

1006Alive

UFCW Canada Local 1006A • Union News

VOL 5. NO 1. WINTER 2020

Black Lives Matter



We are Human Beings:
Members Speak Out for Equality
– page 12



Local 1006A Awards 42 Scholarships to Members & Dependents – page 16



How Local 1006A Members Navigated
The First Wave of COVID-19 – page 6



Indigo Bookstore Workers at Square One
Achieve Union Representation – page 15



Wayne E. Hanley,
President

Kevin Benn,
Secretary Treasurer

Glacier Effs-Samuel,
Recorder

Head Office

70 Creditview Road
Woodbridge, ON L4L 9N4

Mississauga Office

6645 Kitimat Road Unit 24,
Mississauga ON, L5N 6J3

Affiliated With

The Ontario Federation of Labour
The Canadian Labour Congress

ufcw1006a.ca
1.800.637.5936
ufcw@ufcw1006a.ca

/ufcw1006a



Mail Publication Agreement No: 40065747

UFCW Canada Local 1006A © 2020



Mayzie Downes Tetteh and Ahalya Seebarran
Unifirst Canada

Local 1006A's 35,000 members work in a variety of workplaces and industries across Ontario.

Check out more *Members at Work* pics on Facebook & Instagram – search #UFCW1006A



Abdellah Sabri
Comfort Inn



Pam Kamrudeen
Loblaws Great Food



Leo Colamartino
Tok Transit



Meghan McKay
No Frills

2020

A Year of Upheaval



Wayne E. Hanley

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

2020 has been a year of massive change as the world has faced economic and social upheaval.

The emergence and rapid spread of COVID-19 has drastically affected the lives of our members and everyone in Canada. From wearing masks, to social distancing, how we work, live and interact with each other is no longer the same.

The pandemic led to widespread economic turmoil, further highlighting and worsening the inequality gap between the richest and the rest of society. Many Canadians and their families are facing financial hardship, from layoffs to reduced hours as workplaces close or scale-back operations to curb the spread of COVID-19. In key industries where our members work, hospitality and service, thousands have lost their jobs. While some jobs slowly started to return after the first wave, the second wave of COVID-19 has put that recovery into jeopardy.

For racialized communities, the impact of COVID-19 has been immense. Based on Toronto Public Health data, CTV reported 83 per cent of COVID-19 cases in Toronto between May 20 and July 16 were members of racialized communities. More than 50 per cent of cases were in households with an income of \$50,000 or less. Women have also been disproportionately impacted by the pandemic, with many working in industries which have seen reductions in hours, massive job losses, or in sectors that have higher exposure to COVID-19.

2020 has also been a year of social awakening. The murders of George Floyd, Breonna Taylor and Ahmaud Arbery led to outrage across North America and sparked conversations on the racism, discrimination and police violence that Black people across North America face daily. The shocking video of Floyd's murder lifted the veil on the reality Black people face at the hands of law enforcement.

The deaths brought into the public consciousness the worries Black parents live with, whether their children will be unjustly profiled or come home safe. The Black Lives Matter protests for equality, justice and fairness took place in cities across the world, including in Canada. They opened the door to discussions on systemic dis-

crimination and the barriers faced by Black Canadians. We, at 1006A, are proud to be part of this movement to build a more just society for all. I encourage you to read more about our members' experiences on page 12.

Through this time of tremendous change, you can count on your union and the labour movement to be a constant force for workers and their families. As always, we will continue to work hard to protect and defend your rights and livelihoods. You can count on us to stand up for equality, fairness and justice – to make it clear that Black Lives Matter. Racism, discrimination and oppression has no place in our workplaces or communities.

In good times and tough times, our work continues. Throughout 2020, your Union Representatives worked hard supporting thousands of members at hundreds of workplaces. Despite the pandemic, our negotiating committees are improving the lives of workers and achieving gains in workplaces across Ontario. This year, our Organizing Department has helped 500 workers achieve unionization and rights in the workplace. Our WSIB and Health and Safety Departments continue advocating for members, assisting those who are injured or made ill on the job.

While much has changed, our commitment to our members remains constant. As COVID-19 cases continue to grow, I encourage you to keep yourself, your loved ones and your co-workers safe. Wear a mask, socially distance and follow the safety protocols at work. If we can be of any assistance, please reach out to your Union Representative, we're here for you.

I wish you and your loved ones a happy and safe holiday season. Together, we can take care of each other, and build a just society for all.



MENTAL HEALTH & COVID-19



Fear. Uncertainty. Loneliness. These are among the wide range of emotions Canadians are grappling with, especially those working in essential roles. COVID-19 is taking a physical and emotional toll on workers and their families across Canada.

“Feeling stressed, frustrated or angry are not wrong or bad emotions – it’s normal right now especially to be anxious, nervous and unsure,” said Jack Veitch, Manager of Community Engagement and Education with the Canadian Mental Health Association (Haliburton, Kawartha, Pine Ridge).

“You are not alone in these feelings. It’s important to recognize that it’s okay if you feel unsure or frustrated because we are in a situation that is unprecedented for many on the planet. It’s when these feelings affect one’s ability to function, a person’s ability to eat, sleep, care for loved ones, that is more problematic.”

– Jack Veitch, *Canadian Mental Health Association*

1006A members report dealing with the stress of going to work, the fear of potentially contracting COVID-19 and exposing loved ones, and the uncertainty of financial pressures brought on by layoffs or reduced hours. Others grapple with the loneliness of not seeing family and friends.

