



Fabco Press



Free Fresh Vegetables

The sounds and smells of spring have sprung....and the planting of fresh produce will begin. I have to say that there is nothing better than meals made with Ontario home grown produce! With the cost of fresh produce going up every year; it is getting harder and harder to eat healthy....so let us help you in providing you with a healthier and less costly way to maintain good health! We will be planting a community garden this year to provide fresh vegetables for our laid off members who are interested in participating. We have been given the use of a plot of land from and at the CAW 195 Local and have secured some donations from other sources for plants and seeds. We also have some limited funding to purchase other items we need. Therefore participants will be able to grow their own fresh vegetables free of charge.

In order to participate you need to register with the adjustment centre by calling 519-256-6142. You will then be contacted to participate in the launch meeting whereby your role and responsibilities will be outlined. In general you will be given a plot of land that you will benefit from and be responsible for. You will also have some duties in maintaining the common areas of the garden for everyone's benefit.

Space is limited. Only displaced CAW 195 members are eligible. If you are interested in getting more information please contact us before May 14th. And remember, this is totally free for displaced Local 195 members.



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!!



A SUCCESSFUL JOB SEARCH IS A MATTER OF ATTITUDE

Employers want people who believe in themselves and their skills, who want to work and have a positive attitude.

While maintaining a positive attitude is vital to a successful job search, there will be times when you get discouraged.

It may seem impossible to revive a positive energy level. But there are many things you can do to bring your rosy outlook back to life.

Ways to feel good about yourself

- Talk positively about yourself and your abilities.
 - Take charge! Accept responsibility for your life and your job search. It is not up to your mother, father, girlfriend or boyfriend to find you a job. Although your network can be a definite help, YOU are responsible for the success of your job search.
 - Let go of regrets about the past. Instead of blaming yourself and constantly rehashing past mistakes, take the opportunity to learn from the past. Build on past experiences to improve yourself and your abilities.
 - Flatter yourself. Read every complimentary thing about yourself that you can find. Letters of praise, past awards, performance appraisals, or any other positive recognitions are good ways to remind yourself of your worth and talents. Paste these things on a bulletin board in your home to boost your spirits.
 - Get physical! You've heard the saying, "healthy body, healthy mind." Keeping yourself healthy and in good physical shape will boost your energy level and make it easier to maintain a positive mental attitude.
 - Keep up appearances. While nobody expects you to wear a suit and tie every day on your job search, try not to dress too casually. Keep your work space and living space neat and tidy as well.
 - Keep growing. Continue to develop your skills and knowledge while looking for work by taking a class or doing volunteer work.
 - Attitude is contagious. Surround yourself with supportive, positive people.
- Talk to someone. You might feel burned out, angry or frustrated after a long, unsuccessful job search. Or you might reach a stage where you want to give up looking for work altogether. At this point it might be a good idea to talk to a trained professional, such as a counsellor, psychologist or religious leader, that can help you sort out your feelings.



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Financial Fitness for Lower Income

This article is part 1 of 2 in helping to manage money and establishing a budget that works for you. It also has a 1 month challenge to help you understand how and where you are using your money. If you are interested in trying to get your living expenses down to the income level you have, please try this for the month of July and in August part 2 will help give you the tools needed to help you create a budget geared to your income.

Managing money is an important life skill that everyone can benefit from, no matter what the income level is.

Living on a limited income is challenging. It can be overwhelming for those with little to no knowledge of how to manage money. Often people don't know where to start. There are the obvious financial challenges of trying to cover the cost of providing basic needs like food, clothing, medication and shelter. The majority of a family's income is likely to be spent on housing, food and utilities, leaving very little left over for other non-essential items. When money is scarce people are forced to make tough choices; between paying the rent and buying food or between eating and buying medication.

Added to the financial challenges are the emotional ones. Parents can experience tremendous feelings of guilt and inadequacy when they cannot provide "stuff" for their children. These days, cell phones, internet,

iPods and flat screen T.V's are common everyday household items for the majority of Canadians. The technology boom has driven up the cost of keeping up.

