



# Fabco's Final Press

The Fabco Labour Adjustment Office Will Be  
**CLOSED** as of October 31, 2011



On October 31, 2011 the Fabco Labour Adjustment office will close. This month's newsletter will include all the information that you will need regarding severance & trust monies and who to contact, Company & Local contact information, and personal files and what will happen with them.

## Fabco's Closing Farewell Gathering

Fabco will be hosting a Farewell gathering before the closure of the Fabco Labour Adjustment office on Saturday October 29, 2011 at 1801 Walker Road from 11:00am to 1:00pm followed by a poker tournament. Anyone interested in being apart of the poker tournament please contact Kevin Meloche at 519-790-8124. There will be door prizes, food and beverages provided.

## Assistance Is Still Available!

Although the Fabco office is closing; you can still receive assistance through the CAW 195 Labour Adjustment Office. They will be able to assist you with your resume and cover letters, job search, email and fax resumes, and help you with community resources

If you choose to pick up your file from the Fabco office we will include your electronic resume on a USB memory stick.

After October 31, 2011 all files will be moved over to the CAW 195 Labour Adjustment Office if you have not picked up your file before the closure of the Fabco office .

## Entrusted Severance Monies

Things to consider if you want your severance pay before December 31/2011:

1. Did you receive any EI this calendar year?
2. If you did receive EI benefits than you need to make sure that your severance pay will not move you above the threshold to pay 30% clawback on your EI. This should only be an issue if you are taking the cash value.
3. Anyone applying for their severance must have Notice of Assessment for 2010 tax year and transfer form from your financial institution.

Make sure your information with the ministry is up to date so there are no problems when the money is transferred over automatically in January 2012. If you have any questions or concerns about your severance please contact:

Edward Lau @ 416-326-6374 The Ministry of Labour  
Or Mike Dunning 519 253 1107 CAW 195 Financial Secretary  
\* If Edward Lau is not available please contact Adam Placketlee or Mike Nedd

## Contact Numbers

The following contact information is being provided for your convenience.

**Severance, Pension, S&A and benefit inquires** can be made through Mike Dunning at CAW Local 195 at: 519-253-1107 ext: 25

**WSIB files** can be accessed through Kirk Lazon at: 519-253-1107 ext: 26

**Company related inquires** should be forwarded to Deanne Rossasen at: 519-972-5270

**Company pension questions** will be handled by Paul McQuire at: 416-749-0314

**Severance monies** in trust are the responsibility of Edward Lau at: 416-326-6374



**The office will be closed for the Thanksgiving holiday on October 10, 2011**

## **October 2011**

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Local 195  
Windsor, ON



**What?**

The Trillium Drug Program (TDP) is intended for Ontario residents who have a valid Ontario Health Card and who have high prescription drug costs in relation to their net household income. :

➤ TDP provides coverage for prescription drug products listed on the Ontario Drug Benefit Formulary/Comparative Drug Index (Formulary).

In addition, drug products that are not listed on the Formulary are also considered for coverage for TDP recipients through the ministry's Exceptional Access Program (EAP) on a case-by-case basis.

**Who?**

You can register in the Trillium Drug Program if :

- you have a valid Ontario health card and are a resident of Ontario; and
- you are **not** eligible for drug coverage as another category of recipient under the Ontario Drug Benefit (ODB) Program (i.e., you are not a senior over 65 years of age, you are not a social assistance recipient, you are not receiving professional Home Care services, or if you are not a resident of a Long-Term Care home or Homes for Special Care); and
- you don't have private insurance coverage or if your private insurance does not cover 100% of your prescription drug costs.

**Deductible**

The program runs from August 1 to July 31 of the following year. Before you will receive coverage for eligible prescription drug products through the TDP, your household must pay for a set amount of your prescription drug purchases, otherwise known as the "deductible", each year starting August 1. The deductible is paid in four installments over the program year and is calculated based on net household income and household size.

For example, a household with an annual deductible of \$500 will pay for the first \$125 of prescriptions purchased at the start of each quarter on August 1, November 1, February 1, and May 1. After the deductible is paid in each quarter, the household will be eligible to receive drug benefits for that quarter, and will be asked to pay up to \$2 per prescription each time they purchase an eligible drug product. Any unpaid deductible in a quarter will be added to the next quarter's deductible.