“All the things we encourage people to do pre-pandemic that were good for your mental health, are still good for your mental health during a pandemic,” said Veitch.

Strategies to strengthen mental health range from adequate sleep to healthy eating and exercise, Veitch said. In terms of accessing help, he encourages people to reach out to individuals or resources they trust.

“Reaching out to formalized supports or seeking professional care are beneficial too, be it through your workplace supports like assistance programs, community agencies or resources, a family doctor, or the Canadian Mental Health Association,” Veitch said. If the first time reaching out doesn’t work, Veitch encourages workers to keep trying to find a support that does.

During this difficult time, it’s important to take care of yourself.

- Limit your tv/phone/computer screen time, (particularly before bedtime).
- Get a good amount of sleep to help manage the anxiety you may feel.
- Eat healthier and well-balanced meals (with lots of vegetables and fruits). Moderate your intake of unhealthy comfort food.
- Reduce caffeine and sugar (stimulants).
- Stay connected with friends and family through phone and virtual conversations.
- Exercise to manage stress and your mental health.
- Practice deep breathing exercises or yoga to lower your anxiety.
- Create and stick to a routine.





Resources



UFCW Canada webCampus offers free online courses to help members with mental health.

Mental Health – Check-in

Do you have feelings of sadness, anxiety, worry, or irritability? Do you have trouble falling or staying asleep? These are common for a lot of people. However, when these feelings get very intense, last for a long period of time, and begin to interfere with school, work, and relationships, it may be a sign of a mental health problem. Our Mental Health Check-in course is a way you can “check-in” with your mental health.







webcampusmenu.ufcw.ca

Mental Health - You're Not Alone

Do you have little interest in doing things? Have trouble falling or staying asleep? Have little energy or a poor appetite? In these unprecedented times, you may be experiencing anxiety or other mental health challenges in your life and your community. Learn the steps you can take to maintain good mental health. In the Mental Health - You're NOT Alone course, learn some tips and ways to recognize when you need to take a break.

If you are experiencing a mental health crisis, connect with Crisis Services Canada

Suicide Prevention Line: 1-833-456-4566 (24/7/365) • Additional Resources: www.crisisservicescanada.ca

- Adhere to Health Canada’s lower-risk use guidelines for substances like alcohol or cannabis.
- Engage in activities & hobbies to minimize stress. 
- Helping others in their time of need may also help you feel better. Regularly check-in by telephone or video calls with neighbours, co-workers, loved ones or people in your community who may need extra assistance.
- Utilize reliable news sources to keep updated, but try to avoid information overload that can increase anxiety. Reduce the time you spend with news that makes you feel stressed. 
- Remember it’s healthy to talk about “negative” feelings you experience and it is ok if others want to express “negative” thoughts.
- Listening to each other can be one of the most powerful things you can do during this time. You don’t have to fix other people’s problems or try to make them feel better. Sometimes people just appreciate being heard and knowing that they are not alone. 
- If you are feeling alone and/or helpless, let family and friends know.
- Show gratitude to frontline workers for the work they are doing to keep our loved ones safe.
- Be kind to yourself and to others – this is a difficult time for everyone – give yourself permission to take time to figure it out. 
- Challenge worrying thoughts and accept that some fear is normal.

If you are diagnosed, don’t blame yourself. COVID-19 is highly contagious and affects people of all ages and backgrounds. Reach out and let family and friends know of any help you need. Alternatively, if you know anyone who has been diagnosed, reach out and ask how you can help.

Rick Young, Health and Safety Representative with 1006A, said much is rapidly changing in our lives as a result of COVID-19.

“It’s normal and natural to feel stress, anxiety and even grief in these difficult times and that these feelings may come in waves and change over time,” he said. “Now more than ever, it’s important that we all try to make some time to look after our mental health and well-being. Your union knows it’s not easy but positive coping strategies can help you feel better when you feel stress and are overwhelmed.”

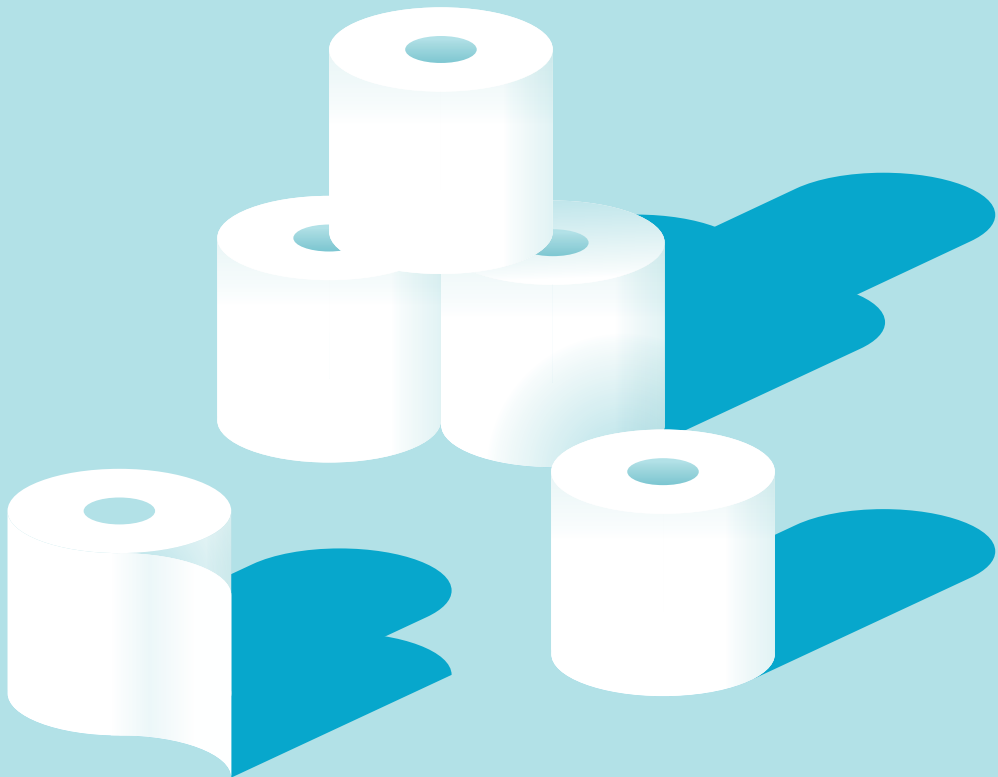
Young said if any member is feeling overwhelmed or struggling, your union wants you to know that you are not alone. “We encourage members to reach out so that we can assist them in finding supportive resources.”