If periods of limited income are prolonged, the mental and physical effects begin to take their toll. The pressure to make ends meet can lead to sleeplessness, loss of appetite, substance abuse and other unhealthy behaviours. It gets more and more difficult to handle everyday issues.

Asking for help can be intimidating, humiliating and complicated. People often feel helpless, hopeless and alone.

Finding your way out of the dark starts with a basic question.....

What do you value most?

Understanding what our basic, fundamental values are helps us to focus on what is really important in life. The best gift you can give yourself is respect and esteem. It all starts with you recognizing your importance to yourself and others. Next is understanding what is important to you.

If someone were to ask you "what is the best thing that ever happened to you in your life"? How would you answer?

When this was asked 99% of the answers heard had nothing I do with money or material things.

Once we know what matters to us, we can begin to make decisions.

Getting started.....

A good exercise to help you get started in managing money more effectively is to track all of your expenses. Write down everything you spend money on for one month. Doing this will give you an idea of where you spend money and what you spend money on. Most people have no idea where their money goes.

How often have you withdrawn \$20.00 from your bank account and a few days later, have no idea of what you spent the money on? We often spend money "unconsciously". We do not really pay attention. It is this unconscious spending that can upset our finances.

Tracking your expenses will give you a good picture of your spending behaviour. It will also help you make decisions about your future spending. You will be able to choose whether to continue spending on certain things or whether to make different choices depending on your priorities.

Knowing your income is also a key piece of information in managing money. Listing all your income source and when you receive them can be useful because you can set up bill payments to coincide with your income payments.

Once you have a list of your income and expenses, you can see whether or not you are living within your means.

To Be Continued next month...

WHAT SHAPE ARE YOU IN?™

Home of Credit Counselling Services
~ of Southwestern Ontario ~
An Industry Leader For 40 years

A not for profit financial coaching service
"It's like having a personal trainer for your finances"

AFCC™ Certified Financial Counsellors Offer:





Financial Fitness is a Trade-mark of the Ontario Association of Credit Counselling Services.
Credit Counselling Services of Southwestern Ontario Inc. is an authorized licensee of such Trade-mark.



Free Consultation
Financial Assessments
Debt Consolidation
Financial Coaching
Financial Fitness Classes
Counselling in Bankruptcy

Call Today
(519) 258-2030
420 Devonshire Road
Windsor, Ontario
ALL GAIN. NO PAIN.™

We Take Care of More Than Just Your Debt.
Build Your Financial Muscle.

www.financialfitnesswindsor.com

Each course runs 3 consecutive weeks. The registration fee for each course is \$20.00 for all three weeks. To register for any of these courses, please call the Windsor Public Library at 519-255-6770 or visit one of our branches. Payment must be received at the time of registration. **Our CAW members will be reimbursed half the cost once you have paid for the course.** Cancellations must be made at least 72 hours prior to the first class to receive a refund. Any registration outside the 72 hour cancellation window will not be eligible for a refund.

COMPUTER CONCEPTS: This 3-week course will serve as a basic introduction to computer concepts. The course will cover the parts of the computer, the start menu, external devices, website navigation, mouse tutorials, windows basics, and more.

COMPUTER CONCEPTS PART 3: This 3-week course will be a continuation of the second computer concepts class. The course will cover advanced website navigation, email accounts, computer hardware, anti-virus software, photo editing, and more.

ADVANCED MICROSOFT WORD 2007: This 3-week course will cover the advanced features of Microsoft Word 2007. The course will cover advanced formatting, macros, document properties, footnotes, endnotes and more.

ADVANCED MICROSOFT EXCEL 2007: This 3-week course will cover the advanced features of Microsoft Excel 2007. The course will cover advanced functions, macros, grouping, drop down lists, vertical lookup, and more.

INTRODUCTION TO FACEBOOK: This 3-week course will cover the main features of facebook. The course will cover account registration and deactivation, friend finder, picture uploads, video sharing, text messaging, application sharing, and more.

