

# 1006Alive

UFCW Canada Local 1006A • Union News

VOL 2, NO 1, SUMMER 2017



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United Food & Commercial Workers Canada • Local 1006A



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# A Message from Wayne



What does it mean to build Ontario's best union?

It means providing outstanding union representation that puts our members first.

It involves empowering our membership through a comprehensive and dynamic education program.

It means making workers' voices heard in the corridors of power, from Queen's Park to Parliament Hill.

It means being a powerful voice for injured workers, who face barriers to fair compensation.

I am pleased to report one year after our historic merger, we are well on our way. We are stronger and more powerful than we have ever been. We have transformed and strengthened our union, through changes in every department, from Servicing to Organizing to WSIB & Health & Safety.

While we have made great progress, we will not stop seeking new ways to serve our members better

because we believe our membership deserves the best.

In this edition of *1006Alive*, you will find how your union is leading the way in making life better for workers across Ontario by:

- Raising awareness on Equal Pay (pg. 4)
- Helping workers win union representation (pg. 6)
- Protecting the rights of workers' and their families (pg. 7)
- Negotiating strong contracts with many gains (pg. 10)
- Empowering stewards and members through education (pg. 12)

Your union has a lot on the go and we want you to join in. This summer, we will be holding a wide variety of events and we would love for you to participate. Please check out our calendar (pg. 15) and bring your family and/or friends along.



**Wayne E. Hanley**

President, UFCW Canada Local 1006A  
International Vice-President, UFCW

Remember, this great union is our union, one that belongs to all of us. When you think of 1006A, I hope you think: *My Union, Our Union*. I encourage you to step up, and join us in making life better for all workers, because member participation and solidarity is what Ontario's best union is all about.



1006A members work in a variety of industries across Ontario. Check out our gallery at [www.ufcw1006a.ca](http://www.ufcw1006a.ca)





Women in Ontario would have to work until

**79**

to catch up to what men earn by the time they reach 65.

Aboriginal women earn

**43%**

less than a non-aboriginal man

Disabled women earn

**46%**

less than a non-disabled man

Women in non-union workplaces earn

**31.5%**

less than men

## 1006A Rallies to Help Eliminate the Gender Wage Gap in Ontario

Equal Pay Day is a stark reminder of how far we as a society have to go before we truly achieve gender equality. Your union, along with community and labour allies, came together to advocate for change on April 11, 2017 – which was Equal Pay Day in Ontario.

The Ontario Equal Pay Coalition reports women, on average, had to work until April 11, 2017 to earn what a man did in 2016. In other words, a woman has to work 15 ½ months to earn what a man makes in 12 months. With women increasingly becoming the breadwinners within their families, the persistent pay gap has a profound impact on the financial security of workers and their families and the overall prosperity of our economy.

“Precarious work remains the reality for many women, and is one of the contributing factors to the gender wage gap,” said Glacier Effs-Samuel, Recorder of Local 1006A and coordinator of the Women’s Issues Network (WIN). “Unionization is vital to stopping the increase in precarious work as it provides workers with increased access to stable scheduling and hours.”

Samuel, who spoke at the downtown rally, encouraged workers and allies to join UFCW Canada’s campaign, *Closing the Gender Wage Gap*.

“We, as a society, have to do better,” said President Wayne Hanley. “Eliminating the gender pay gap is about standing up for equality and fairness for all and we need to raise awareness and take action where and when we can.”

Tachani Bishop, a union activist from Toronto, said it’s important that we keep observing Equal Pay Day.

“Women juggle many roles, including being a mother, and being in the workforce. It is wrong that women are not being paid equally and getting the respect they deserve.”

Caroline Brisebois, an executive board member from Ottawa, was proud to observe the day.

“It’s so important that we take the time to reflect on Equal Pay Day,” Brisebois said. “More and more women are the main breadwinners in their families and it’s only fair that a woman is paid the same as men for the same work. We deserve to be equal.”

Removing the barriers to unionization is one of the keys to eliminating the gender pay gap.

Prior to 1995, Ontario workers could join a union by simply signing a union card—a process known as card check certification. A workplace became unionized if 60 per cent of the workers signed a union card. In 1995, the Conservative government of Mike Harris attacked workers’ rights by making it more difficult to join a union. The introduction of a ballot system provided employers with the advantage and increased opportunity to divide workers and prevent unionization.