When challenges seem overwhelming, Veitch encourages people to break them down to small pieces and tackle them one at a time.

“Many of us are struggling, many of us are not doing well but remember, help is available,” Veitch said.

The First Wave

An in-depth look at how Local 1006A members navigated the first wave of COVID-19



Lockdown Begins

When Ontario went into lockdown in late March, Maria Cabral was among the thousands of workers in the food sector going into work every day.



“You wake up and go in with fear – everyone is scared,” said Cabral, who works at Maple Leaf Poultry. Even with many co-workers choosing to stay home, Cabral kept going in, wanting to do her part to keep the workplace safe and feed Ontario’s families.

She is among the invisible warriors of the COVID-19 crisis, working to protect and maintain Canada’s food supply.

Since the pandemic began, those working in grocery retail, food processing, warehousing and distribution have been continuously on the job, helping to get Canadian families through an unprecedented period in our country’s history.

Thousands of 1006A members worked through the first wave of COVID-19 in Ontario, which hit its peak in April. Much was unknown about the virus during the first wave, and protective measures, which have become standard today, like masks, had not yet been implemented.

With the second wave now underway and cases once again rising, Local 1006A members continue their essential work in these industries. While the work they do may sometimes seem invisible to the public, their roles are vital to Canada’s food industry and to Canadian families.

Feeding Ontario’s Families

During the first wave, front-line workers faced many challenges, as massive numbers of customers flooded the stores. Long-hours, fears of COVID-19 exposure and inconsiderate customers became part of workers’ daily reality.

“The pandemic has meant life has become much more difficult and uncertain for many of our members and their families, and we are here to help them navigate the challenges they face,” said President Wayne Hanley.

Many safety protocols, in place today, had yet to be implemented when the first wave began.

From the beginning of the pandemic, the union called for masks for all workers, which eventually became mandatory at the stores, then regionally at many workplaces and then finally across Ontario.

Through discussions with retail employers, plexiglass was installed at the front-end for cashiers, physical distancing was instituted, handwashing stations introduced and store customer limits were imposed. Pandemic pay was also introduced during the first wave.

In addition to employers, 1006A also lobbied municipal, provincial and federal governments to take urgent and increased action to protect front-line workers. The union’s efforts to keep members safe continues through the second wave.

As a receiver at Laura’s Your Independent Grocer, Gord Knowles is among those working on the frontlines during the battle against COVID-19, helping put food on the table for Ontario’s families.

“It has been difficult to say the least, working long hours at the store and seeing the concerns and fears in the eyes of my coworkers and our members,” said Knowles, who is a steward and a Vice-President of the Executive Board. “I’m trying to stay strong not only for myself but for our members as well.”



Knowles, like many of his colleagues, worked through the first wave and now is navigating the second.



Front-line worker and cashier Josie Barberi knows first hand the challenges and dangers of the pandemic. She contracted COVID-19 on the job.



"It was incredibly overwhelming and exhausting from working long hours," said Barberi. "Between management not doing enough to support our members and shoppers fearfully coming in droves to hoard in a complete panic, it was tough to try and stay afloat and keep a clear head amidst this chaos."

During this time, Barberi said the union's support meant a lot.

"It meant that I had someone to be my voice when our company wasn't listening to us about keeping us safe during a very chaotic, dangerous and uncertain time," she said.

Serving the Community

As the roads grew emptier and the shutdowns spread in mid-March, the trucks kept rolling, replenishing grocery stores in the face of unprecedented customer demand. The public, faced with increased uncertainty and anxiety, turned out to stores to buy food and supplies in bulk.

Trevor Enos, who drives a transport truck, remembers pulling into a grocery store parking lot and seeing customers standing in line one to two hours before the doors opened.

"It was surreal," said Enos, who has been a driver for three decades. "We had never seen anything like it before."

In the beginning, most of the drivers wanted to stay home.

"I told my wife, I don't want anything to happen to you, I don't want to bring anything back to you," said Enos, a union steward. "At the same time, we felt we had to really be there for the community - I have to make sure people can get fed."



