

DEC. 2009

MAHLE LABOUR ADJUSTMENT COMMITTEE



Forging Ahead

Changes to the Second Career Program

Recent changes to Second Career will have a dramatic impact on those planning a return to school.

The changes can be best summarized into 3 categories, Eligibility, Suitability and Financial assessment.

Eligibility. In order to be eligible applicants will have to have been laid off after January 2005. This is different in that in the past, applicants could have been unemployed for any reason ie quit, fired etc. Applicants also must have Labour Market Information supporting their career choice. If the chosen job does not fit into a predetermined list of high demand occupations, the applicant will have to provide 3 different sources such as Newspaper ads, internet postings or a letter from an employer to support the demand in their chosen field.

Suitability. This is by far the most contentious and complicated category. Applicants will now be judged on a point system to determine their suitability for retraining. There are seven different criteria that will be given a score of between 1 and 3. Each person must score a total of at least 16 in order to be approved. For example, one of the criteria which is rated is the job search. An applicant is given one point for a job search of up to 17 weeks, two points for a job search of between 17 to 26 weeks and three points for a job search of over 26 weeks. Other measurable criteria include length of employment, current education level, work history, job prospects. Types of training and experience and occupational skills.

Financial Assessment. Applicants have always been asked to contribute a portion of the cost of their education, however newer standardized guidelines will be more strictly adhered to and will take into consideration all family income. Some expenses will also be capped based on Provincial averages. Furthermore, the amount of tuition will be capped at \$10,000 and will be limited to \$14 per hour of instruction. Most Public institutions such as St. Clair College will fall within this amount, but most private school tuitions will likely exceed the maximum meaning the applicant will be required to pay the difference.

There has also been an indication that there will be a limited number (8,000) of approvals between now and the spring. This is on a Province-wide basis and is less than half the number of students that were approved in the first 9 months of this year. It is estimated that there are already 10,000 applications that were frozen in the system when funding for the program was put on hold. All of these applications will now be reconsidered based on the new criteria. Afterwards new applications will be considered on a first come first serve basis until the funding runs out., therefore its important to get started soon.

Due to the complexities of the new formula it is more important than ever that you discuss your situation with a peer helper before getting to the application stage. They can best give you the most relevant information relating to your specific situation and can help to maximize your score and therefore your chances of approval.

Christmas Open House



Come and join us here at the Adjustment Centre for food and refreshments before the holidays!

December 23rd from 9:00am to 1:00pm

The Community Labour Adjustment Services will be closed December 24th, 25th, 28th, 31st and January 1st for the holidays and New Years. We wish you all a safe and happy holiday season.

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Extension of EI Regular Benefits for Long-Tenured Workers

Extension of EI Regular Benefits for Long-Tenured Workers

EI eligible long-tenured workers may be eligible for additional benefits if they have contributed to the Employment Insurance (EI) program for a significant period of time and have previously made limited use of EI regular benefits.

Eligibility information

You may be eligible if:

- you have contributed at least 30% of the annual maximum EI premiums for at least seven out of ten calendar years prior to the start of your claim; and
- you have received no more than 35 weeks of regular EI benefits in the five years prior to the start of your claim.

Application Information

- If you are currently receiving EI benefits, you do not have to take any action. The additional entitlement will be added to your claim automatically.
 - If your claim started January 4th, 2009 or later, and has already ended, we will be contacting you by mail with information on how to claim your additional benefits.
 - If your claim started January 4th, 2009 or later, and it is running out soon, we will be contacting you by telephone and/or by mail with information on how to claim your additional benefits in an effort to ensure that you do not experience an interruption in your payments.
- If you are going to file or have recently filed a new claim for benefits and are awaiting a decision on your claim, the additional entitlement will be added to your claim automatically, providing your benefits are approved.

Dates and Deadlines

These changes begin as of October 25, 2009, the day *An Act to amend the Employment Insurance Act and to increase benefits* came into force (became law) and will remain in place until September 11, 2010. Payments of these extended benefits could continue until fall 2011.