By restoring card check for workers in all sectors, we will create a more equal Ontario. The Canadian Labour Congress reports women with union representation earn \$6.65 per hour more than women without unions. The union advantage is clear and is an important part of the solution to eliminating the gender wage gap once and for all.

*“When women prosper, so do their families and their communities.”*

*– Wayne Hanley*

\*Statistics courtesy of the Ontario Equal Pay Coalition



## When Antonio Benevento was injured, our Union stepped in to help.



### How You Can Prevent Repetitive Strain Injuries (RSI)

RSIs, which are also known as musculoskeletal disorders (MSDs), are the most common form of workplace injuries, affecting 2.3 million Canadians and costing the economy \$26 billion every year.

Lifting, bending, pushing, stretching and pulling are common types of movements that can lead to RSIs. These include lower back injuries, carpal tunnel syndrome, golfer/tennis elbow, tendinitis and much more.

These injuries to our muscles, joints, nerves and tendons have a huge impact on workers, resulting in more than 40 per cent of all lost-time claims and more than 45 per cent of all lost-time days. Depending on their severity, they can be life changing, affecting a worker's mobility and ability to work as they once did.

Learning about risks, prevention and early treatment is very important so the discomfort you initially experience does not progress into something more chronic.

If you have any questions about RSIs, please check out our health and safety section at [www.ufcw1006a.ca](http://www.ufcw1006a.ca) or contact Health and Safety Representative Rick Young ([ryoung@ufcw1006a.ca](mailto:ryoung@ufcw1006a.ca)). We are here to help.

#### If you are experiencing discomfort from any of your work tasks, here are the steps you can take:

- **Notify your supervisor about the discomfort or pain you are experiencing while performing your work duties. Under law, all employers are required to take every precaution reasonable in the circumstances for the protection of a worker. They are required to provide a safe workplace.**
- **Notify a member of your workplace's Joint Health and Safety Committee.**
- **Contact your union representative if you need assistance.**
- **Let a co-worker know.**
- **Most importantly, visit a doctor as soon as possible and ensure they are able to fill out a Form 8. Documentation is essential for any WSIB claims which may be filed later.**



1006A WSIB Advocate Martha Villeda helped Antonio Benevento recover the lost earnings he was entitled to, after the modified duties he was assigned to ended up worsening his condition.

Antonio's experience with WSIB began two years ago after his knee was hurt in a workplace accident due to a faulty ladder. Immediately after his workplace accident, he was offered modified duties. However, the modified duties were not suitable, and his doctor advised him to take time off. While his workplace accident and healthcare was accepted, the time off for lost earnings were denied.

Villeda and the union fought hard for Antonio. They took his case to WSIB appeal, where the case was denied. They tried again, going to the tribunal, where Antonio's case was finally accepted.

"I want to thank Martha and the union very much," Antonio said. "She gave me a lot of help, listened and defended me. The union is very important for us because in some situations, we cannot resolve the issues ourselves and we need the support and the defence they can provide."

*"The union is very important for us because in some situations, we cannot resolve the issues ourselves."*

*\*Statistical information courtesy of the Workers' Health and Safety Centre and the Ontario Ministry of Labour.*



UPS Supply Chain Solutions workers

UFCW Canada Local 1006A is growing bigger and stronger, as workers in a variety of industries are voting to join our union. Welcome to the UFCW Canada Local 1006A family!

## UPS Supply Chain Solutions

Empowered by each other, workers at Vaughan-based UPS Supply Chain Solutions voted this March to join UFCW Canada Local 1006A.

“Everyone is happy—the workers now have a voice,” said Saturday Okoukoni, who works at UPS and is a member of the bargaining committee.

Local 1006A now represents more than 100 workers at the UPS warehouse. They work in a variety of roles such as warehouse associates, dispatchers, and much more.

Leading up to the union drive, workers were grappling with a wide range of issues including treatment, job security, seniority and a voice at work.

Workers searched for a way to change their situation until they found UFCW Canada.

“A lot of people came together, and decided union representation was the answer,” said Jackie Clarke, who works at UPS.

*“It takes courage and solidarity to affect change and we look forward to working with our newest members to strengthen their workplace now and into the future,”*

*— President Wayne Hanley*

The campaign moved quickly, revealing the determination and support of the workers.

“Many of us knew the strength behind the numbers in here,” said Dan Anani, who works at UPS and is a member of the bargaining committee.