The stewards, with the union by their side, worked with management to increase and enhance safety protocols for truck drivers. At home, drivers instituted different practices to keep their families safe, including some sleeping in the basement and others showering and changing before seeing family members.

At work, the new reality became proper sanitation and disinfection of trucks after each use, paperless documentation, gloves and masks as needed and maintaining proper physical distancing.

"We all want to make sure we are in the game together," Enos said. "It's about doing what is right to keep everyone safe."

Increasing Workloads

For members working in distribution centres, the pandemic and increased demand resulted in a surge in business and workloads.

"We worked long hours and extra shifts, trying to get the products to as many places we can as fast and as safe as we can," said Curtis Rodrigues, chief steward at an Ajax warehouse.

"Keeping food on the shelves at the local grocery store is our job, that's what we do and that's why we leave our families at home and are putting in 12 hours, 6 days a week."



To prevent the spread of the virus, the union, workers, and management have worked together to protect members' health and safety.

Increased precautions put in place, including enhanced cleaning, touchless facilities, sanitation stations and disinfectant wipes, masks and promotion of physical distancing.



“I would like to thank the union for being the voice for those who are unable to be heard,” said Rodriques. “I would like to thank the warehouse workers, transporters and store employees for putting themselves at risk to feed families across Ontario.”

Striving for Fair Recognition and Compensation

Working during the first wave of the COVID-19 crisis hasn't been easy for 1006A steward Pramie Ramroop.

“It has been a trying time for all of us working in the meat and food industry,” said Ramroop, who works at a food processing plant.



“We are constantly going out of our comfort zone and risking our well-being to do the jobs that we do. I feel as though more can be done to receive adequate recognition and compensation for the work we do.”

The workers are taking steps to keep themselves safe at work and at home.

“We take great precautions to be doing what we do, especially with being deemed as essential workers,” she said.

At work, temperature checks, face masks and shields, increased sanitizing stations, staggered breaks, plexi-glass separators, social distancing measures are among the new reality.

Beyond work, Ramroop's daily routine has changed, especially since her immediate family members are all essential front-line workers.

“We have created additional sanitary steps and social distancing measures at home to safeguard our wellbeing,” she said.

Inequality and the Pandemic

Once the first wave ended, one thing became clear – the pandemic did not affect everyone equally.

Researchers found inequality was a striking and disturbing feature of the pandemic, with lower income and racialized workers suffering more.

According to CTV, Toronto Public Health data collected between May and July, showed how households earning \$50,000 or less represented more than 50 per cent of cases, even though they only made up 30 per cent of the population.

Racialized workers made up more than 80 per cent of cases even though they made up 52 per cent of the population, CTV reported.

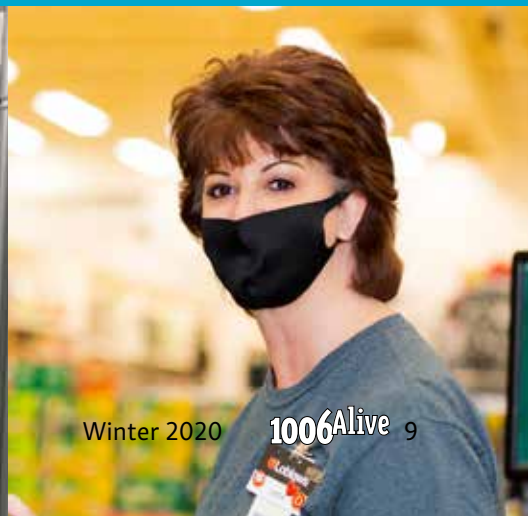
A Global News analysis also found “a strong association between high COVID-19 rates and low income, conditions of work, visible minority status and low levels of education.” That is why the presence of unions remains vital, particularly during the pandemic.

“Unions are the great equalizer in societies, reducing inequality and ensuring protections and fairness for all workers,” said President Hanley.

The Union Difference

“When this pandemic is over, I hope all Canadians remember the vital and essential role our members played in helping feed Ontario's families,” said President Hanley. “I want to thank members for their incredible service to their communities. They deserve to be recognized for being warriors in the COVID-19 fight. We will continue to work with our members and management to ensure their health and safety is protected and strong safety protocols remain in place for the duration of this pandemic.”

Thank you to the thousands of Local 1006A members across Ontario who continue to courageously serve their communities. You are, and always have been, essential workers.



OUR MEMBERS' HEALTH AND SAFETY SHOULD NOT BE PUT AT RISK BY CUSTOMERS WHO REFUSE TO FOLLOW PUBLIC HEALTH GUIDELINES & REGIONAL REGULATIONS

Your union's position is that it is the employers' responsibility to ensure the health and safety of our members in the workplace, and administer all regional bylaws and public health orders.

As such, it's the employers' responsibility to enforce the mask protocol for customers.

"Employers should be taking every precaution to ensure that our members do not have to serve or engage with customers that choose not to adhere to these bylaws or orders, especially with those who harass, bully or put our members' health and safety at risk," said Rick Young, Health and Safety Representative for 1006A.

That's why since the beginning of the pandemic, we proposed that there be a security presence outside of stores to outline the rules to customers.

"Our members' health and safety should not be put at risk by customers who refuse to follow public health guidelines and regional regulations," said President Wayne Hanley.

If customers refuse to wear a mask and follow regional bylaws or public health orders in areas where masks are required indoors, please contact management immediately.

It's not our members' responsibility to enforce public health orders or regional bylaws or monitor customers - it's the employers' job.