APRIL COURSES

COURSE	TIME	DATES
COMPUTER CONCEPTS	10 am – Noon	Monday, May 2, 9, 16
COMPUTER CONCEPTS PART 3	3 – 5 pm	Monday, May 2, 9, 16
FACEBOOK	3 – 5 pm	Tuesday, May 3, 10, 17
MICROSOFT WORD 2007	10 am - Noon	Wednesday May 4, 11, 18
MICROSOFT EXCEL 2007	3 – 5 pm	Wednesday May 4, 11, 18

Do We Have Your New Electronic Resume

While most of our members have submitted resumes, there are still many people for whom we do not have either a paper or electronic resume. Even if we have a hard copy of your resume its important that we receive an electronic version so that your information can be entered into our shared database. Its also important that we have an up to date version that reflects all of your current skills, education and experience.

We are currently working with several organizations to promote our members and our current partner is Workforce Windsor Essex. They are compiling a skills database to market to employers, particularly the two largest green energy companies that will be locating in Windsor. They have also worked closely with the Windsor Parkway Project.

In order for your information to be put into the database we need to have it in an electronic format. If you had your resume prepared here then we already have your electronic version, however if you simply dropped off a resume then its unlikely that we have it in the necessary format.

There are three ways to get us your electronic resume. You can email it to: labouradjustment@yahoo.com.

You can have one of our peer counselors or our employment counselor update your resume on one of our computers or you can come by with your resume on a memory stick or disk. Whatever method you choose please ensure that it is the most current information we are inputting and please make it a priority to do so as early and as often (when information changes) as possible

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: *Which occupations in the construction industry will be in demand by employers in the near future and what occupations specifically does this include?*

Answer: I am glad to hear that people still are considering retraining and what occupations will offer the most potential for employment. Re-training is still funded for anyone in receipt of Employment Insurance Benefits or who was in-receipt with-in the last 3 years (5 years for anyone who was on Maternity/ Parental Claims). *The following material has been compiled from the Government of Canada website 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 some of the demand in the future can vary for specific areas of Ontario in the projected 2009 -2018 period.*

CONSTRUCTION TRADES

CARPENTER (NOC Code 7271)

For **Carpenters** and **Cabinetmakers**, over the period of 2009-2018, job openings in Ontario are expected to total **29,550**. It is expected that **50,564** job seekers will be available to fill these job openings which places most areas in Ontario with a surplus of workers. Employment growth will be weaker than in the past because of the slowdown in residential construction caused by the aging population, which means slower demographic growth. Retirements will therefore account for almost all job openings but, since the workers in this occupation are younger than average, the retirement rate will be very low, which will limit job openings. Employment prospects for carpenters in the Windsor-Sarnia region are expected to be average for the next few years. Employment prospects for this occupation are directly tied to the construction sector, where most carpenters in the region work. The economic recession, which affected Windsor in late 2008 through to 2009, has shown signs of recovery. As the housing market recovers, prospects for carpenters have improved. The Canadian Mortgage and Housing Corporation have reported an increase in housing start-ups from 2009 to 2010 in the region. The number of building permits issued, which include commercial construction, have also risen from 2009 to 2010. These figures have still not returned to pre-recession highs.

ELECTRICIANS (NOC Code 7241 except Industrial and Power System)

For **Electrical Trades** and **Telecommunications Occupations**, over the period of 2009-2018, job openings are expected to total **59,542**. It is expected that **55,649** job seekers will be available to fill these job openings leaving Ontario with a demand for more skilled workers in this field. It is interesting to note though that most communities in Ontario only list a fair to limited amount of prospect for employment. It is my own opinion that most communities are finding the economic recovery slow and as a result are hesitant to provide any speculation for much growth at this time. There was no information available for the Windsor Sarnia area.

BRICKLAYERS (NOC Code 7281) is part of a larger occupational group called **Masonry and Plastering Trades**. Over the period of 2009-2018, job openings are expected to total **13,577**. It is expected that **28,621** job seekers will be available to fill these job openings leaving Ontario with a surplus of skilled workers. It is interesting to note that the Kitchener-Waterloo-Barrie-Guelph and Ottawa Areas report that their areas have good prospects for employment in this field. The information from the Kitchener area was from 2009 and reported that 35% of their workforce is over 45 years of age, so this would open a number of opportunities in the future due to retirement. Although the recent economic slowdown has reduced construction activity compared to that in previous years, new starts and renovations are still ongoing in the Ottawa area, and employment potential remains good.