“With the union, there is definitely a shift in the workplace now. The key was staying strong, united and positive.”

As a result of the organizing campaigns, Saturday said the workers at UPS are stronger now.

“No worker can fight the employer on their own—you have power when

you come together with your co-workers,” said Saturday. “That’s why having a union is an advantage to every worker in Ontario and Canada.”

## 4 Finance

UFCW Canada Local 1006A is proud to be the new home for call centre workers from Burlington’s 4 Finance, who overwhelmingly voted “YES” to union representation.

“It feels fantastic to win union representation,” said Sammantha Scott, who works at 4 Finance. “We all believed in each other and we won together.”

The bargaining unit is composed of nearly 60 workers in sales, support and collections.

“Everyone is super happy,” said Usman Qureshi, who works at 4 Finance. “People feel empowered and protected now.”

The vote took place on March 12, 2017.





are some of Local 1006A's newest members.

# HISTORIC OPPORTUNITY AS WORKERS SET TO RAISE THE BAR AT QUEEN'S PARK

After years of advocacy, workers and their unions are on the verge of a significant first victory as the Ontario's government announced sweeping changes to the province's outdated labour laws.

UFCW Canada Local 1006A welcomed the proposed changes, which are anticipated to raise the standards for workers and families across Ontario in the workplace and at the bargaining table.

The Ontario government's announcement includes a \$15 minimum wage by January 1, 2019, two paid emergency leave days, guaranteed three hours of pay if a shift is cancelled in less than 48 hours, improved access to first contract arbitration, among other proposals.

"The reality is that governments do not act in a vacuum on their own, and the fact Premier Wynne made this announcement is a testament to the advocacy and solidarity of workers and their unions across Ontario," said President Wayne Hanley.

Unions, like Local 1006A, have been advocating at Queen's Park and through numerous campaigns over the years, to improve workers' rights and livelihoods through legislative means. Through worker participation and support, unions are proud to bargain strong compensation packages, which include pensions, benefits and scheduling language, above the Employment Standards Act.

In the last few years, Local 1006A has anticipated the proposed changes by negotiating contracts for workers in Loblaws, No Frills, and YIGs, which accounted for potential increases to the minimum wage.

"The good news is we are making progress in making life better for Ontario's workers, the challenge is there is a long way to go to achieving fairness for all workers," said President Hanley.

Unions are calling for card-check certification for all workers and industries. While the government announcement of card-based certification for the temporary help, building services, home care and community services industries is a step in the right direction, it is not enough.

"All workers should be able to freely join a union without employer intimidation and card check certification is critical to building fairer workplaces and raising the bargaining standards for all workers," said Hanley.

For a full list of UFCW Canada's recommendations, visit [www.ufcw.ca](http://www.ufcw.ca) and click on the "Get it Right in Ontario" campaign in the Action Centre.

## Courtyard Marriott Markham

Hotel workers at Courtyard by Marriott Markham voted on February 16, 2017 to join the union.

1006A now represents 27 workers at the hotel, who work in housekeeping, bistro, maintenance, laundry and more.

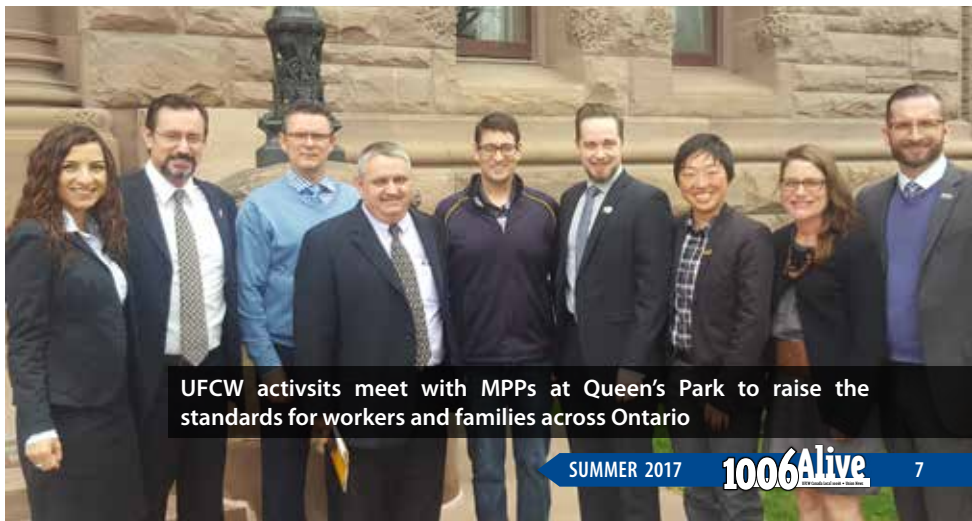
## Compass Group Canada

Workers at Compass Group Canada at the Rogers Campus in Toronto voted 'Yes' on February 1, 2017 to joining 1006A.

