



Fabco Labour Adjustment Committee

August 2010

FABCO PRESS



Local 195

The Village of Aspen Lake Job Fair

The Village of Aspen Lake in Windsor is under construction and is the 10th location in Ontario for Schlegel Seniors Villages/Oakwood Retirement Communities.

EMPLOYMENT OPPORTUNITIES IN THE FOLLOWING AREAS:

Open positions for:

- Director of Nursing Care
- RNs, RPNs, and PSWs
- Director of Food Services
- FS Aides, Chef/Cook
- Director of Environment
- Housekeeping & Laundry
- Director of Recreation
- Recreation Aides and Administration

Please note that our new office phone number here at the Labour Adjustment Centre is 519-256-2424.

OAKWOOD RETIREMENT COMMUNITIES INC.



Where:
The WFCU Centre
8787 McHugh Street
Windsor, Ontario, Canada
N8S 0A1

When:
August 10 & 11 from 8am to 8pm

Please bring your resume and be prepared for a possible interview on site

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!!



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What's on in August

Windsor Reggae Festival

Aug 14, 2010 to Aug 15, 2010 - 2010 is Windsor's Inaugural Reggae & Reggaeton Festival. The Windsor Reggae & Reggaeton Fest will take place at Riverfront Festival Plaza downtown beautiful Windsor, Ontario along the banks of the Detroit River. This year's festival will feature live performances by some of the hottest artists in reggae, dancehall, reggaeton, soca, R&B and hip hop and will incorporate a dancehall queen showcase.

Hours: 10am-1am

Cost: \$25.00

Venue: Festival Plaza, Windsor

info@windsorreggaefest.com

Phone 519-956-9360



Windsor Psychic Expo

Aug 20, 2010 to Aug 22, 2010 - The city's largest international psychic expo. International psychic readers. Private readings. Past, present, future. Books, crystals, free lectures, demonstrations, and prizes! For more information, a discount coupon and free stuff, go to www.PsychicExpos.com

Hours: Fri 12-9 Sat 11-9 Sun 11-7

Cost: 8.00

Venue: Caboto Club, Windsor

info@psychicexpos.com

www.psychicexpos.com (visit for coupon to save \$1)

Phone 519-252-8383 for more information.

Southern Ontario Military Muster

Aug 14, 2010 to Aug 15, 2010 - With re-enactors from 1812 and earlier up to and including Canada's present day military. View, experience and handle the tools used by generations before us to preserve our freedoms.

Dozens of military vehicles and pieces of equipment.

Tactical and weapons displays lend an insight to what our forefathers experienced. Come out and see the museum, have a lunch at the 50's diner, see the encampments, experience the sights and sounds of armoured vehicles rolling by. This will truly be an experience for all the senses.

Hours: Sat 9am-5pm / Sun 9am-3pm

Cost: \$5

Venue: Canadian Transportation Museum and Heritage Village, Kingsville

www.militarymuster.org

www.ctmhv.com

Phone 519-974-9596



Windsor International Air Show

Aug 21, 2010 to Aug 22, 2010 - Display of Aerial pilot prowess with aerobatic displays; See military aircraft old and new up front and close; Visit with Veterans; Children's Village; Food and Concessions; Helicopter and airplane rides; 3D flying Museum with Vintage aircraft

Cost: \$10

Venue: Windsor International Airport

winairshow.com

How To Answer the Tough Interview Questions

To outshine other incumbents being interviewed for the same job as you, you must do your homework and be very prepared to stand out as the organized, prepared professional you are.

Here are a few of the tougher interview questions that are often flubbed, with the appropriate answers:



1. **"Tell me a bit about yourself."** Give no more than a 3 minute synopsis of your career to date. "I am a _____ with _____ years of experience. My most recent position was as _____ with _____. Mention (relevant) education. My areas of expertise are: 1., 2., 3. and here are some examples of those areas." Interviewers do not want to hear anything personal about you in this 3 minute period.
2. **"Where do you want to be in five years from now?"** I hope to still be working for this company, with newly acquired skills, and ongoing responsibility."
3. **"Why do you want to work for this company?"** Don't say, "Because there is an opening and I really need a job." This is where you talk about what you gleaned from the research you have conducted on company and possibly mention a common shared value. Show excitement and passion in your voice and tone. "This job posting so closely matched my qualifications and as a client I really like the customer service I get when I call with a problem."
4. **"Why should we hire you?"** This is a freeze up question. Mention the benefits you will bring to the position and to the company. Tell them you are going to save them money, increase productivity or free them up to do their job by taking care of everything else using the skills that you have. Do not rehash your skills, go for the benefits!
5. **"What is your greatest accomplishment to date?"** Try to use a recent example that is relevant to the position and the company that you are interviewing with, but it is not mandatory. Be sure to use the Situation, Action, Result format. Tell the accomplishment with pride, and smile.
6. **"What skill do you believe needs development?"** Don't say, "I need to learn Spanish so when I go south each winter I can talk to the local senioritas." No one likes to be asked the weakness question but when you are prepared for it it's easier to address. There are a few different ways to answer this question. One example to tell them something you would like to be better at; you can do it now but you would like to excel at it. OR your weakness could be something that was a weakness but is now a strength. Whatever you say, be sure to always turn it around to sound positive.
7. **"Why did you leave your last job?"** This question is to determine fit. If you weren't fired, then tell exactly what happened. If you quit due to conflict with a manager or colleagues, tell them that your values were not congruent with those of the new manager. Everyone can relate to this response because it is the truth. If you were fired you have to craft your explanation to be short, succinct and truthful but not totally disclosing. Stick to a one sentence answer.
8. **"Is there any skill or knowledge area required in this job that you would not be able to perform?"** This is not the time to mention that you had by-pass surgery eight years ago. As long as the answer is 'no' you are not obliged to share any personal or health issue with the interviewer. If you have a condition that needs special attention or accommodation as long as it doesn't prevent you from carrying out the responsibilities as advertised you do not have to mention it until you have signed off on the offer.

