

APRIL 2010

MAHLE LABOUR ADJUSTMENT COMMITTEE



Forging Ahead

Closing Newsletter

This will be the last newsletter to be published by the Mahle Labour Adjustment Committee. The Mahle office is now closed however, all affairs will now be handled by the Composite Committee of the Community Labour Adjustment Services which is located in the same suite of offices. The phone numbers you need to use now are 519-256-6142 and 519-256-4597. Our e-mail addresses will continue until May 31st.

Our Committee has been very successful. Almost 86% of employees who were permanently laid off as a result of our plant closing have been "adjusted". This includes those of you who are now either working full or part time, are in school, have retired or are on WSIB or LTD. There are still approximately 50 who are either not working or did not want to participate in using the services which we had on offer. All this information is based on feedback from yourselves. There is room for error because, obviously, if we didn't get the information then we couldn't use it.

On that note a few of you have taken the time to notify us that you would like your file transferred over to the Composite Committee. Your file cannot be given to the Composite Committee without your consent. If you want your file transferred over please either contact one of the phone numbers above or send us an e-mail to the address in this newsletter or stop by our office and tell us. All files will be held until the end of May this year. At that time any files which we do not have permission to transfer will be shredded. This has to happen as we have to vacate our office space and there is insufficient storage on the premises.

I would like to thank those of you who did participate in making our committee a success, particularly those of you who spent time here as a Peer Helper. I would also like to thank a few other people who without their encouragement, support, guidance and expertise we could not have been successful. John Toth, the Chairperson, of Local 195 Labour Adjustment Services. Darlene Malcolm, the Coordinator, of the Local 195 Composite Committee. Jim Parry, the Programs Officer, from the MTCU of the Ontario Government. Sue Kelsh, our Employment Counselor. Everyone at CAW Local 195. Especially Gerry Farnham (President), Mike Dunning (Financial Secretary) and Shelley, Karla and Tim (the Support Staff). Bethany Toldo and, in particular, Konrad Bohler were very supportive right throughout the adjustment process. If I have missed anyone out, I apologize for the oversight.

Good Luck in your future endeavors.

Max Nimmo,

Coordinator, Mahle Labour Adjustment Committee.

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What's on in April

Free Child - Safety Seat Inspections

Apr 17, 2010 - Local group of volunteers who are certified, are able to inspect your child's safety seat to ensure suitability and proper installation.

Hours: 10:00am to 2:00pm

Cost: N/A

Venue: LaSalle Fire Service, 5950 Malden Road, LaSalle

Phone 519-258-2146 for more information.



Mom2Mom Family Expo

Apr 24, 2010 - The Mom2Mom 5th annual Family Expo. Saturday, April 24th, 10am-3pm, WFCU Centre. 100 exhibitors - entertainment - prizes - activities & more Sponsored by AM 800, DSC Lifestyles, Weewatch and Windsor Vistas Gymnastics.

Hours: 10:00-3:00

Cost: 2.00 for adults. Kids are free.

Venue: WFCU Centre, Windsor

mail@mom2mom.ca

www.thefamilyexpo.ca

Phone 519-967-9483 for more information.



Fine Flea and Vintage Fair

Apr 25, 2010 - Lots of cool vendors. Be there or be square! Jewellery, clothing, accessories, books, ceramics, linens, china, glassware, artwork, small furniture, kitchenware, toys.

Hours: 10:00 a.m. - 4:00 p.m.

Cost: 1.00

Venue: Forest Glade Arena 3205 Forest Glade Drive, Windsor

magpieantiqueshop@gmail.com

Phone 519-945-5871 for more information.



Symphony In Space

Apr 10, 2010 to Apr 11, 2010 - WSO Pops Concert. Projected NASA images with music from Holst, Mozart, Star Trek and Star Wars.

Hours: Apr 10 8:00 pm - 10:00 pm, Apr 11 2:30 pm - 4:30 pm

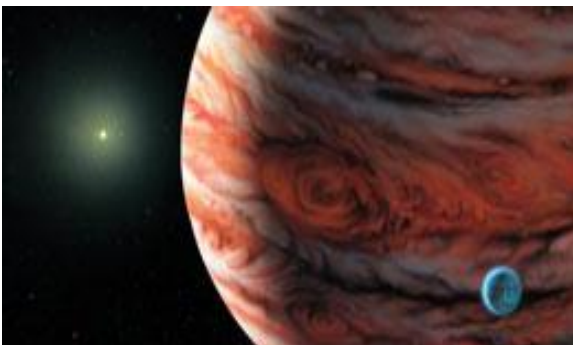
Cost: \$13-56

Venue: Chrysler Theatre, Windsor

jpgalli@windsorsymphony.com

www.windsorsymphony.com

Phone 519-252-6579 for more information.