1006A now represents approximately 50 workers employed at the Rogers Building/Campus at several food service locations including Tim Hortons, Radio City Cafe, Pizza Pizza and cafeteria.

1006A members at Compass Group work in variety of roles within food services, including cashiers, servers, food prep and more.

**If you know someone who will benefit from union representation, encourage them to reach out to a 1006A Union Organizer — [gounion@ufcw1006a.ca](mailto:gounion@ufcw1006a.ca)**



UFCW activists meet with MPPs at Queen's Park to raise the standards for workers and families across Ontario



Local 1006A joined millions around the world in standing up for equality, and fairness at The Women's March in January in downtown Toronto.



The International Women's Day March and Rally saw unprecedented turnout as women continued to show their unity and commitment to standing up to the forces of injustice.



WIN Region 2 Hosts Fundraiser to Help Families Affected by Domestic Violence.



Congratulations to Leo Gatto who celebrated 60 years as a union member working for Loblaw.



Members of the 1006OUTreach committee at a May 17 event supporting the International Day Against Homophobia, Transphobia and Biphobia.



Weston Bakeries Negotiations Committee and Members at





Taking a stand against bullying on the International Day of Pink.



OFL Women's Conference.

# In Pictures



Maple Grove Distribution Centre Ratification Meeting.



UFCW Canada Local 1006A is pleased to announce that Lesley Prince has been named Coordinator of the Organizing Department and Jonathan Lobo has been named Coordinator-Central Region.



Maple Leaf Canning Negotiating Committee.



Union members, and community allies rallied on April 28 for the National Day of Mourning, a global event dedicated to remembering workers killed, injured or made ill on the job. The day is about showing solidarity with the victims and their families and strengthening our commitment to preventing future tragedies.



Ratification Meeting.

# GAINS IN NEGOTIATIONS

## Working Together to Make Life Better

Your union is proud to negotiate fair and strong agreements for workers in a variety of sectors across Ontario.

“The gains achieved in these contracts clearly demonstrate the tremendous value of union representation,” said President Wayne Hanley. “We are proud of the outstanding work that our negotiating teams do to advance the rights and livelihoods of our members.”

1006A's bargaining committees are led by highly skilled negotiators, with support from members and activists.

“I thank our bargaining committee members for their hard work and dedication and our members for their solidarity and support in achieving these contracts for their future.”

### Courtyard by Marriott in Kingston



1006A members at the Courtyard by Marriott in Kingston saw significant gains in their new contract.

Ratified on April 26, 2017, the contract runs from April 21, 2017 to April 20, 2021. It covers 26 workers.

Negotiations were led by Union Rep Gord Albert, with support from Director (Eastern Region) Roland Lapins, and members Victor Simoes and April Noble.

#### Highlights

- Addition of ‘Floater Day’ to list of holidays for full-time workers
- Wage increases (3% wage increase each year for four years – total 12% over term of agreement)
- Premium of \$1 per hour for those assigned to train another worker
- Increase of Health and Welfare benefits from \$170 to \$180
- Improvement in bereavement language to include “aunt, uncle, niece and nephew”
- Improvements to Banquet Gratuities language, which give members a higher percentage of the gratuities from functions

### Summit Food Service



Workers at Summit Food Service (a division of Colabor) in Mississauga ratified a union contract on March 26, 2017.

The five-year deal covers 145 members at the Summit plant and runs from January 1, 2017 to December 31, 2021.

The union negotiating committee was led by Frank Ragni, Executive Assistant to the President, with support from union representative Rob Murphy and members Ramesh Ramsunder, Neil Larose, Joshua Robichaud, and Richard Gilbert.