Whatever you do be yourself, be honest and don't feel like you have to over explain yourself. Remember that people remember stories they don't remember words so give heart felt examples and practice, practice, practice.

Child Care Subsidy

Ontario's child care subsidy helps eligible families pay for child care.

The Ontario government, municipal governments and First Nations communities share the cost of the program. The subsidy is provided to child care programs on behalf of eligible families.

Who can apply?

If you are the parent and the child:

- is under 12 years old
- is in a licensed child care program, or
- is a school-aged child enrolled in a recreation program.

The amount you pay for child care depends on your family's adjusted net income. Your adjusted net income equals:

- The net income amount on line 236 of the Canada Revenue Agency personal income tax form any federal Universal Child Care Benefit (UCCB) payments. (The UCCB is not considered in determining a family's child care fee subsidy).



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: I hear quite frequently that some of my clients feel they are experiencing Age Discrimination in the labour market.

ANSWER: The Ontario Ministry of Labour regulates The Employment Standards Act that states "An employer can not discriminate between employees who are 18 or over but under 65." The Ontario Human Rights Commission states that... As an employer: You cannot refuse to hire, train or promote people simply because of age based assumptions. You should not target older workers, or other age groups, when it comes to workplace downsizing or reorganization activities.

During the last fifty years, major inroads have been made to reduce discrimination in Canadian society. This reflects a recognition of the basic dignity of all persons. While there have been significant efforts made to challenge stereotyping and prejudices about people's race or ethnic origin, their sex or sexual orientation, their physical or mental condition, the same is not true for age discrimination and other related discriminations in later life. People's age and the stereotypes about aging are frequently used to determine people's perceived value in the workplace. It is very hard to prove that as an older worker, you are being screened out from potential employment opportunities.

Over my many years in talking to employers and getting their job listing details I have heard two repeated scenarios:

"Don't send me anyone under 30" or "Don't send me anyone over 30!" In both these circumstances the employer has admitted that he/she has just had a bad experience with a worker that as an employer they identified to be an "age" related issue.

For the workers **under** 30 the employer usually stated that they experienced:

- worker was always late
- failed to show up for a weekend shift
- showed up severely hung-over
- showed no initiative to do more

For the workers **over** 30 the employer usually stated that they experienced:

- worker refused to learn a new skill or technique stating "they were too old to learn"
- worker refused to follow a change in methods or procedures "the old way worked ok and they don't see why they need to do things differently"

Do you see yourself in the "over 30" scenario? A worker who continues to learn new skills or techniques; stays up to date in their field or shows a willingness to continue to learn would not fit into this ageism.

An employer will often ask questions to determine your willingness to learn new things. Be prepared to put his/her mind at ease. Talk about the efforts you have made to stay current in your field or what you have done to change skills for today's labour market. Be positive about learning new skills.

As soon as you think "I'm too old to do this" then you are. Your own attitude can make the difference in how you present yourself.

Still for the older worker who had no reason to believe that their industry would suddenly dramatically downsize or change their hiring requirements and that new skills are expected, as of 01 June 2010 the Ministry of Training Colleges and Universities announced a pilot project called the **Targeted Initiative for Older Workers (TIOW)**.



YOUR LINK TO COMMUNITY INFORMATION AND REFERRAL

Call 211. Alternate: (519) 258-0247 TTY: 1-866-488-9311
or visit: www.211windsorsex.ca

211 is a 3-digit phone number to
access free confidential information about:

Child Care · Language Classes · Employment Services
Housing Assistance · Health Services · Family Counselling
Services for Seniors · Emergency Shelters
Services for Persons with Disabilities · Home Support
Legal Assistance · Financial Assistance
Addictions Treatment · Social and Recreational Programs
Services for Newcomers to Canada and much more...