We encourage you to communicate all concerns to 1006A's Health and Safety Department as early as possible so we can document and take action promptly on a case by case basis. Don't wait until the problems get worse.

Additionally, please notify your union immediately if management is not following the mask mandates by regional or public health authorities. These measures are in place to protect workers' health and safety and it is vital they be followed.

Remember the Occupational Health and Safety Act, which also deals with violence and harassment in the workplace, always applies.

Finally, we encourage you to continue to raise awareness among your co-workers.

"Wearing a mask properly is how we can protect ourselves, our co-workers, friends, family and neighbours," added President Hanley.

As always, we're here to help.

If you have health & safety concerns at work that aren't being addressed,
Contact Your Union Rep (www.ufcw1006a.ca/unionrep) or
Local 1006A's Health & Safety Rep Rick Young (ryoung@ufcw1006a.ca)





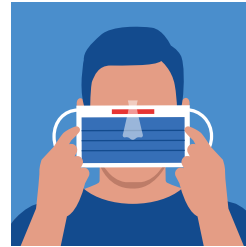
HOW TO WEAR A SURGICAL MASK



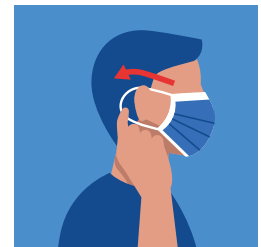
WASH YOUR HANDS BEFORE WEARING A MASK



ENSURE THE PROPER SIDE OF THE MASK FACES OUTWARDS



LOCATE THE METALLIC STRIP AND PLACE IT ON THE NOSE BRIDGE



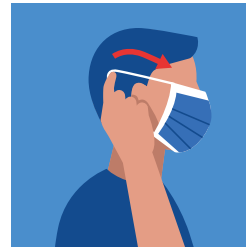
SECURE THE STRINGS BEHIND YOUR HEAD OR OVER YOUR EARS



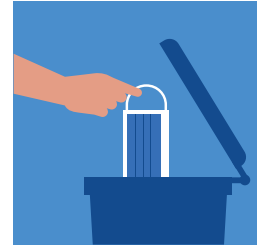
COVER MOUTH AND NOSE FULLY MAKING SURE THERE ARE NO GAPS



PRESS THE METALLIC STRIP TO FIT THE SHAPE OF THE NOSE



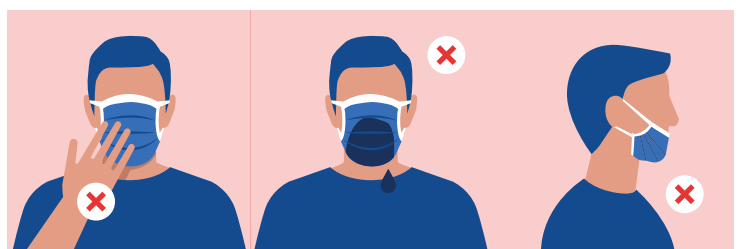
REMOVE THE MASK FROM BEHIND BY HOLDING THE STRINGS WITH CLEAN HANDS



DISPOSE THE MASK IN A CLOSED BIN WITHOUT TOUCHING THE FRONT



SURGICAL MASK PLACED CORRECTLY



DO NOT TOUCH THE MASK WHILE USING IT, IF YOU DO WASH YOUR HANDS

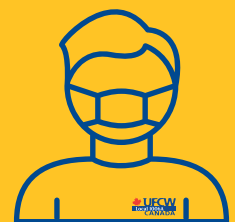
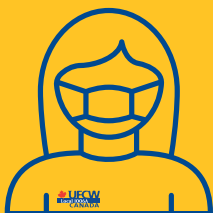
REPLACE THE MASK IF IT GETS DAMP AND DO NOT REUSE IT

DO NOT WEAR THE MASK UNDER YOUR NOSE OR ON YOUR CHIN

LAYER PROTECTION / PREVENTION

Wear masks to keep you and those around you safe. Wash your hands for 20+ seconds, and do so regularly.

← Keep 6 ft / 2m Apart →



BLACK LIV

Members Speak Out for Equality

“We are human beings.”

That’s what union steward Valrie Francis is hoping people understand about Black Lives Matter, a movement for equality, justice and human rights that is growing across North America.

The fact that Valrie needed to remind people of our common humanity also speaks to the tremendous work that still needs to be done to eliminate racism, discrimination and violence against Black people in society as a whole.

Valrie is one of five members who shared with *1006Alive*, what Black Lives Matter means to them.

The Black Lives Movement began in 2013 and surged onto the international stage once again this year, in the wake of the murder of George Floyd.

Floyd was brutally murdered by a police officer who knelt on his neck for 8 minutes and 46 seconds, while he called out for his mother and pleaded for help. The callous killing sparked international outrage and spurred massive protests across the U.S and the world, including in cities large and small throughout Canada. This killing, like those of other unarmed Black people before, showed how Black lives are devalued and taken callously, without regard.

Racism in Canada and the United States takes many forms, from barriers to hiring and advancement, to profiling while driving or shopping, to discrimination at work resulting in Black people making less on average than non-racialized workers, to prejudice within the education system, being targeted for hate speech and crimes, and unjust profiling and treatment by law enforcement and the justice system. Black people in Canada and North America face threats to their safety, livelihoods and their very life due to racism and prejudice in a way that many people don’t.