#### Highlights

- Lump sums (\$1500 total in year 1 and 2 of the contract)
- Wage increases of 2% per year in year 3, 4, and 5
- Increased security for members in language for bid runs
- Increase in maximum for medical examination from \$75 to \$100
- Improvements to Holiday Pay
- Increased number of employees who can be on vacation at the same time
- Introduction of gender neutral language

### Weston Bakeries Ltd.



Wage increases, a corporate pension plan and a short-term disability plan were among the key gains achieved by 1006A members at Weston Bakeries Limited in their new union contract.

Ratified on February 10, 2017, the contract runs from August 15, 2016 to August 14, 2021. It covers approximately 80 workers.

Bargaining was led by Director (Central Region) Don Taylor, with support from members Diane McLeod, Rebecca Amponsah, Maria Rodriguez and union representatives Ray Ramkhelawan and Diana O'Brien.

# ATIONS



## Highlights

- Negotiated a brand new corporate pension plan for members ensuring retirement security
- Secured a new short-term disability plan
- Achieved 90% dental coverage
- Improvement to vision coverage (to \$175)
- Achieved 100% drug coverage

## Parker's YIG

Membership solidarity played a huge role in winning wage increases and lump sums for members at Parker's YIG in North Bay.

The contract covers more than 110 members and runs from February 2, 2017 to February 2, 2022.

Negotiations were led by Union Representative Ric Pereira. The bargaining committee was also comprised of members Cathy Watson and Stan Gale and Director (Western Region) Brian Reid.

## Highlights

- Increases to the company's contributions to the workers' benefit plan
- Increase to the night shift premium
- Increase to the safety foot wear allowance
- Removal of language which prevented part-time workers from working for a competitor

## ALSCO Canada



1006A Members at ALSCO Canada ratified a new union contract with gains to wages and pensions.

Ratified on April 25, 2017, the agreement runs from April 1, 2017 to March 31, 2021.

The union contract covers 37 workers at ALSCO, an industrial laundry company.

Bargaining was led by Union Representative Rob Murphy with support from Melanie Kane and Jim Tessier.

## Highlights

- Wage improvements (1.5% increase effective Date of Ratification, 1.5% increase effective April 1, 2018, and 2% increase on April 1, 2019 and 2% on April 1, 2020) and \$200 lump sum
- Improvements to benefits (glasses from \$150 to \$200)
- Increased amount for safety shoes (\$150 from \$125 previously)
- Increases to Health and Welfare benefits
- Pension Increases

## Maple Grove Distribution Centre

Members at Maple Grove Distribution Centre ratified a new union contract with significant gains.

Ratified on May 23, 2017 the agreement covers approximately 885 workers and runs from January 28, 2017 to January 24, 2024.

Ric Pereira led negotiations. The bargaining committee was also composed of Director (Western Region) Brian Reid, Union Rep Kevin Bacon, and members Craig Duffield, Tim Rozman, Jamie MacNaught, Tom Micallef, Chris Wilson, and Greg Douglas.

Member Sarah Goode said she was happy about the improvements to benefits like physiotherapy, chiropractic services, and orthotics.

"It's a physical job and I appreciated the gains to benefits—any help to cover these, the better," said Sarah. "Overall, I'm pleased with the deal—these guys worked hard."

Derek McNaughton, a union steward, said the new contract provided members with more ability to deal with cost of living.

"This contract helps members with the increasing costs of living, including rent, groceries so they are not living pay cheque to pay cheque," said Derek. "I know the committee did well and I'm proud of the work they did."

## Highlights

- Immediate wage increase (end rate wages) of \$1.50 retroactively to January 28, 2017, with an additional increase of \$1 effective January 28, 2018
- Immediate increases for those in the wage progression up to \$3.65 per hour
- \$4 per hour wage increase during the term of the contract
- Introduction of physiotherapy/chiropractic services/orthotics during the agreement to a total of \$750 per year
- 25% increase to the maximum long term disability (LTD) payments phased in during the term of the agreement to \$2,500
- Job Guarantee over the term of the agreement
- Early Retirement Package offered in every year to anyone who reaches 55 years of age (only qualifier)
- Dependents covered on benefits to age 25
- 2 Floater Days renamed as Personal Days and increased to 3

Other recently contracts ratified include: Canadian Linen and Uniform Services, Maple Leaf Canning, Wilsons YIG, Cineplex Courtney Park, Dessureault YIG, Jet Equipment & Tools, Holiday Inn Toronto/Mississauga and Courtyard by Marriott Brampton.

