



Local 195  
3400 Somme Rd  
Windsor, ON



# Fabco Press



## New Laws For Temp Agency Workers

Is your Agency following the new laws?



### 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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### Public Holidays 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.

### No Fees

An agency cannot charge you money for signing up with them, assigning you work or helping you with a resume or job interview.

### 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.

### 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 an agency gives you an assignment, they must give you: name, wage rate, hours of work, description of work and length of assignment (if know) and the pay period and pay day.

### 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.

### 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

Give us a call at the Labour Adjustment office and we will help point you in the right direction.

## Income Taxes

There have been many people asking about when the T4slips from Fabco will be sent out. Hopefully, by the time you read this you will have received yours. The company has informed us that they will be sending them out the week of February 28th. If you have not received yours by the middle of the month please let us know.

We are currently seeking a legal opinion on the taxes applicable to the 'training funds' monies and will forward that information shortly. If you can hold on to filing your taxes until this matter is clarified it could simplify your return.



## 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 hear or read says that occupations in the health care industry are in demand by employers but what occupations specifically does this include?

**Answer:** The following material has been compiled from the Government of Canada website [www.workingincanada.gc.ca](http://www.workingincanada.gc.ca) under the Outlook and Prospects section. I have tried to keep the information here specific for the Windsor and Sarnia area but found that this information was generally true for all areas of Ontario in the projected 2009 -2018 period.

For **Assisting Occupations In Support Of Health Services NOC (3413)**, over the period of 2009-2018, job openings are expected to total **138,069**. It is expected that **135,859** job seekers will be available to fill these job openings. The employment prospects for **nurse aides, orderlies and patient service associates** are expected to be good in the Windsor-Sarnia region for the next few years. This occupation also includes personal support workers (PSW) and health care aides (HCA). Most people in this occupation are employed by both the private and the public sectors. When there is a shortage of long-term care beds in hospitals, seniors will likely move into nursing and residential care facilities for 24-hour nursing support. This will increase the demand for this occupation. Since the training requirement is less than other health care occupations, there will be opportunities for individuals to enter into this occupation and meet the growing demand in the field.

Although recently the labour supply and demand in this occupation was balanced, projections indicate that the number of job seekers will not be sufficient to fill all the job openings over the 2009-2018 period. Job openings will result from both employment growth and retirements. As with most occupations in the health sector, the aging of the population will increase the demand for health care workers. Employment growth in this occupation will therefore be among the strongest of all occupations. This situation, combined with the need to replace the large number of workers retiring, will increase pressure on the demand in this occupation. With regard to the labour supply, a large increase in the number of school leavers is expected in response to the high demand for workers in this occupation. As was the case in recent years, labour supply from other occupations (mobility) will also represent a large number of job seekers.

For **Nurse Supervisors And Registered Nurses (NOC 3152)**, over the period of 2009-2018, job openings are expected to total **161,705**. It is expected that **116,455** job seekers will be available to fill these job openings.

Based on these projections and considering the recent labour shortage, it is expected that there will continue to be a shortage of workers in this occupation over the 2009-2018 period. In other words, the number of job seekers will not be sufficient to fill the job openings. Both employment growth and retirements will be equally responsible for the creation of job openings. In fact, over the 2009-2018 period, employment growth and replacement demand will be higher for nurse supervisors and registered nurses than for most other occupations. Although the number of job seekers is also expected to increase significantly as a result of school leavers and immigration, it will still not be sufficient to meet the demand.

**Medical Laboratory Technologists and Pathologists' Assistants (3211)**

**Medical Laboratory Technicians (3212)**

**Veterinary and Animal Health Technologists and Technicians (3213)**

**Respiratory Therapists, Clinical Perfusionists and Cardiopulmonary Technologists (3214)**

**Medical Radiation Technologists (3215)**

**Medical Sonographers (3216)**

**Cardiology Technologists (3217)**

**Electroencephalographic and Other Diagnostic Technologists, n.e.c. (3218)**

**Other Medical Technologists and Technicians (Except Dental Health) (3219)**



## EMPLOYMENT QUESTIONS & ANSWERS

### “ASK SUE” Continued.....

Over the 2009-2018 period, an occupation will be in excess demand (a shortage of workers) if the projected job openings (arising from expansion demand and replacement demand) are greater than the projected job seekers (arising from school leavers, immigration and mobility), while an occupation will be in excess supply (a surplus of workers) if the projected job seekers are greater than the projected job openings. For **Medical Technologists And Technicians (Except Dental Health)**, over the period of 2009-2018, job openings are expected to total **35,142**. It is expected that **33,926** job seekers will be available to fill these job openings.

