10.00 a person and "please" bring a non-perishable item for the food bank.

To our sick and shut in friends, our Best Wishes for a speedy recovery. To our bereaved members and their families we offer our Most Deepest Sympathies.

On behalf of the Retiree's Executive, I wish to Thank you for your help and support and may you all have a Blessed Christmas and Happy, Healthy New Year!

Harold Riffel, Chair



To all of you who are . . .

- V**aluable is the work you do.
- O**utstanding is how you always come through.
- L**oyal, sincere and full of good cheer;
- U**ntiring in your efforts throughout the year.
- N**otable are the contributions you make.
- T**rustworthy in every project you take.
- E**ager to reach your every goal.
- E**ffective in the way you fulfill your role.
- R**eady with a smile like a shining star,
- S**pecial and wonderful – that's what you are.

FINANCIAL SECRETARY'S REPORT

Here we are once again at the end of another busy year. As usual the hall has been booked for many different functions such as Weddings, Retirements, Birthdays & Christmas Parties. Many hall donations have also been made to local charity groups for their meetings as well as our own Local meetings. If you have an event you are planning, book early as the hall goes very fast- especially during the Wedding Season & Christmas Season.

On behalf of the office staff- Tammy & Rick and myself- I would like to Wish everyone a Happy & Safe Holiday Season!

James Farrell, Financial Secretary



ROSS GERRIE ELECTION CAMPAIGN TEAM

(L-R): Garry Gray, Donna Strickert, Kim Adams, Ross Gerrie, Linda Gerrie, John Dobbyn, Karen Archer, Tammy Priddle, Pete Sprung. Missing: Jim Farrell, Phil Hinchley, Bernie West.

A MESSAGE FROM THE RETIRED SECRETARY!

Well here I am celebrating my first year as a Reitree! Where has the time gone? Many times I would hear our retiree's saying, "I don't know how I ever had time to work. I'm so busy.". I always found this hard to believe but I now know it's quite true. After returning from Florida it was into spring cleaning and getting rid of a lot of junk one accumulates over time. Next we were into summer and many visits from the grandchildren and day trips. Then before I knew it fall had arrived and more cleaning, annual doctor's check-ups and then getting ready for Christmas. I've also still done some volunteering at the hospital when called to do so.

Of course, the big date of November 13 was looming and I was honored to be asked by Ross to be part of his election campaign. I have to admit the night of the election I was a nervous wreck until the count came in and was estatic when the results were posted. I know Ross will be a great asset for the City of Woodstock and its citizens and wish him all the best.

All in all I have had a great year. I miss many of the visits and chats I had with many of you in the office but I don't miss the work and confusion! I know you are in good hands with Tammy. She's done a fantastic job for you.

In closing, on behalf of Roy and myself I want to wish each and everyone of you and your families a Very Merry Christmas and all the best for a happy, healthy 2007.

Donna Strickert