Visit [www.ufcw1006a.ca](http://www.ufcw1006a.ca) for more.

# Stewards' Training Draws Huge Interest

1006A's Stewards' Training Program continues to be a huge draw among union activists, with hundreds enrolling in the spring and fall sessions.

To help our stewards with their work on behalf of our membership, 1006A operates one of the most comprehensive labour training and education programs in Ontario.

Courses are free and provide stewards with knowledge and skills they can use not only in the workplace but in their everyday lives. Twenty-seven courses are offered, covering four levels of certification.

"I love Stewards' Training," said Annie Sundar, a steward and Executive Board member who participated in one of the courses. "It is informative, and provides you with skills and knowledge you can take back to help your co-workers. Knowledge is power and I am glad our union offers courses which will help stewards and the membership as a whole."

So far this year, stewards have taken a wide variety of courses including *Investigations*, *Handling Tough Issues*, *Understanding Human Rights*, *Public Speaking and Presentations* and *Social Media*.

Rechev Browne, a steward from a Toronto No Frills, is a big fan of Stewards' Training.

"Stewards' Training is probably the most important tool in the life of a union steward," he said. "It gives us the answers to the most frequently asked questions by the membership about the collective agreement, and how we can deal with management and the employer."

He said the training has helped him become more confident and assertive.

"For me there's no greater joy than being able to serve the membership. The training is delivered in an interactive and fun way. Through discussion, we are able to share ideas, get hands-on experience of situations and look at solutions from different perspectives."

Alfredo DiFebo, a steward and Executive Board member who participated in the *Workplace Rage* course, said he found the material very informative.

"It opened my eyes on how to react to certain situations. I highly recommend these courses to all stewards because they give you an overview of what we stand for, what we work for, and how we can deal with different situations."

**211** – Stewards took Spring Training this year

**68** – Stewards took training for first time

**27** – Courses Offered



Steward Course & Human Rights



Handling Tough Issues



Confidence in Meetings



Handling Tough Issues - London

# 1006A Members Take Advantage of 100+ Courses

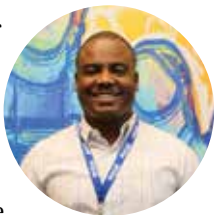
*“It’s Amazing All These  
Courses are Free.”*

More and more union members and their families are taking advantage of UFCW Canada’s state-of-the-art online education program, *webCampus*.

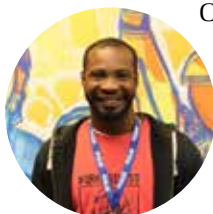
The education program offers free online courses to members and their families. Courses are offered in a wide range of subjects, including *Health & Safety, Computers & Technology, Food and Retail* and much more.

Daniel Polone, a transit operator with Tok Transit, said *webCampus* has made a big difference in his life.

“I gained a lot of skills, from finance to dealing with tough situations. *webCampus* expanded my horizons. The Customer Service course helped me grow in my role at work.”



Rechev Browne, who works as Grocery Clerk at Jim’s No Frills, said he would recommend *webCampus* to members and their families. He has taken a number of courses, including *Understanding the Budget, Labour History–Part 1* and *Union Culture and Solidarity*.



“It’s tough to get a free education in Canada, and it’s amazing all these courses are free and easily accessible online.”

Browne said he is particularly interested in labour studies.

“I am interested in labour courses because it is good to know how the movement started, build a deeper connection to the movement and how you can play a role in shaping the future.”

Tachani Bishop, who works front-end in Loblaws Empress, is excited about taking part in *webCampus*.

“*webCampus* courses empower workers – it’s amazing the union offers education for free. I can’t wait to get started on the finances and balancing the budget courses.”



**Register in minutes at:  
[www.ufcw.ca/webcampus](http://www.ufcw.ca/webcampus)  
1.866.865.0202**



## Thousands Gather for Workers Rights at CLC Convention

For UFCW Canada Local 1006A activists, the Canadian Labour Congress (CLC) Convention was an inspiring experience and education in social justice and making workers’ lives better.

“The CLC convention was awesome,” said Executive Board Member Natasha Grey. “From the guest speakers to the people nominated, I found the information useful, inspiring, and informative to the labour movement.”

1006A activists joined 3,000 union allies from across Canada for the CLC’s 28th Constitutional Convention. The event was about reflecting on the victories and establishing strategies for the collective labour movement moving forward. Centered on the theme, “Together for a Fair Future,” the convention examined key issues like fairness, equity, green jobs, and unionization.