“For far too long, our sisters, brothers and friends in the Black community have suffered against systemic and entrenched discrimination and injustice,” said President Wayne Hanley. “Hate, discrimination and prejudice must come to an end. I want the members from racialized communities to know that we see you, we hear you, your voice matters, your life matters, and we stand with you in this movement for justice and equality.”



Valrie has also experienced prejudice first-hand.

Growing up, there were many incidences of being followed by security, receiving different types of treatment in service, being ignored at certain retail stores and having people surprised that a young black woman can be well-spoken.

“It can get overwhelming at times to fight the systemic oppression placed on us and the fact that many choose to believe that racism in Canada does not exist.”

But she is hopeful that there will be change.

“Black Lives Matter means addressing discrimination, racism and systemic oppression in order to be seen as equals,” Valrie said. “As human beings, we all have the same organs in our body and to have melanin does not mean we are not valuable or to be treated less than.”



ES MATTER



Growing Up Black

Being black in Canada in 2020 is scary, said Natasha Grey, a union steward and Vice-President on the Local 1006A's Executive Board.

"I am so cautious on the road," she said. "I avoid confrontation just because I do not want to be involved with the police and end up dead."

She still remembers going to school as the only black child in a predominately white classroom. "My experience growing up black in Canada as a kid was hard," she said. "I did well in school but I got picked on and got called the "N" word. I never understood what it meant but I would run home and cry to my mother when it happened."

Facing racial profiling has been the reality for many Black Canadians, including Grey and her family.

"There is not a family member, a friend, an acquaintance who doesn't have a story about being pulled over or being harassed by law enforcement," she said.

"It's not because they were doing anything wrong, but rather, they fit a description or just happened to be in the wrong place at the wrong time, or just living life and life is exactly what is snatched out from under you as a result."

Natasha said the only thing that has changed over the years is social media and the ability to film incidents of injustice. "How many other minorities have been silently oppressed and snuffed out without a witness or without a voice?"



Black in 2020

To Rechev Browne, Black Lives Matter means black people having equal rights and opportunities.

As a front-line union and community activist, Rechev has participated in the Black Lives Matter protests, hoping to create positive change.

"Being black in Canada in 2020 has been stressful," he said. "The racism and the injustice have always existed. Just this year, it started showing its ugly face again."

While Browne is still hopeful, so far, he says nothing has changed since the Black Lives Matter protests.

"Unarmed black people are still getting shot. We are still being racially profiled, and we are still being called the "N" word," he said.

For now, Rechev continues his work to change the world for the better though it is not always easy.

"There are Canadians who understand the history of Canada and see that we are all immigrants unless you are indigenous – they treat everyone with the rights and respect they deserve and you feel a welcome part of society," he said. "Then, there are those who believe that being Canadian means being white and tell you to go back to your country."



SIGNS OF SYSTEMIC RACISM ARE FOUND IN MANY ASPECTS OF CANADIAN SOCIETY

Racialized women earn 59 cents for every dollar that non-racialized men earn.

Racialized men earn 78 cents for every dollar that non-racialized men earn.

CCPA Report: Canada's Colour Coded Income Inequality

BLACK LIVES MATTER



Hoping for Change

What does it mean to grow up as a young black girl in Canada?

Kallisha Hoyes remembers being told not to use the brown crayon for colouring people and being told to use the peach crayon instead.

She remembers being treated more harshly at school. She remembers people sounding surprised she spoke so well because the misconception was black people couldn't speak well. She remembers store clerks staring at her and following her when she went shopping. She remembers the comments about the texture of her hair. She remembers being told to shorten her name for job applications so it didn't sound black.

"I was taught from a young age the importance of working hard and building a foundation for my family, but I also learnt from a young age that I was different simply because of the shade of my skin," Kallisha said.

Hoyes, the mother of young children, hopes there will be change.

"To me, Black Lives Matter doesn't mean that people of colour want to be the dominant race – we just want to be treated equally, fairly and like human beings," she said. "It's about not being seen as threatening because of our skin tone. We are tired of the senseless the killings and unnecessary and uncalled for interactions or prejudgments because of the colour of our skin."



Making Our Voices Heard

For Joshua Robichaud, growing up in Canada as a Mixed Black Canadian was difficult.

"My biggest experience was learning how to deal with racism from a young age," said Joshua, a Vice-President on 1006A's Executive Board. "I never felt accepted by black or white people. To white people, I was just black and to black people, I wasn't black enough."

Joshua said the Black Lives Matter movement has brought so much awareness and has made it easier for black people to make their voices heard.

"It is important to examine how racism is embedded in our society because that's how we're going to make the everlasting change we need," he said. "Racism isn't something that happens overnight so to tackle the problem we need to go to the root. Families need to realize their bias and teach their children about acceptance, equality and respect."

TARGETED WITH VIOLENCE BECAUSE OF THE COLOUR OF YOUR SKIN

Black Canadians are more likely than any other racial group in Canada to be victims of a hate crime, according to data reported by police.

Information Courtesy of Statistics Canada via CTV Report

How can people be allies in the struggle for racial equality and justice?

Natasha

We need people to actively **engage**, work to make things better, and to drive social change. Take action and speak up for what is right.

Joshua

The easiest thing to do is, **don't ignore** it. When you see racism, don't be uncomfortable to address it. It's going to take everyone's help.

Valrie

Have an **open-minded and honest** conversation about racial justice. It can and may become uncomfortable but having that dialogue is an important step.