HEAVY EQUIPMENT OPERATORS (NOC Code 7421), over the period of 2009-2018, job openings are expected to total **27,532**. It is expected that **36,781** job seekers will be available to fill these job openings. Again this is an indication of a surplus of skilled workers for this trade. Only Kingston-Quinte-Pembroke and Ottawa Areas indicate there is a good prospect for employment. Ottawa advises that just over 50 percent of their bricklayers are aged 45 and over, which may lead to increased opportunities as this age group retires. According to the Kingston area census, one-third of the people working in this occupation are 50 years of age and older. The need to replace them as they retire should create job opportunities. Increased government infrastructure spending on health, education and transportation projects is increasing opportunities; as is the numerous National Defence infrastructure projects in Kingston, Quinte West and Pembroke area. Although there is no current information available for the Windsor and Sarnia area, the information available just one year ago was that there was a projected demand for Heavy Equipment Operators due to the up coming Parkway and bridge development. They also projected a demand due to an increase of government funding for infrastructure work for the Windsor area. All graduates who completed a Heavy Equipment Operators course in the past 2 years should be doing all they can to increase their work experience related either by working for local farmers with heavy equipment, landscape companies or to consider the Oil Sand Industry job recruitment drives.

PLUMBERS (NOC Code 7251) For **Plumbers, Pipefitters** and **Gas Fitters**, over the period of 2009-2018, job openings are expected to total **15,347**. It is expected that **19,682** job seekers will be available to fill these job openings. This means there will be a surplus of skilled workers available to fill these jobs.

EMPLOYMENT QUESTIONS & ANSWERS “ASK SUE” Continued.....

REFRIGERATION AND AIR CONDITIONING MECHANICS (NOC Code 7313)

Over the period of 2009-2018, job openings are expected to total **56,478**. It is expected that **60,648** job seekers will be available to fill these job openings. There would appear to be enough qualified workers in this field and there is no one area in Ontario projecting good prospects for employment. Still there would appear to be a relatively narrow margin of workers indicating a surplus in comparison to other construction trades. As communities see an increase in residential construction starts this field may see a modest need for more skilled workers. Unlike many construction trades, employment in this field is year round so this may also present a better prospect for a more secure employment.

LANDSCAPE LABOURERS (NOC Code 8612)

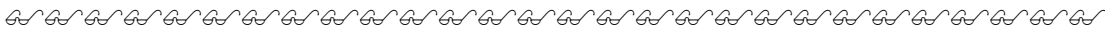
Employment potential for Landscaping and Grounds Maintenance Labourers is expected to be average over the next few years in the Windsor-Sarnia Economic Region. This is a large seasonal occupation in the region, comprising about 2,500 employed workers at the time of the last census. Almost half of these workers are concentrated in the Essex County. This occupation has a large number of younger workers aged 15 to 29 years. However, the turnover rate is high due to the seasonal nature and low skills requirements, which creates lots of opportunities during the summer time, especially for students.


LANDSCAPE AND HORTICULTURE TECHNICIANS AND SPECIALISTS (NOC Code 2225)

Over the period of 2009-2018, job openings are expected to total **13,849**. It is expected that **13,738** job seekers will be available to fill these job openings. The statistics here can be misleading since a number of occupations in the sciences are lumped together with this field. Besides Landscape Technicians this field also includes Biological, Agricultural, Forestry and Conservation Technicians. There would appear there is a modest need for more workers in this occupational group. There was no input from Ontario communities in this regard.

CONSTRUCTION TRADES HELPERS AND LABOURERS (NOC Code 7611)

Over the 2006-2008 period, employment growth in this occupation was relatively weak and the unemployment rate was very high at over 20%, which suggests a surplus of workers. This weakness can be explained by the fact that construction trades helpers and labourers were hit by the recession sooner than other occupations in construction. In fact, since this occupation is not specialized, its workers are usually the first to be laid off when activity slows down in the construction industry and the last to be called back to work upon recovery. It is expected that there will be an even greater surplus over the 2008-2018 period because of the downturn in the construction industry. Employment in this occupation will decline over the entire projection period. In addition, contrary to most other occupations, the number of retirements will be very low; the retirement rate is among the lowest of all occupations because the workforce in this occupation tends to be young. There will therefore be very few job openings over the 2009-2018 period.