Grey, who works at a No Frills in Toronto, said she learned the labour movement is always evolving. “There are so many issues that we, as labour activists, need to stand in solidarity for.”

Gord Knowles, an executive board member from Laura’s YIG in Ottawa, said the CLC convention was one of the best he attended.

“I learned that the labour movement is still alive and still willing to stand and fight for all the people not just in Canada but all over world as we all should do,” Knowles said.





## A Member's Wife Speaks Out about the Union Difference

Margaret VanBuskirk is not a UFCW Canada Local 1006A member but she knows the importance of being one.

After her husband died, she and her children found themselves caught in a bureaucratic nightmare. Though the family qualified for dental and extended health benefits, they were incorrectly denied coverage. She reached out multiple times to the insurance carrier and her husband's employer without success. Her grief was compounded by the treatment she kept receiving from both companies for more than a year.

That all changed when her dentist's receptionist suggested she reach out to the union.

"I was a mess when I met Bill," she said about 1006A union rep, Bill Vantol. He filed a grievance on her behalf, and stood by her as the case went to arbitration.

"He was so kind and understanding and I was confident that he would be able to help," said Margaret. "He let me vent my frustrations a lot and reminded me that companies get so big that one hand doesn't know what the other is doing anymore. He never seemed to get frustrated when I wasn't able to call him back quickly or when it took me a long time to collect more paperwork. He patiently went through all my paperwork and receipts, which at this point were very disorganized."

Bill explained the grievance and arbitration process and always kept Margaret up to date with the status of the claim.

"I felt like I had someone standing up for me as I was being bullied by a large corporation," she said. "My only regret in all of this is not contacting the union right away. I strongly encourage all employees that are lucky enough to be unionized, to learn what their rights are and to take complaints to union reps. Big companies can't and won't look out for your interests."

Thanks to Bill's efforts, survivor benefits of approximately \$4,800 were won.

"We are proud of the good work our union reps do every day on behalf of our members and their families," said President Wayne Hanley.

# UNION VALUE

## 1006OUTreach Plans for Busy Pride Season

1006OUTreach is expanding and strengthening your union's ability to advocate for equality and human rights for all.

"It's of utmost importance to have an OUTreach group in the union because it strengthens the members and the union as a whole," said Allyson Clancey from Greg's No Frills in Peterborough. "As a member of OUTreach, I am inspired to continue living as an outed bisexual female, but now my goal is to ensure that all individuals can live happily the way they were meant to, as queer individuals, allies to the cause, supporters of LGBTQI2S rights, or members of the community wishing to make a difference."

The group is gearing up for a busy pride season, with participation in Toronto Pride, Brockville Pride, London Pride, and Capital (Ottawa) Pride. The group met for the first time this Spring.

"My first experience with 1006OUTreach was amazing," said Paul Milam, a member from a London's Loblaws Real Canadian Superstore. "It was great to be with a group which cares so much about the LGBTQI2S community because people do need support and this will help lift people's spirits. This is important to help members feel comfortable being themselves and who they want to become."

Members of the LGBTQI2S community may feel helpless and misunderstood at times, Clancey said.

"With the OUTreach program, I am hoping that union members experience this less and less as they participate in our events and know that 1006OUTreach is a safe place where members can be themselves and find comfort in knowing their union is working for them."

Join us in celebrating Pride in Toronto, Brockville, London and Ottawa this year. Check the event calendar on the next page and [facebook.com/ufcw1006a](http://facebook.com/ufcw1006a) for more information.



# An Exciting Summer of Activism Ahead

Are you ready for an amazing summer of activism and action with UFCW Canada Local 1006A?

We are proud to be hosting and participating in a wide range of events and actions to make our communities stronger for everyone.

Your union is proud to continue our hard work making a difference in the lives of those living with Leukemia and Lymphoma. Since the 1980s, UFCW Canada has raised \$36.4 million for the Leukemia and Lymphoma Society of Canada. That means thanks to the support of our great members, more patients are living longer and we are getting closer to finding a cure. I encourage you to support our good work by joining us this July for Ride for a Cure and this fall for Light the Night — these amazing events bring together members, and staff for a good cause.