Kallisha

Learn, research and understand our struggles, and our overlooked triumphs. You can choose to **speak up** and defend us by not being bystanders... defend what is right.

Rechev

Acknowledge the fact that our Canadian experience is different. The system has already put us at a disadvantage where we are playing catch up. Don't be afraid to **call out racism**.

Indigo Square One Workers Achieve Union Representation



UFCW Canada Local 1006A is proud to congratulate Indigo workers at Square One in Mississauga on their campaign to win union representation.

The workers were supported by authors, community leaders, and shoppers, who encouraged them through social media with their unionization effort.

"We are just trying to create a fairer workplace and better working conditions for everyone here at the store," said Jennifer, an Indigo worker.



"The success we had today makes me hopeful – the employees at Indigo Square One have shown they are willing and ready to put in the effort needed to create a work environment where everyone is valued."

The workers drew support from authors, Zoe Whittall and Naomi Klein. Community leaders Olivia Chow, Matthew Green, Libby Davies, Jamie West and Jill Andrew also showed their solidarity and support on social media.

"The unity and determination of the Indigo workers inspired many Canadians," said President Wayne Hanley. "The workers saw an outpouring of support from across the country, from writers, activists and community leaders. We are so proud and excited to welcome our new members from In-

Indigo and look forward to working with them on this next chapter with 1006A."

Lesley Prince, Local 1006A's Director of Organizing, congratulated workers on their campaign.

"The workers were incredible in coming together for fairness and respect," said Prince. "They led this campaign from beginning to end, with passion, creativity and commitment."

The next step is negotiating a strong union contract that addresses the concerns of the approximately 40 workers at this location.

"I would like the workplace to be fairer and create a safer environment for everyone to work," said Janna, an Indigo worker. "We are like an extended family at the store, and it is a great experience because of the employees but we could use better working conditions."



UFCW would like to thank the many labour and community members who stopped by the store to share their support.

"I am proud to be part of a union that will provide us with a powerful collective voice to communicate our needs to management," said Jennifer.

Local 1006A welcomes all new members into our growing union!

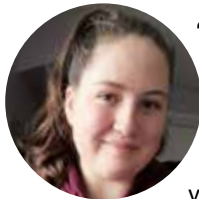
Email gounion@ufcw1006a.ca for details on how to join!

<p><u>Jan 2020</u> 85 food workers at Mama Earth Organics in Toronto.</p>	<p><u>May 2020</u> 30 recycling workers at NexCycle in Guelph.</p>	<p><u>Aug 2020</u> 51 food processing workers at FruLact in Kingston.</p>	<p><u>Sept 2020</u> 20 workers at Humber Bay Child Care in Etobicoke.</p>	<p><u>Nov 2020</u> 25 cannabis retail workers at Superette in Ottawa.</p>
--	---	--	--	--

Congratulations

2020 Scholarship Winners

When Katherine Mazzocco found out she won the 1006A union scholarship, she quickly ran to her mom and had a mini celebration.



"This scholarship means so much to me because it is proof of the union's efforts to support its workers," said Mazzocco, who works at the Real Canadian Superstore in Aurora and studies at Laurentian University. "I am truly overjoyed. This union has been excellent at communicating its many community outreaches and has thoroughly supported its workers."

Mazzocco is among the 42 members and dependents, who will be awarded a union scholarship this year. The scholarships are open annually to members/dependents and worth \$1006 each.

"With the cost of post-secondary education escalating, our union is proud to do its part to support our members and their dependents during these difficult and stressful times," said President Wayne Hanley. "We are excited to support our members and their dependents achieve their dream of post-secondary education."

For Rishvi Narayan, the daughter of member Prem Narayan from Tok Transit, the scholarship meant a lot.



"I couldn't believe it when I was informed that I was a recipient of the scholarship," said Narayan, who studies Nursing at McMaster. "I feel very lucky and grateful for this award during a time where there's a lot of uncertainty.

This scholarship will ease some financial stress as I journey through my degree in nursing. Thank you so much UFCW Canada Local 1006A for this wonderful opportunity."

David Dalangin, who works at a Loblaw pharmacy and studies nursing at Humber College, said the scholarship meant a lot to him.



"Going back to school as a mature student and working part-time is never easy and incredibly challenging during these unprecedented times," said Dalangin. "This scholarship will allow me to offset stress and better focus on my studies and my future. Thank you so much."

Member Catey Fifield said she was honoured to be a 1006A scholarship recipient. Fifield, who works at a Superstore, is enrolled in a Bachelor of Arts program at McGill university.



"It will help to fund my education and ease my family's worries in this era of uncertainty," said Fifield. "I am proud to be a member of a union that protects some of the most valuable workers in our economy—at my local Real Canadian Superstore and in hundreds of other workplaces across Ontario."



"With the cost of post-secondary education escalating, our union is proud to do its part to support our members and their dependents during these difficult and stressful times."