New applicants to the TDP can choose the date within the program year on which they wish to be enrolled in the program. The deductible will be prorated, that is, the deductible will be based on the number of days left in the program year. Please note that pro-ration of the deductible will apply only for the first year that a household/member is enrolled in the program.

**Drug Cost**

Only eligible drug costs count towards your Trillium Drug Program deductible or are covered as program benefits. To ensure coverage under the program, check with your pharmacist or health care provider to make sure your prescriptions fit into one of the following categories :

- are listed in the ODB Formulary/Comparative Drug Index; or
- are on the Facilitated Access List of HIV/AIDS drugs; or
- have been approved for coverage through the ministry's Exceptional Access Program (EAP).



**Where?**

Trillium application kits are available at The Labour Adjustment office at 1801 Walker Rd. as well as your local pharmacy, or by calling 1-800-575-5386. The application form and application guide are also available on-line at <http://www.health.gov.on.ca/english/public/pub/drugs/trillium.html>



## **Rent Bank and Energy Assistance**

The Rent Bank program is available to low income tenants who, due to emergency or unforeseen circumstances, are in short-term arrears and facing eviction. The intent of the program is to help tenants sustain their accommodation.

### **Eligibility Criteria:**

1. The applicant must:
  - Be a resident of the recipient's Service Manager area and meet requirements for status in Canada
  - Have an income that is not from Ontario Works or the Ontario Disability Support Program.
  - Be in immediate danger of losing his or her residence due to unpaid rent N4/mediated agreement
  - Not be receiving Rent-Geared-To-Income assistance
  - Be at the residence for a minimum of one year

Have household income below the household income limits as set by the Ministry from time to time

2. Program Funding for each approved applicant shall not exceed two times the average market rent for the recipient's Service Manager area as set by the Ministry from time to time.

3. Assistance may only be issued once every two years.

4. Funding shall only be used for payment of rent arrears.

Application for the Rent Bank can be made by calling 519-255-5200 ext. 5289. For more information on this service please visit the Provincial Rent Bank website at: <http://www.mah.gov.on.ca/Page136.aspx>.

## **Energy Related Programs**

### **Keep the Heat:**

Keep the Heat is an emergency assistance program which provides funding for heat and energy for those who are experiencing financial difficulties and are in receipt of a notice of termination of heating utilities.

In addition, this program offers workshops to educate consumers on how to conserve and better use energy within their household.

### **Windsor Application Sites:**

- Can-Am Native Non-Profit Homes 180 Tecumseh Road East 519-977-7782
- Housing Information Services 3450 Ypres Avenue, Suite 200 519-254-4824
- Unemployed Help Centre 6955 Cantelon Drive 519-944-4900

### **County Application Sites:**

- Amherstburg Community Services 519-736-5471
- Lakeshore Community Services 519-728-1435
- South Essex Community Council 519-326-8629

For more information, visit or call 211





## Want the Job?? Protect Your Online Image!

What does your image project about you and how much do you care about it? What measures have you taken to enhance and protect it? These are questions that we sometimes overlook when we are applying for jobs. We are so consumed in making sure that our resumes and cover letters are perfect, that we forget about our image online.

The purpose of this article is for you to assess how you are portrayed through social e-networking sites. **What does the information and pictures that you've posted and the manner in which you "speak" online do to your image? Do you care? You should.**

Employers today are concerned with protecting the image of their companies more than ever and some spend astronomical amounts of money doing just that. When most companies hire an executive or even a recent grad, they tell you that their philosophy is that they are hiring the next president. As a result they thoroughly check the backgrounds of all of their applicants.

One of the first places that many background investigators, recruiters or HR managers look is on the Internet. Besides the references you might provide, there is an unbelievable amount of personal information floating around the net that is easily accessible by just about anyone. This information comes from your online network that you find on social media sites.

Social networks such as Facebook contain information that people care to put on the net about themselves (or others) and that information can lead to a distinct profile about the subject. The information contained within has led to the investigations, firings, non-hirings, personal breakups, outings and various other problems of certain subscribers.