Overcoming Stress of Unemployment (or Under-employment)

The Canadian Mental Health Association is offering a FREE six week series where you will learn:

- **Stress Reduction Techniques**
- **Coping Strategies**
- **Communication Skills**
- **Self-Care**



CANADIAN MENTAL HEALTH ASSOCIATION
ASSOCIATION CANADIENNE POUR LA SANTE MENTALE
WINDSOR-ESSEX COUNTY BRANCH



Session I – The effects of Stress

- What is stress?

Recognition of stressors and stress provoking situations

- Introduction of the five stages of job loss

Session II – Coping with Stress

- Stages of Stress
- Relaxation techniques
- Dealing with Stress effectively

Session III – Unemployment and the Family

- The effect of unemployment on the family
- Men vs. Women's reaction to unemployment
- Signs of stress in preschoolers, school age children and teenagers
- Coping as a family

Session IV – Communication Skills

- Blocks/barriers to effective communication
- Listening habits checklist
- How to communicate verbally
- Good speech habits

Session V – Action Plans and Making Choices

- Job search skills inventory
- Identifying barriers to employment
- Time Management
- Goal development
- Action planning

Session VI – Re-Employment Issues

- Resume time gaps and other issues
- The job interview
- Interview planning

When: Wednesdays 1 to 3pm

From April 28 thru June 2

Where: CAW Labour Adjustment Services

1801 Walker Rd.

**If you are interested in participating in this program
please contact us @ 519-256-4597**

Training Courses



If you are interested in the following training programs
please contact us @ 519-256-4597



Smart Serve Forklift Truck Certification Safe Food Handling First Aid & CPR WHMIS

EMPLOYMENT QUESTIONS & ANSWERS

“ASK SUE”

Frequently I hear the same questions over and over. Maybe my answers will be of interest. If you have a question that you wish to see answered in this space feel free to call your Labour Adjustment Committee representative and submit your question.

QUESTION: Everything I have heard about the retraining programs like Second Careers from friends and from some other sources tell me that there is so much research required by anyone interested now, that I'm thinking it isn't worth the hassle. Why should I bother?

ANSWER: It isn't just “now”, research has always been a requirement for a person asking for use of Employment Insurance approval and government funding. Let's look at what research is required and why. I think you will understand and agree when the actual criteria for eligibility are examined more closely.

The federal and provincial government have focused a large amount of extra funding for Skills Development and Second Careers programs in the last 3 years. This kind of extensive funding could not go on forever. The eligibility criteria are in place now to ensure that the people who need the retraining the most are considered for available funds first.

- 1. Active Job Search: More than 26 weeks of active job search with documentation.** This length of unemployment and documented job search would give you “**3 points**” towards a “**16 points total requirement**” to be considered under *suitability for retraining*. The shorter your search has been the lower your points will be. Job search has always been a requirement since Employment Insurance is a financial support program designed to provide some income when a person has lost a job through no fault of their own. Persons in receipt of EI Benefits are expected to be job searching and able to prove it. The EI legislation allows these funds to continue to be used while in a full time training course if you can prove that you have been job searching without success and have been assessed by one of their partnership agencies. These agencies will help put together the documents that the government will need in your proposal for retraining. Documentation would include: a suitable resume, cover letters, interview practice, references; copies of job postings you have applied for, use of job finding clubs or agencies and attendance at job fairs; cold calls to prospective employers, volunteering for work experience and similar opportunities in fields related to your experience, skills and education or training. Anyone with 2 employer's attestations that if they took a specific skills course, they would be then likely to be considered for hire is also a bonus.
- 2. Duration of Unemployment: More than 52 weeks unemployed.** This length of unemployment will give you “**3 points**” towards the total 16 needed for *suitability for retraining*. The shorter the duration of unemployment the less points you are assigned.
- 3. Educational Attainment: High school diploma or less** will give you “**3 points**”. A high school graduate with some post secondary education or apprenticeship experience would get fewer points. The higher your level of education is the fewer points you receive. There is a real effort to ensure that a person without a grade 12 is recognized as a person most in need of assistance to return to school.
- 4. Work History: 10 years or more in the same job in an industry with declining or low expected growth.** If you fall in this category then you are assigned “**3 points**”. If you fall in the 5 – 10 years then you receive “**2 points**”. Less than 5 years will assign you “**1 point**”.
- 5. Labour Market Prospects: More points are allocated if a licence or credential is required for the new career goal.** Your prospects for employment increase as you achieve new credentials, diploma's, or licences as required by the labour market.

- Continued on next page -

EMPLOYMENT QUESTIONS & ANSWERS “ASK SUE” - Continued

6. Type of Training: A course that leads to a credential and meets the Second Careers skills training considerations. Here they consider occupationally-specific training found on the National Occupational Classifications list “B” or list “C” (these lists represent the occupations most in demand). They also need to consider the best training delivery/cost option. Individuals must research the cost of training at 3 training institutes (one must be the College of Applied Arts & Technology). Cost effectiveness involves several considerations such as the cost of tuition, duration (e.g. a longer course would require longer funding for the basic living allowance), location of training, and whether upgrading will also need to be funded prior to obtaining a skill. It can be helpful to have a copy of these NOC “B” & “C” lists. These lists will give you the information you need about what jobs will continue to be in demand. Ask your peer counsellor for a copy of these lists.