Throughout Windsor & Essex County
24 hours a day, 7 days a week
Service available in over 150 languages

EMPLOYMENT QUESTIONS & ANSWERS

“ASK SUE” - continued

Eligibility is as follows:

- Aged **55 to 64** (those over age 64 who meet all the TIOW criteria are also eligible)
- Laid off or working less than an average of 20 hours per week
- Legally entitled to work in Canada
- Lack skills needed to find a new job
- Live in a vulnerable community with high unemployment, largely dependent on a single employer or industry and with a population of 250,000 or less

There are two service providers for the TIOW program and each are planning to use this program in two unique ways.

The UHC has initiated use of this program for three different occupational goals. The three areas of occupational interest include some computer skills training, specific skills training to the occupation as well as a work placement component. You may want to call the UHC to register for their specific TIOW program in any of the following occupations of interest or request that your resume be forwarded by your Community Labour Adjustment representative to this agency with this specific program in mind:

- Customer Service Representative
- Industrial Manufacturing
- Security Guard

Unemployed Help Centre (UHC)
6955 Cantelon Drive,
Windsor, ON N8T 3J9
Contact: Jane Muir **(519) 944-4900**

The CDS has initiated use of this program on a more individualized basis, based on the needs of the client. This approach may appeal to someone who has a goal different than those identified by the UHC. CDS can offer specific work skills training if required, and placement incentives for the employer. If you feel you meet the criteria for TIOW then fax, or email your resume to CDS quoting an interest in TIOW. Your Community Labour Adjustment representative can do this on your behalf so don't hesitate to call (519) 256-4597 if we can be of assistance.

Career Development Services (CDS)

400 Wyandotte St. East,
Windsor, ON N9A 3H6
Contact: Diane Holman
Phone: **(519) 977-6444**
Fax: **(519) 977-5695**

Email:

resume@careerdevelopmentwindsor.com

Both the CDS and UHC agencies will include assistance with resume, interview and job search skills.

Enhanced Employment for Older Workers

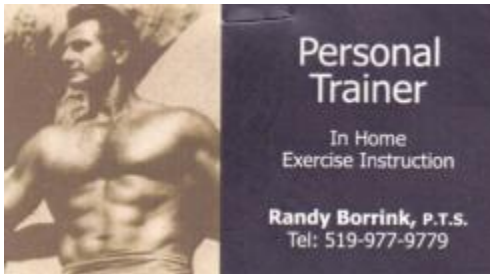
This is a Government funded program for unemployed workers ages 55-64 that are interested in retraining to help regain employment. This is at no cost to you; if you are interested you can learn more by attending a General Information Session at the Unemployed Help Centre of Windsor located at 6955 Cantelon Drive.

For upcoming sessions, please call: **(519) 944-4900**

Contact Information

Randy Borrink, P.T.S.

After 23 years, Randy Borrink's factory closed in 2008. As a Certified Personal Trainer, Randy was hired in 2009 by the city at the WFCU Centre for Pilates, Youth Kickboxing, and Fitness Classes. He also started "The Urban Trainer". This is an in-home personal training business started in 2009.



In May 2010, Randy started a "Weight Loss Challenge". Participants are weighed, measured and trained twice per week as well as given nutritional advice. Progress is checked at the end of each month and the person with the greatest loss received a gift. July is now the 3rd month for the participants. Some of the classes are outdoor bootcamps and clients with pools have Aqua Fitness classes. And with "Mixed Martial Arts" now so popular, safe workouts mimicking the fighting style are also offered.

Randy can be contacted at (519) 977-9779
randyborrink@yahoo.ca

Food Bank at The UHC

The Unemployed Help Centre's Food Bank services are available to those in need of emergency food assistance and are based on need. Service is provided on a walk-in basis, as available. The Food Bank is open Monday to Friday (excluding Holidays) from 8:30 a.m. - 11:30 a.m. and from 12:30 p.m. - 3:30 p.m.



Donations are encouraged from the community-at-large in the following areas:

- Canned meats and fish
- Beans with pork
- Powdered milk
- Canned stews, fruits & vegetables
- Dried foods
- Macaroni & cheese dinners
- Canned and dried soups
- Rice, pasta, cereals & spices
- Peanut butter & jams
- Baking products
- Baby formula & food

6955 Cantelon Drive, Windsor, ON
519-944-4900

FABCO Adjustment Committee

- 1801 Walker Road,
Windsor, N8W 3P3

- Tel: 519-256-2424

- Fax: 519-977-9076

- E-Mail Address

fabcoadjustment@yahoo.ca

- Chairperson:

Ken Maheux

- Employment Counselor:

Sue Kelsh

- Advisor:

John Toth

- Peer Helper:

Gerald Peeler

**THIS ADJUSTMENT
COMMITTEE IS MADE
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PROVINCE OF ONTARIO**