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 give us a call at 519-256-2424



Looking for employment isn't easy..... And with more companies using Employment agencies to help man-power their facilities it has become more of a reality that unemployed workers may have to utilize them to gaining employment. As part of this reality I will be featuring a few different agencies that seem to have ran a lot of employment ads over the last month.

<p>Accu-staff Resources 7755 Tecumseh Rd. E Unit 2 Windsor, ON Phone: 519-974-8888 Fax: 519-974-6167 Website: www.accu-staff.com Email: accu@accu-staff.com</p>	<p>Jobshoppe 1645 Wyandotte St. E Windsor, ON Phone: 519-254-5627 Fax: 519-254-2389 Website: www.thejobshoppe.ca Email: jobs@thejobshoppe.ca</p>	<p>Impact Staffing 3410 Walker Rd. Windsor, ON Phone: 519-972-8932 Fax: 519-972-8128 Website: www.staff@impact-staffing.com Email: staff@impact-staffing.com</p>	<p>Personnel By Pro-staff 321 Tecumseh Rd. E -Unit 1 Windsor, ON Phone: 519-250-9403 Fax: 519-250-9407 Website: www.personelbyprostaff.com Email: churst@personnelbyprostaff.com</p>
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This Adjustment Committee Is Made Possible Through Funding From The Province Of Ontario



Job Search Websites

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

Fabco Committee

1801 Walker Road,
Windsor, N8W 3P3

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Employment

Counselor

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Peer Helpers

John Toth

Gerald Peeler

Chris Yoell

John Grant

Rob Kennedy

Newsletter

Candy Eagen

GOVERNMENT RESOURCES

Windsor Employment & Insurance Office

www.servicecanada.gc.ca

HRSDC program & service info

www.hrsdc.gc.ca

Job Bank

www.jobbank.gc.ca

...another access to Service Canada

www.jobsetc.ca

Labour Market Information

www.labourmarketinformation.ca

Federal Government Jobs

www.jobs-emplois.gc.ca

Ontario Government Jobs

www.gojobs.gov.on.ca

Manitoba Job Information

www.mb.workinfonet.ca

JOB SEARCH RELATED INFORMATION

Career Key Agency (advice and tips)

www.careerkey.com

WINDSOR SERVICES PROVIDERS

City of Windsor Employment (formally CDS)

www.careerdevelopmentwindsor.com

& Training Services

www.themcc.com

Multicultural Council

www.uhc.ca

Unemployed Help Centre

www.westofwindsor.com

WEST (Women's Enterprise Skills Training)

www.wwwiwo.org

Windsor Women Working With Immigrant Women

CANADIAN JOB SEARCH RESOURCES

Aerotek (Technical & Professional jobs)

www.aerotek.com

Career Builder (also known as Head-hunter)

www.careerbuilder.com

Canada Jobs (mainly central area of Ontario)

www.canjobs.com

Career Click (Can. Newspaper Ads)

www.working.com

Also found using

www.indeed.ca

Globe & Mail

www.workopolis.com

Monster (local & global jobs)

www.monster.ca

Job Shark

www.jobshark.ca

Hot Jobs (Yahoo)

www.hotjobs.ca

CNC Global (IT technical jobs)

www.sapphireca.com

Canada IT (Information Technology jobs)

www.canadait.com

Technical Canada

www.techjobscanada.com

Teaching jobs

www.educationcanada.com

Hospitality related job listings

www.cooljobscanada.com

Finance

www.higherbracket.ca

Retail

www.allretailjobs.com

City of Windsor (Work for Windsor)

www.citywindsor.ca

Apprenticeship Vacancies

www.apprenticesearch.com

Older workers

www.seniorjobbank.org

Free Training Courses Available



Safe Food Handling



WHMIS



First Aid & CPR



Smart Serve

Heinz Dates

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



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