Unions do not exist in silos. We take action that makes our communities better places to live for everyone. Your union has a strong track record of

supporting equality and human rights for all. At a time when hateful rhetoric is on the rise, we must do better and educate within our families, friends and communities about inclusion and fairness for all. I will once again be marching at Pride this year and I hope you can join us in Toronto, Brockville, London or Ottawa in celebrating the great diversity that enriches our union.

*Member participation is the key to strong workplaces and communities.*

Unions are about advocating for political changes, that make life better for all workers in Ontario. 1006A is proud to have been part of several campaigns to raise employment standards. Read about the historic progress we're making on page 7. We encourage you to join the labour movement in keeping the pressure on the Ontario government to raise the bar for everyone.

While our great labour movement evolves and grows, it's important to celebrate the victories we achieve every year. In workplaces across this province, unions are achieving gains and making



**Kevin Benn**

Secretary-Treasurer,  
UFCW Canada Local 1006A

life better for workers. Unions are the key to reducing income inequality and ensuring workers have a fair shake in this economy. Join us as we celebrate our achievements at Labour Day this year, and reaffirm our commitment to fighting for workers and their families.

Finally, member participation is the key to strong workplaces and communities. Getting involved is a great opportunity to meet your fellow members, and work together to make a difference in our community. Start this summer by joining us. Together, let us build strong workplaces and communities for all.

## Calendar of Events

For more detailed information, please visit [ufcw1006a.ca](http://ufcw1006a.ca)

June 23, 24, 25

**Toronto Pride**



July 15

**Brockville Pride**



July 15

**Ride for a Cure**



August 27

**Ottawa Capital Pride**



September 4

**Labour Day**



October 14

**London Light the Night**



October 19

**Toronto Light the Night**



October 21

**Ottawa Light the Night**



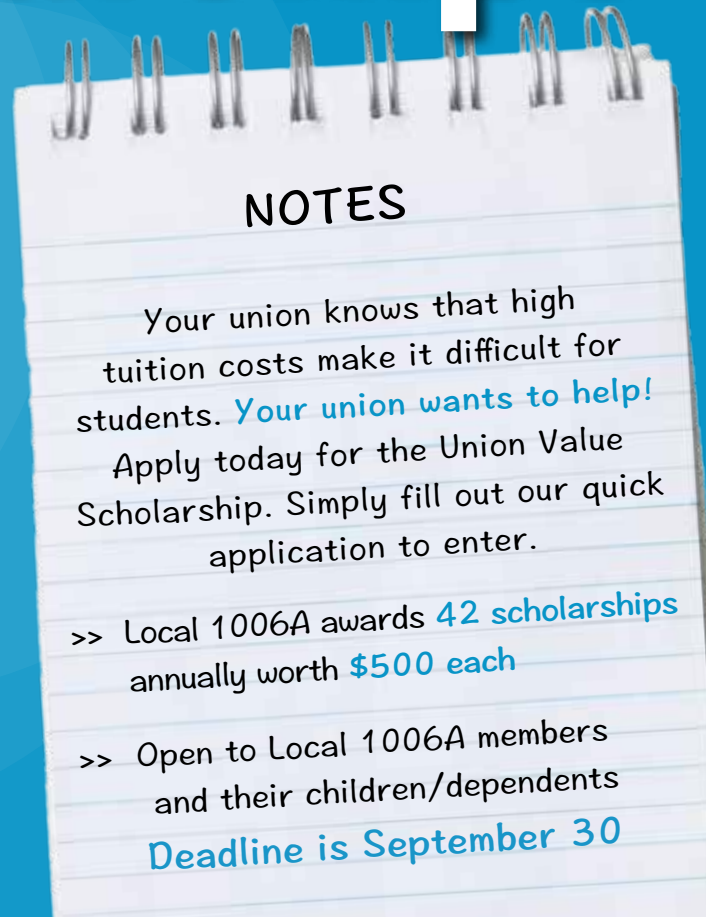
New This Year: **London Pride** — July 30



# Forty-Two Scholarships



Apply in minutes online:  
[ufcw1006a.ca/scholarships](http://ufcw1006a.ca/scholarships)



Your union knows that high tuition costs make it difficult for students. **Your union wants to help!** Apply today for the Union Value Scholarship. Simply fill out our quick application to enter.

>> Local 1006A awards **42 scholarships** annually worth **\$500 each**

>> Open to Local 1006A members and their children/dependents  
**Deadline is September 30**

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