



FABCO PRESS



Local 195

Vacation Pay and Record of Employment

Nearly everyone who worked beyond July 1st has had an Error reported on their ROE because of the vacation pay calculation. Therefore the company has reissued the ROE and sent them directly to unemployment. Many of you have received additional vacation pay due to the companies miscalculation. All of the vacation pay will be allocated to the first week after your final day of work.

Financial Fitness

We are currently working with Financial Fitness (formerly Credit Counselling) to host a workshop on finding ways to cut expenses and tap into alternative sources of income and budgeting. The workshop is scheduled for Monday, October the 18th at 10 AM and will be held at the Adjustment Centre at 1801 Walker Rd. To register, call us at 519 256-2424

The Unemployment Help Centre Free Workshops

Computer Workshops (Evening Classes)

Below is a list of computer workshops that will be offered on the third Wednesday of each month from 6:00 pm to 7:30 pm within the UHC [Resource Centre](#). The focus of these courses is to give you the word-processing skills needed to create and update your resume and cover letters. In addition, you can learn how to access the Internet to job search, email resumes, and gather information on potential employers, and research career & training opportunities.

Job Search by Internet - Think you know how to surf the net. This course will teach tips and tricks of discovering the "hidden job market".

Sending Resumes by E-mail - This course will teach how to send your resume to potential employers as attachments (MS Word) and also in Rich Text Format. Recommend/Prerequisite: An e-mail account with basic knowledge of sending and receiving e-mail.

Setting up an E-mail Account - After completing this course, you will have an E-mail account and a basic understanding of how to send and receive emails. Recommend/Prerequisite: Basic knowledge of Microsoft Word.

MS Word - Working with Resumes - A basic introduction to Microsoft Word, mouse, keyboard and navigation.

MS Word - Enhancing Resumes - A continuation of Word - Working with Resumes with a little more in-depth look into margins, tabs, bullets, and copy, cut, and paste commands. Recommend/Prerequisite: Basic knowledge of Microsoft Word.

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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 plan on taking my pension and an early retirement from my company. I am doing this because I am very concerned that due to the extensive lay offs and discussions by my company about closing, I did not want to risk losing my pension entirely if they suddenly closed or declared bankruptcy. I am not in a financial position to actually retire and feel I have ten years or more of work before I can expect to fully retire. Will I qualify for retraining funds?

ANSWER: Yes! It is a bit complicated but I will do my best to try and explain. There are two types of funding available for retraining.

The first and most likely funding option is called Second Career Strategy. Individuals eligible are as follows:

- Employment Insurance eligible individuals
- Those who are in **Reachback status** (have been on EI benefits within the last 3 years or 5 years if on Maternity or Parental Benefits).
- Laid off workers who have exhausted their benefits and taken a low paying, unskilled job, going as far back as January 1st 2005, and still remain employed in these low paying jobs
- Laid off workers who exhausted their benefits and perhaps have taken other jobs and subsequently been laid off again but do not have enough hours to re-qualify for Employment Insurance.
- Workers who do not qualify for Employment Insurance

It is my understanding that you could qualify for the Second Careers Strategy funding to help pay for school tuition. The amount of pension received and the financial needs demonstrated by each individual will determine whether they will qualify for a weekly training allowance in addition to the help with tuition. There is a Second Careers Financial Assessment template that can be reviewed with you by the case manager at your Assessment Centre.

There are a few other criteria that you would have to establish just like everyone else, which includes the Second Career eligibility and suitability requirements such as did you job search without success, is your new career goal in demand etc.

The training program must be allowable under the Second Career Skills training criteria. (not all schools are approved for funding)

The individual seeking funding must have developed a mutually agreed upon "Return to Work Action Plan" (RTWAP) or Employment Service Plan (ESP) with staff at an Employment Ontario Assessment Centre. These are listed below:

Assessment Centre

1410 Ouellette Ave.,
Windsor, ON N8X 5B2
Phone: **(519) 971-9698**

Invest Career Counselling Centre

215 Talbot St. East,
Leamington, ON N8H 3X5
Phone: **(519) 326-9657**

Unemployed Help Centre

6955 Cantelon Drive,
Windsor, ON N8T 3J9
Phone: **(519) 944-4900**

Another possible funding option available is called Ontario Skills Development. In order to be eligible for these funds an individual must have qualified for Employment Insurance benefits within the last three years if on a regular claim (or within the last 5 years if was in receipt of maternity or parental benefits). This is referred to as having Reachback status. Normally, someone who requests early retirement and receipt of a retirement pension is not usually eligible for EI benefits and the support programs that go with these benefits. The decision you feel you were forced to make, and the circumstances with your company just might be considered "*reasonable grounds for leaving your last employer*". Approval for Employment Insurance is decided on an *individual case basis*, and no one can say for sure whether your case is an exception. You will need to apply for Employment Insurance, giving a full explanation of why you felt you had to leave your job. If they do determine that you had good grounds for leaving your employment then you will qualify for both the Ontario Skills Development funds as well as the Second Career Strategy funds. Still for this option, I have to sum it up as "**MAYBE**".