Creative Gift Giving

It's almost that time of year again...you know what I am referring to. Yes it's almost that "Ho, Ho, Ho" time of year.

This year when it comes time to Deck the Halls, things are not going to be the same as they have been in the past. However, for those who are stressing don't let yourself get bogged down in a "Bah Humbug" mood.

Fact is people need your presence more than they need your presents. Take a step back in time far back to a time when the pleasure of the Season came from the people you spent time with and not "keeping up with the Jones" in a race to get the biggest and best presents. The holidays have not always been about creating enough debt for one day that costs you the whole year to pay for.

There are so many different and inexpensive ways to make the holidays a special time without breaking your bank account. A lot of us are reaching the end of our unemployment claims and without any end to the recession in sight it's time to think creatively when it comes to gift giving this year.

Some alternative ways of giving this year that you may want to consider would be things such as:



- * Practice Random Acts of Kindness – do nice things without being asked to and when least expected.
- * Nothing says love like a gift that is home made. There are all different kinds of ideas for homemade gifts that you can obtain from the Internet.
- * Offer coupons for things you will do everything from snow shoveling to back rubs
- * Open the doors of your home for a pot luck dinner with family and friends
- * Pass down something that has always been important or valuable to you
- * Have a Dollar Store Christmas
- * Draw names instead of buying for every family member
- * Re-gift using items you have that are in good condition but that you find you have very little use for
- * Put a dollar limit on what you are spending. Thoughtful gifts don't have to be expensive

I know sometimes it can be difficult to put a positive spin on things when times are difficult. It has been my experience that most people are about as happy as they make their minds up to be. So we can approach this coming holiday season with either dread remembering what used to be or hope with what can be and in that the choice is ours and ours alone.

So let this holiday season be the one where your love and appreciation are expressed using imagination and thoughtfulness instead of VISA or MasterCard.

By: Leslie Farough

41st Annual Windsor Santa Claus Parade

Venue: Riverside Drive

The 41st Annual Windsor Santa Claus Parade is a holiday tradition for Windsor and area families. Come out and enjoy bands from across Windsor, Michigan, Ohio, and Ontario as they march to the beat of Christmas tunes. Floats, entertainers, dancers and more will delight spectators of all ages.

Bring out a new or gently used book for the Raise a Reader float, or contribute to the Toy Drive sponsored by Windsor Fire and Rescue.

Cost: N/A

Hours: 6pm—8pm

www.santaparade.org

Dec 5, 2009



Are You A Temp Agency Worker?

NEW CHANGES TO THE LAW! EFFECTIVE NOVEMBER 6th, 2009

We did it! The Workers' Action Centre, temp workers and supporters across the province have been fighting to improve protections for temp agency workers. These changes are a direct result of our hard work and organizing.

IS YOUR AGENCY FOLLOWING THE NEW LAWS?

Public Holiday Pay

All temp agency workers have the same rights to public holiday pay as other workers. Even if you are between assignments or on lay-off, you may be entitled to public holiday pay. Public holiday pay is calculated as the regular wages earned and vacation pay received in the four weeks prior to the holiday, divided by 20. This can equal out to \$0 if not on assignment for the agency in the four weeks before the public holiday.

No Fees

An agency cannot charge you money for signing up with them, assigning you work or helping with a resume or job interview. Job recruiters or "headhunters" can still charge money for finding you permanent employment with a company.

Reduced Barriers to Permanent Work

An agency cannot stop a company from hiring you directly. The agency can charge a fee to the company (not you) for hiring you. This fee can only be charged to the company in the first six month period after you are assigned at the company. An agency cannot stop a company from giving you a reference.



Agency Must Give You Information About Your Assignment

Your agency must give you, in writing, their name and contact information. They must also give you information from the Ministry of Labour about your rights. When your agency offers you an assignment, they must give you; the company name, wage rate, hours of work, description of work and length of assignment (if known) and the pay period and pay day. They should do this as soon as possible.

