

**MEMBERSHIP MEETING
FEB. 24 2010**

MINUTE OF SILENCE

PREVIOUS MINUTES: Move adoption of previous minutes as per handout at door.

BUSINESS ARISING: None

CORRESPONDANCE: None

FINANCIAL REPORT: Dave Crosswell
Move adoption of Financial report as per handout.

Dan Cassady: Read the proposed By – Law change and explained why.

Dave Crosswell: Read the resolution put forth by the Environment Committee.

FINANCIAL SECRETARY`S OFFICE/CLUB 200: Dave Crosswell
Club 200 Board met recently donated \$975.00 to youth organizations.
Need help with Hole Sponsors for Golf Tournament.
7 members have elected to retire Mar. 1/10; I think it's low because many are waiting for next buyout.
36 members have taken STEP.
H/C deduction of \$15.00 is causing lots of issues for us older retiree's and spouses confused think benefits will be cut. We will find every retiree or spouse who have not responded.
Locals 444 and 1973 are working with us over the \$9 dispensing fee send letter to drug stores and recommend the ones that will accept \$9.
We will also go after dentist for fee guide issue these guys will be a lot tougher most do not want to support new agreement on fees.
We are trying to do everything we can when it comes to our local finances we have challenged city every year on taxes and have saved Local 200/444 over \$90,000 in taxes since 2005.
This Local has challenged the Gov't on Pensions and we are making a difference. Need to keep pressure on them.
Ken Georgetti will be at Coboto as well as Ken Lewenza holding a forum of Pension reform I would encourage everyone to come out.

WOMENS COMMITTEE: Dinelle Booker
H.O.S. Pajama Party has been cancelled due to the possibility of St.Clair College going on strike it may be scheduled for a latter date.
The 20 days 20 ways Postcard Campaign was a big success over 360,000 post cards were sent to the Prime Ministers office.
Right now the Gov't is heading into the final steps of Bill C-391 which is the Gun Registry. I know this is a hot topic but spousal homicides are down 50% since the inception of the

Gun Registry. We need a minimum of 14 more MP's to change their minds on this and keep the Gun Registry.

Please contact your MP and tell them you support gun Registry.

RECREATION COMMITTEE: April McLellan

Moonlight Bowling was held last Sat. (Feb. 20th, 2010) with about 212 bowlers and a great time was had by all. Results are not in yet.

Our Big Bike to raise money for the Heart and Stroke Foundation is coming up at the end of May and will be held at the Ford Test Track this year

We are currently waiting for a response from Cedar point regarding tickets for this summer, watch the boards for postings

Our Chili Cook Off was held on Feb. 5th, 2010 we raised \$1100.00. Congratulation to the retiree's who the winners were.

The next joint committee fundraiser will be held in June as a bar-be-que at our last membership meeting

We have 2 Tiger games we are looking at one Sunday May 16th against Boston and the other Friday July 23rd against Toronto watch for postings in the plant

The next National tournaments coming up are The 5 Pin Bowling to be held in Oshawa on Sat. March 13th, 2010, Indoor Volleyball Tournament at the Ice Park on Sun. March 14th, 2010 and Dart Tournament at the Victoria Harbour Legion on Sat. March 20th, 2010

HUMAN RIGHTS COMMITTEE: John Engleman

February is African Heritage Month, there are many African Americans who contributed to build a equal society, weather they were scholars, activists, athletes, or entertainers, sometimes you just have to think who are they.

If you know who I am, just yell it out!!! We have parting gifts!!

EDUCATION COMMITTEE: Auggie Menna

\$1100.00 raised at the chili cook-off. Thanks to all who attended and the winner of best chili was the retiree's chapter.

ENVIROMENT COMMITTEE: Troy Bryant

We'd like to thank the members who supported the 15th Anniversary / Fundraiser for the CAW Windsor Regional Environment Council. It was a cozy affair with @ 100 people attending. A great time was had by all.

To add to the 1st Annual CAW Local 200 Standing Committee Chili cook off: We were happy to be a part of an event where we could work together with the rest of the standing committees and at the same time hopefully educate others on the importance of environmentally friendly practices such as: compostable cups and cutlery made from potato starch rather than plastic with all the associated environmental problems plastic brings from the production of it to the disposal of it.

Members of our committee along with the Joint Workplace Environment Committee members recently presented at the 6th Annual Human Rights Forum, put on jointly by the Jewish Community Centre and our very own CAW Local 200 Human Rights Committee. We spoke on the importance of "Clean Water as a Human Right" and were very proud to be able to participate in this great event again.

And lastly, our committee would like to thank brother Chris Vilag for his dedication to the Environmental movement in his role as CAW/Ford site wide Environment Co-coordinator. It's extremely unfortunate that in these tough times, tough decisions have to be made regarding excellent union representation. We want to thank Chris for his leadership of the

Joint Workplace Environment Committee both inside and outside the plant gates, on company time and many hours of his own time.

RETIREES CHAPTER: Herb John
No Report

POLITICAL EDUCATION COMMITTEE: No report

APPRENTICESHIP COMMITTEE: No Report

ELECTION COMMITTEE: No Report

PRESIDENTS REPORT: Dan Cassidy

Congratulations to Scott Laird who was elected as a Committeeperson at EEP. ETR may go on strike the almost had an agreement than the company threw some concessions at them. We have notified Ford that this will be an issue if they go on strike because we will have to support them and will not load Box Cars.