7. Experience – Occupational Skills: An individual’s present occupational skills are reviewed to determine what skills they possess that are relevant to the current labour market and the available opportunities; need for retraining. The retraining funds continue to be focused on persons most in need of assistance. Other barriers such as a physical disability can be taken into consideration.

Suitability Decision: The baseline of points is 16. There is up to a 10% exception allowed for exceptional cases. The exception is an individual who does not meet the 16 points needed because of a local or individual exceptional circumstance. Applicants allowed under this exception rule must still meet the Second Career eligibility requirements and be assessed for financial need. Final approval of exceptions is made by the MTCU. **If you feel that your circumstances may fit into this exception we would like to hear from you.** We may be able to assist you in presenting your circumstances to the office that prepared your assessment and to the Ministry of Training, Colleges and Universities. **Call your peer counsellor at our office:**

CAW 195 Community Labour Adjustment Services (519) 256-4597.

The Unemployed Help Centre - April News

Interview Techniques - offered on the **2nd Wednesday of every month from 4:00 pm to 7:20 pm**

This is geared to those who have had their resume and cover letters completed, but are not successful in their job search. Whether you took our program or an alternative, if you are still unemployed, it will give you an opportunity to hone your interview skills. The session will include: interview skill development, and taped mock interviews.

Job Development Placement Support

We invite you to utilize our Job Development Placement Support services to access employment opportunities. You will have an opportunity to foster and enhance your skills in conjunction with your individual career goals. This endeavor will be achieved through subsidized and non-subsidized on-the-job training placements, job trials, and job shadowing.

In addition to our placement services, we also provide in-depth follow-up, and qualified Job Developers are available for consultation. We strive to ensure that both the employee and employer work in a harmonious and team focused environment.

We have built trusting and loyal relationships with employers and provided quality professional services for over 25 years in Windsor and Essex County.

Eligibility requirements are as follows:

- Men and Women who are in receipt of Ontario Works or have been unemployed for a minimum of 6 months.
- Must be 25 years of age or older.

Are not eligible for or not receiving Employment Insurance (E.I.).

Note: Some exceptions may apply.

(519) 944-4900
6955 Cantelon Drive, Windsor ON
Email: uhc@uhc.ca

**EMPLOYMENT
ONTARIO**

This Employment Ontario project, program or service is funded by the Ontario government.

Contact Information

Victoria Day

Please note that the Community Labour Adjustment Office will be closed Monday May 24th.

Heinz Dates

Open to CAW 195 Amalgamated Employees/Members
Purchase a variety of products at a discounted price!



Store Hours

June 28, 29, 30. July 5, 6, 7, 10
Monday thru Wednesday 9:00am - 4:45pm
Saturdays 8:00am - 11:45am

85 Wilkinson Drive, Leamington
(AMCO Storage Building)

McGuinty Government Boosts OSAP Extends Tuition Fee Cap

College and university students are getting greater access to financial aid and more flexibility on loan repayments, as part of the McGuinty government's five-year Open Ontario plan to create new opportunities for jobs and growth.

Ontario is modernizing the Ontario Student Assistance Program and making changes to other financial supports. The changes will benefit students by:

- Providing more assistance for tuition, living costs, books, supplies and equipment
- Allowing students to keep more of the money they earn from part-time jobs
- Providing a no-interest period on student loans for six months after graduation
- Introducing 1,000 new graduate scholarships
- Providing additional support for married students and students with children
- Introducing a new grant for part-time students
- Offering students more flexibility on repayment.

The current tuition fee framework is also being extended for two more years; limiting tuition fee increases to an average of five per cent annually. Colleges and universities will be required to contribute 10 per cent of additional revenue from tuition fee increases to bursaries and other student assistance programs that provide financial aid to students most in need.

The Ontario Student Opportunity Grant threshold, which caps annual student debt, will increase from \$7,000 to \$7,300 for a two-term academic year. This will be the first increase to the cap in 12 years.

MAHLE

Mahle Labour Adjustment Committee

- 1801 Walker Road, Windsor, N8W 3P3
- Tel: 519-256-2424
- Fax: 519-977-9076
- E-Mail Addresses

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Chairperson:

John Toth

Coordinator:

Max Nimmo

Employment Counselor:

Sue Kelsh

Peer Helper:

Ian Ditchburn

**THIS ADJUSTMENT COMMITTEE
IS MADE POSSIBLE THROUGH
FUNDING FROM THE
PROVINCE OF ONTARIO**



Trillium Drug Plan Application Forms

If you are interested in applying for the Trillium Drug Plan we have the applications here at the Centre.

Drop by and pick one up!!