Termination and Severance Pay

If you have been employed for at least three months, you have the right to receive notice or pay in lieu of notice if your employment relationship ends (terminated or no work for 13 weeks in 20 week period). The length of time you have worked for the agency will determine how many weeks of notice you will receive.

No Penalty for Asking About Your Rights

Temp agencies should not penalize you for asking about your rights. The client company (where you work every day) can also be held responsible if you are penalized for trying to enforce your rights.

WHAT IF MY AGENCY IS NOT FOLLOWING THE LAW?

Call the Workers' Action Centre or go to our website for information on what you can do.

All calls are confidential.

We celebrate these new legal rights as a victory. But, these new rights are not enough to truly protect us. We still have big changes to fight for better - enforcement, updating our laws, equal rights for temp workers.

Get involved in our Ontario Workers' Need A Fair Deal campaign!

www.workersactioncentre.org • 416-531-0778 • ORGANIZING FOR FAIR EMPLOYMENT

Unemployed Help Centre Food Bank

The Unemployed Help Centre's Food Bank is available to those in need of emergency food. Assistance is based on need and is provided on a walk-in basis. Please bring the following with you:

- Identification for each resident of the home
 - Proof of income
- Rent receipt, plus any current expenses such as: utilities, gas, telephone, etc.

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.



Contact Information

KEEP THE HEAT PROGRAM

The Unemployed Help Centre is providing a much needed Energy Assistance Program called "KEEP THE HEAT" starting November 1, 2009 for people in need throughout Windsor & Essex County.

'Keep the Heat' Goals & Objectives

- Provide assistance to eligible low-income households in Windsor & Essex County with their energy crisis, who are financially unable to meet the basic human need of heat.
 - Work towards the prevention of future occurrences through awareness, advocacy, education, and community resources.
- Promote energy conservation through various mechanisms including education.

Eligibility Criterion

- All low-income households including families in receipt of NCB, seniors, individuals and disabled persons will be considered.
 - The applicant must meet the income criterion. Refer to 'Income Eligibility Chart' below for applicant eligibility.
 - The utility bill must be in the applicant's name and must match the address of the applicant and the utility bill.
- The applicant must have been disconnected or in receipt of a Notice of Disconnection/ Shut-Off from the utility provider.

(Net) Income Eligibility Chart by Family Size

# in Family	Automatic Eligibility	Discretionary Range	Top Level Financial Range
1	\$19,094	\$19,095 - \$23,769	\$23,769
2	\$23,769	\$23,770 - \$29,222	\$29,222
3	\$29,222	\$29,223 - \$35,480	\$35,480
4	\$35,480	\$35,481 - \$40,239	\$40,239
5	\$40,239	\$40,240 - \$45,385	\$45,385
6	\$45,385	\$45,386 - \$50,529	\$50,529

This chart shall be used as a guideline only and is subject to change at the discretion of HIS/UHC. This is the Low Income Cut-Off Chart (LICO), set by Statistics Canada.

If you are in need of assistance and meet the eligibility requirements listed above, contact the Unemployed Help Centre at (519) 944-4900 or call 211

Training Programs



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



Smart Serve Certificate / National Food Safety Certificate / Re-certification for Fork Lift

Oct. Newsletter - Pension Update

In the October newsletter we stated that the company must fund any shortfall within one year of the wind-up date. This is incorrect. The company have, in fact, up to 5 years to fund any shortfall. We apologize for any misunderstanding this error may have caused.

MAHLE

Mahle Labour Adjustment Committee

- 1801 Walker Road, Windsor, N8W 3P3
- Tel: 519-256-2424
- Fax: 519-977-9076
- E-Mail Addresses
mahlelabouradjustment@yahoo.ca
mahlepeerhelper@yahoo.ca

Chairperson:

John Toth

Coordinator:

Max Nimmo

Employment Counselor:

Sue Kelsh

Peer Helpers:

Lisa Todd

Ian Ditchburn

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