For **Pharmacists NOC (3131), Dieticians And Nutritionists NOC (3132)**, over the period of 2009-2018, job openings are expected to total **13,418**. It is expected that **13,252** job seekers will be available to fill these job openings. Employment prospects for pharmacists in the Windsor-Sarnia region are expected to be average over the next few years. The employment prospects for pharmacists are directly tied to the aging population. As the number of seniors increase, so too will the demand for prescription medications. Some job opportunities will be created by the need to replace pharmacists nearing retirement, although the average age of pharmacists in the region is lower than the average age for all other occupations in the region. Increasingly, pharmacist technicians are performing the same duties as pharmacists. As more pharmacists enter a supervisory role, demand for this occupation will moderate. Pharmacists are becoming increasingly involved in counseling patients on the proper use of medication. Those with strong interpersonal skills will have an easier time finding work in this field. The pharmaceutical industry is constantly releasing new drugs and variations of existing drugs, increasing the responsibility of pharmacists to keep up-to-date with their field. Those with the most current knowledge of their field will have the best employment prospects.

#### Managers in Health Care (0311)

##### Administrators – Post-Secondary Education and Vocational Training (0312)

##### School Principals and Administrators of Elementary and Secondary Education (0313)

##### Managers in Social, Community and Correctional Services (0314)

**Managers In Health, Education, Social And Community Services**, over the period of 2009-2018, job openings are expected to total **59,246**. It is expected that **36,941** job seekers will be available to fill these job openings. The number of job openings is expected to be high in the coming years as a result of pressures from both retirement and employment growth. In fact, the rate of retirement in this occupation will be among the highest of all occupations over the next decade. Workers in this occupation are older than average and tend to retire at a younger age than in other occupations. Demographic changes will also put pressure on the health care system, which means that all health professionals, including health managers, will be in high demand. Given the nature of the occupation, the labour supply from school leavers and immigrants will be limited because workers from both of these sources lack the experience necessary to fulfill the requirements of the occupation. The main source of job seekers is experienced workers from other occupations, mainly other health occupations. This source of labour supply will increase in the coming years, but not enough to offset the increase in job openings.

Next month I will compile a variety of Construction and Manufacturing Skilled Trades occupations to show what the demand prospective is for the same 2009 – 2018 period in those fields.



#### Are you looking for a job?

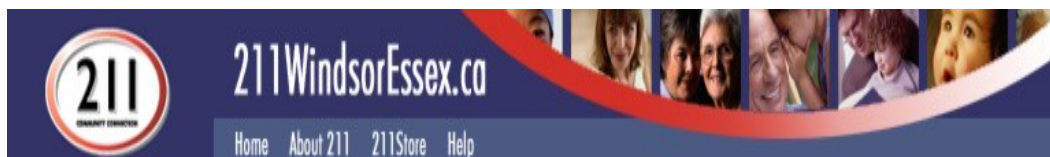
*The purpose of a resume is to get an interview.*

*If you're not getting the interviews it is probably your resume.*

*We can help, by looking at your resume and making some changes to it, to help entice those employers.*

*Maybe your resume is good, but you need help with your interviewing skills.*

*Well, that's what we are here for, come down or call*



# Community Resources



The following information is provided to anyone who has not been informed of this exceptional site that was created to assist people in their time of need.

211WindsorEssex.ca is a directory of over 3000 community, social, health and government services. You can access this service 24hrs a day. Some of the services include; Emergency and Crisis, Employment, Education, Training,

Financial Assistance, Food Assistance and Housing. These are just a few of the number of services that are provided for you.

Remember, there is help available at the touch of a button. If you have any questions on how to access this service or how to use this service, don't hesitate to call us at the Labour Adjustment Centre.

## Office Hours

- Monday 9 to 4
- Tuesday 9 to 4
- Wednesday 9 to 4
- Thursday 9 to 4
- Friday 9 to 4

## We're on the Web

[www.labouradjustment.com](http://www.labouradjustment.com)

## Fabco Committee

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



## Chairperson

Ken Maheux

## Employment Counselor

Sue Kelsh

## Peer Helpers

- John Toth
- Gerald Peeler
- Chris Yoell
- John Grant
- Rob Kennedy

## E-Mail Address

[fabcoadjustment@yahoo.ca](mailto:fabcoadjustment@yahoo.ca)



CAW Local 195 has arranged with Heinz to have specific days when members can go to the plant in Leamington and take advantage of some really fantastic deals. Please remember to take your CAW 195 membership card with you when you visit.

The dates and times for CAW 195 members are as follows:

**May 16, 17, 18, 24, 25, 28,**

**Mon to Wed 9:00am- 4:45pm Sat 8:00am to 11:45am**

## Lift Truck Recertification Training

We have scheduled a full day Lift Truck Recertification course which contains both theoretical and practical training. This course will be delivered in Chatham on March 29, 2011 from 9 to 4.

Registration is limited to the first 12 people.

If you're interested call the adjustment centre **ASAP** at **519-256-2424**.



## Free Training Courses Available

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



WHMIS



Safe Food Handling



First Aid & CPR



Smart Serve

## CAW 195 MEMBER'S NEW BUSINESS

*Mike's Mover's*

*Professional Moving Company*

*Competitive Rates*

www.movinghelper.com Phone: 519-790-9342  
Secondary: 519-251-5391

This Adjustment Committee Is Made Possible Through Funding From The Province Of Ontario