In January the company gave us official notice that they were going to cut 3 Reps out of WEP/ANNEX effective Feb. 1, 2 from Annex and 1 from WEP. This was a very painful decision that had to be made. We had discussions with all the Chairs of the Plants and I ended up having to reduce Art Bombadier from the #1 shift Annex. I want to thank Art for all his dedication and for walking around with me in the plant on his last day.

Lets take a historic look at the history of representation at these 2 plants.

Sept. 27/99 was the official day that sole representation was agreed to with the company, Annex was recognized with their own Chairperson, Vice-Chairperson and own Safety rep. prior to that WEP Chair, Vice Chair and Safety Rep took care of Annex.

Alex Keeny who was President at the time put together a hand shake agreement with Ken Williams to add to buttons to the Annex that is how they were able to get their own structure.

The # of Reps that each plant has is based on population of plants. Every member has the right to representation.

Charlie Yott was the first rep elected in the Annex on the #1 shift at that time the population of the plant was 563.

There is a misconception among our members about how many Appointed Positions compared to Elected positions that we have. The number of Elected Positions is 229, the number of Appointed Positions is 10.

We have reduced a number of Appointed Positions over the last couple of years those being, John McCloskey, Tim Stewart, Mike Turnbull, Floyd Hurst, Dave Booker, Jim Whittle, And as of now Chris Vilag as well as the 2nd V.P. job will not be replaced, and 1 of those buttons will be moved to each plant that left us with a reduction of 1 rep.

Past practice for reduction of reps is if more on 1 shift it goes by votes, by election other locals go by amount of constituents. I had a discussion with both WEP and Annex Chairs and then we met with the Bargaining Committee to discuss with them about this whole issue.

After decision was made went into the Annex and spent 3hrs. on the #1 and #2 Shifts members wanted election told them it was not right to have election but I would go back and re-look at it again. Once I did that it became clearer an Annex rep had to be reduced

based on the fact that representation in plants is based on population. Annex numbers did not support the amount of reps and WEP #'s did could not take Lindsay out because population supports the amount of reps. they have in WEP.

In closing when I took job and committed to Steward Council the decisions I make will be what is in the best interest of membership and I believe this is the case on this one.

DISCUSSION ON REPORT:

Q) In the last 3 contracts we have given up concessions I do not recall us giving up our right to vote.

A) No we did not give up our right to vote, but in this case there is no reason to have an Election.

Comment: Darren

I believe that this decision is wrong anyone with 99 seniority should not even be at work should be on layoff his election was a mysterious one at that.

Dave C) You have the right to your opinion, but there was nothing mysterious about his election. There was a mistake made and there should have been a runoff right away it was caught very quickly and both candidates were asked if they were ok with having another vote right there even though some people had left and they both agreed to do so. And even after that, one of the candidates challenged the outcome and another election was held. Dan is doing everything by the book.

Q) Not everyone is happy with this decision in fact most are not we want to have an election.

A) If I could make everyone happy my job would be easy, I understand this is not a popular decision, but I believe the right decision has been made.

Comment: Gary B.

Gary spoke about the history of St Thomas language, he also commended Dan for being able to keep the number of Reps. that we have in the system based on the situation we are in today. I personally put my button on the desk back when Plant 2 was closing so we could bank hrs. and use for a better day. I know the history you cannot vary from the language look at EEP over 300 people and we have only a Chair and a Skilled Trades Rep. Dan is correct the population in the plant is tied directly to the amount of representation that you get.

Q) We should have another election we should have a rep in our plant that knows our plant.

A) Again based on plant population the Annex is not entitled to another rep, Lindsay has the numbers to stay elected in WEP and because I know the Annex needs representation Lindsay is the rep that will respond to calls in that plant, the reps in WEP on the off shifts in the past had to represent the Annex I see no other way than to do that now.

Comment: Tony I

Folks the reality is reps are based on population Dan has done a good job by allocating extra buttons to that plant otherwise there would be less and I hate to see what happens in Sept when a shift is cut at WEP it will also affect Annex. At WAP we only have a Chair on days and both off shift reps are part time.

Q) Next time something like this happens some kind of letter should go out to the members we did not get a lot of info on this until it was basically over.

A) I was in discussions with the Company right up until the last meeting trying to save reps jobs, that's why it was late and next time we can try and put something out.

Comment: Keith E.

Lets calm down this is not about Linds and Art we cannot pit one against the other we have to deal with this collectively lets stick together.

Q) Are you saying that if our numbers drop like the WAP we will be down to one Chair and if that's the case when Chris is out of plant he will need to be replaced?

A) Yes he will need to be replaced when out of the plant.

Q) We need to bargain more reps when we are back in bargaining.

A) It is very difficult to bargain more reps because I do not believe that the membership would go on strike for that issue.

Comment: Rick R.

I was there and at the beginning it was very difficult and we fought to separate and when that happened we have to live by language we cannot change language based on what is happening at any given time. As for reps. being out of seniority Mike Vince back in the 90's was one that was out of seniority and if he was laid off at the time he may not have become President.

Art Bombadier

Dan had to make a very difficult decision I know it was not easy. I want to thank all the people from 3 Valve it was a pleasure to represent you. I will do what I can to help Lindsay out.

President's report was moved supported and passed.

UNFINISHED BUSINESS: None

NEW BUSINESS: How come the company will not give Pension estimates?

Dave Crosswell explained why they do not give them out.

Anyone with 83 seniority should contact me at the Hall.

GOOD & WELFARE: None

ADJOURNMENT: 6:15pm.