Posts that you made several years ago in high school are still affiliated with your name today. Is this the image you want to continue to convey to your prospective employer?

### Tips to Re-Creating your Image Online:

- Take some time to go onto Facebook and "untag" yourself from those pictures and comments that are negative.
- Re-create your online profile to be professional. (Include a decent profile picture and ensure you are properly updating your status.)
- Although there are security features on these sites, take some time to re-evaluate exactly what you post online. (You never know, your future boss may be connected to one of your

online friends.)

- Delete those friends who may not give off the most positive of images. (Use your own discretion.)
- Treat yourself as though you were a brand. Monitor all the sites you use continuously.

**Take the time to Google your name; what image did your search reveal?  
Think very carefully about what you tell and post (pictures) to the world about you online.**

## Computer Skills



Today's job searching can be difficult because you need to be able to work your way around a computer to be able to do your job searches, type or copy out your resume, or attach your resume to an email for a possible job opportunity.

Some may be intimidated by the thought of doing all this on a computer but we have some great news that could take those intimidating feeling away and give you the confidence to job search! We are in partnership with WEST (Woman Employment Skills

Training) to bring you **basic computer skills** and **Microsoft Office Word skills**.

If you are interested in attending one of these classes please give us a call at the office at 519-256-4597 and we will sign you up for the next available class or stop by at 1801 Walker Rd to get your name on the list.





## Tips For Staying Positive in Your Job Search

We all know that being mentally strong and emotionally fit is crucial in life, whether it's for business, sports, or your career. But how do you stay positive when going through a long, challenging job search?

Here are 10 tips that may help:

### 1. Give yourself permission to be “all over the place.”

Being emotionally up and down is perfectly normal when going through a career transition or any major change. Allow yourself to have a “bad day” or even the occasional “bad week.” (But use the tips below to avoid going into a downward spiral.)

### 2. Do some exercise.

Any form of physical exercise or relaxation technique gives you an immediate shot of endorphins (the so-called “happy hormones”). It doesn't matter what it is—a 20-minute walk, a quick run, a game of tennis, some yoga, or simply 60 seconds of deep breathing. Try and do something on a regular basis.

### 3. Control those ‘voices.’

There's a constant dialogue underway in our heads (*You idiot, you should have done xyz, Why didn't you say abc? You need to be more confident, why are you so lazy?*). Yet if someone else walked up to you and said these things to your face, you'd be hugely offended. Start taking control of the voices, and instead...

### 4. Ask yourself better questions.

*What went well today? What are the three best things I did in that interview? What lessons can I learn from that conversation? What are my top five achievements this week? What step can I take today to help me move forward?* All these questions shift your mindset and your emotions and so encourage you to take the right actions.

### 5. Don't stress about stuff you can't control.

I can't control the weather—so I don't worry or complain about it. But I can influence how the weather impacts me by watching the weather forecasts or carrying an umbrella. Similarly, you can't control the economy or the job market, so focus your mental energy and time on things you can control or influence.

### 6. Reduce your consumption of mainstream press and media.

“Bad news sells,” as they say. You need to be informed about the marketplace and the world, but you don't need to listen to the same story about “*the worst job market in 20 years*” over and over again. Overloading yourself with bad news simply makes you more anxious and fearful.

### 7. Minimize your exposure to “BMWs.”

*BMWs = Bitchers, Moaners, and Whiners!* When you're a little fragile emotionally, such negativity will be poisonous to you and your job search. So reduce your exposure to negative people, while increasing your exposure to people who energize you. And don't be a BMW yourself

### 8. Celebrate the small successes.

You need to pat yourself on the back with every small success. Focusing on the small wins gives you the energy and confidence to tackle the bigger challenges that you know still lie ahead.

### 9. Count your blessings.

There are 6.8 billion people living on this planet. And I'm pretty confident that most people reading this article are likely to be in the top 5% of that population in terms of material wealth, health, living conditions, opportunities, and education. There are many people who would love to be in your shoes and have the ‘problems’ you've got. So try to keep a perspective on things.

### 10. Print this article.

You may be inspired and encouraged by reading these tips, but in a few hours you'll forget. So save and put it in a place where you will see it frequently—on your desk, on the fridge, in your wallet, on your computer or smart phone.



### 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



Food Banks  
Canada

### UHC

6955 Cantelon Drive  
Mon to Fri  
8:30 to 11:30 &  
12:30 to 3:30 excluding  
holidays

### Drouillard Place

within boundaries  
Mon., Tues, Wed. and  
Friday 1:30 to 4:00

### Goodfellows

401 Park St. W.  
519 252-2739 for hours  
of operation

### Salvation Army

355 Church St.  
519 253-7473 for more  
Information





# 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](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

Ann Marie Atkins

Rob Kennedy

Al Crankshaw

## Newsletter

Candy Eagen

### GOVERNMENT RESOURCES

Windsor Employment & Insurance Office [www.servicecanada.gc.ca](http://www.servicecanada.gc.ca)  
 HRSDC program & service info [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)  
 Job Bank [www.jobbank.gc.ca](http://www.jobbank.gc.ca)  
 ...another access to Service Canada [www.jobsetc.ca](http://www.jobsetc.ca)  
 Labour Market Information [www.labourmarketinformation.ca](http://www.labourmarketinformation.ca)  
 Federal Government Jobs [www.jobs-emplois.gc.ca](http://www.jobs-emplois.gc.ca)  
 Ontario Government Jobs [www.gojobs.gov.on.ca](http://www.gojobs.gov.on.ca)  
 Manitoba Job Information [www.mb.workinfontet.ca](http://www.mb.workinfontet.ca)

### JOB SEARCH RELATED INFORMATION

Career Key Agency (advice and tips) [www.careerkey.com](http://www.careerkey.com)

### WINDSOR SERVICES PROVIDERS

City of Windsor Employment (formally CDS)  
 & Training Services [www.careerdevelopmentwindsor.com](http://www.careerdevelopmentwindsor.com)  
 Multicultural Council [www.themcc.com](http://www.themcc.com)  
 Unemployed Help Centre [www.uhc.ca](http://www.uhc.ca)  
 WEST (Women's Enterprise Skills Training) [www.westofwindsor.com](http://www.westofwindsor.com)  
 Windsor Women Working With Immigrant Women [www.wwwiw.org](http://www.wwwiw.org)

### CANADIAN JOB SEARCH RESOURCES

Aerotek (Technical & Professional jobs) [www.aerotek.com](http://www.aerotek.com)  
 Career Builder (also known as Head-hunter) [www.careerbuilder.com](http://www.careerbuilder.com)  
 Canada Jobs (mainly central area of Ontario) [www.canajobs.com](http://www.canajobs.com)  
 Career Click (Can. Newspaper Ads) [www.working.com](http://www.working.com)  
 Also found using [www.indeed.ca](http://www.indeed.ca)  
 Globe & Mail [www.workopolis.com](http://www.workopolis.com)  
 Monster (local & global jobs) [www.monster.ca](http://www.monster.ca)  
 Job Shark [www.jobshark.ca](http://www.jobshark.ca)  
 Hot Jobs (Yahoo) [www.hotjobs.ca](http://www.hotjobs.ca)  
 CNC Global (IT technical jobs) [www.sapphireca.com](http://www.sapphireca.com)  
 Canada IT (Information Technology jobs) [www.canadait.com](http://www.canadait.com)  
 Technical Canada [www.techjobscanada.com](http://www.techjobscanada.com)  
 Teaching jobs [www.educationcanada.com](http://www.educationcanada.com)  
 Hospitality related job listings [www.cooljobscanada.com](http://www.cooljobscanada.com)  
 Finance [www.higherbracket.ca](http://www.higherbracket.ca)  
 Retail [www.allretailjobs.com](http://www.allretailjobs.com)  
 City of Windsor (Work for Windsor) [www.citywindsor.ca](http://www.citywindsor.ca)  
 Apprenticeship Vacancies [www.apprenticesearch.com](http://www.apprenticesearch.com)  
 Older workers [www.seniorjobbank.org](http://www.seniorjobbank.org)

## Free Training Courses Available

Give us a call at 519-256-4597 for more information



Fork Lift



Computers



First Aid & CPR



WHMIS



Smart Serve



Safe Food Handling

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