—President Wayne Hanley

Scholarship Winners

- Halima Abdalah*
- Sahwa Abshir
- Heidy Asuncion
- Jessica Atfield
- Bradley Bemrose*
- Gabrielle Blondin
- Christina Bozzelli
- Claudia Chrzan*
- Madalene Cozzetto*
- David Dalangin
- Aiden Duffy
- Catey Fifield
- Amber-Lyn Forwell
- Jonathan Fung
- Adalyn Goodfellow
- Isaac Grass
- Raphael Gyamfi
- Nathan Heuston
- Joya Jamieson
- Akilah Joseph
- Elizabeth Kellas*
- Alexandra Koundourakis-Soares*
- Sean Malkin
- Lauren Martin
- Merveille Massamba
- Katherine Mazzocco
- Mikayla Morgan*
- Rishvi Narayan*
- Mikylo Odut
- Julianna Palumbo*
- Lara Pecoraro
- Sarah Regnier
- Sabrina Rocha*
- Sehijdeep Sarao*
- Helia Soleimanifard
- Christina Song
- Mallory Speedie-Angst
- Riya Suthar*
- Brandon Toro*
- Natasha Uthayakumar
- Kaylena Wilson
- Grayson Woods

* child/dependent of Local 1006A member





Steward Spotlight



Union Steward Lino Cabral Helps Members at Brandt Meats Win Lost Wages

Lino Cabral is a difference-maker, helping improve the lives of his co-workers through his work as a steward.

When his company, Brandt Meats, began to bring temporary workers in, members lost hours. Cabral sprung into action right away, contacting his union representative, Diana O'Brien.

Together, the two worked to find a resolution, with O'Brien filing a grievance and encouraging Cabral to document the incidents in full detail.

"I told the members – I'm here to fight for you and we have to stick together. We have to be patient and we will get results," Cabral said.

Cabral became a documenting expert, faxing lists of shifts, and documenting cases when members were sent home early and the hours they were owed.

The grievance, which began in June 2019, was resolved in arbitration a year later, with workers getting paid for lost hours.

"It felt satisfying because I knew how hard Diana and I had worked to get this result for the workers," Cabral said.

Cabral is proud to be a 1006A steward.

"I always thought I could help people out," said Cabral. "The workers keep me going even though sometimes I feel like giving up – the workers are behind me and push me to keep going forward."

O'Brien said Cabral's extensive documentation made all the difference.

"Lino did an exceptional job working tirelessly to help his co-workers," O'Brien said. "My advice to members – reach out to your union representative right away when you have a concern, and document everything so if a grievance is filed and ends up in arbitration, we have the evidence to help win the case."

President Wayne Hanley commended the work of Cabral and O'Brien.

"Exceptional activists are at the heart of this great union and we are so proud of our stewards for stepping up everyday to make a difference and make life better for others."

As for Cabral, he is happy to have the union by his side.

"Diana was amazing and would call me back right away," Cabral said.

At his workplace, the reaction was tremendous.

"At the end, the workers were all happy with the result," he said. "I know when I need the union, they are always there for me."

"I told the members – I'm here to fight for you and we have to stick together."

– Lino Cabral



Local 1006A is home to over 700 Union Stewards who volunteer their knowledge and expertise to help their coworkers on the job!



Workplace Injury Turns Worker's Life Upside Down

Nearly five years ago, Simba Mudhir's life turned upside down when he was injured at work at Canadian Linen.

From being fully healthy, two workplace accidents have now left him permanently disabled.

His life has been destroyed, affecting his ability to work, walk, or even move as he once did. The injuries devastated his family. Now, every week, he has to take 10 injections to control the suffering from the severe pain.

Today, he is seeking fairness from the Workers Safety and Insurance Board (WSIB) with the help of 1006A's Martha Villeda.

At the time of his injury, Mudhir's role at Canadian Linen involved heavy lifting, pushing and pulling.

"I was loyal to them and doing the best I could do."

He was first injured in February 2015, when he slipped and fell backwards while unloading a trailer in a workplace accident.

"That moment changed my life forever," Mudhir said.

Despite the injury, the company wouldn't take him to the doctors until his shift was over and tried to send him back to work on the same day.

"The way they treated me... no human should be treated like that."

- Simba Mudhir

Later on, a commitment to provide him with time to recover was broken, and he was pressured to return to work as soon as possible.

While he was supposed to be given light duties, that didn't happen, as he was pressured to return to full duties.

Without enough time to recover and subjected to the company's demands, Simba has his second accident in June 2015 when he was trying to pull a large laundry bin and its wheel got stuck. He tried to lift the bin to fix the wheels. He was doing heavy lifting when he felt a sharp pain in his back which left him unable to move. Once again, the company refused to find someone to take him to the doctor immediately.

"I begged to go to the hospital."

This time, the injury was permanent and he would be left unable to move. Even a surgery couldn't help.

For three years, his case was at the WSIB tribunal. With 1006A's help, he would ultimately win his case.

"It was a hard tribunal but we prevailed," said Villeda.

However, winning the case is only the first step. The next is ensuring WSIB pays what Mudhir is owed.

WSIB is trying to make Mudhir go back to working modified duties even though he is injured and his employer does not want to provide him with a modified job.

"Even though they have all the evidence, they are trying to pressure me. The case was supposed to be over and they were supposed to pay me but here we go again."

He is grateful to have Villeda in his corner.

"Martha has done a great job. The union is doing excellent work in helping me through this."

Mudhir's advice to workers who have been injured in a workplace accident: immediately contact and schedule an appointment to see your doctor. Even if you think it is a small thing and it will go away, get it checked out because there could be a larger underlying issue. Consult with your union representative if the company asks you to sign any documentation.





Emily's Story: Surviving COVID-19

Emily Derouin's COVID-19 symptoms began mildly enough, with her throat "feeling off" and increased fatigue.

The Toronto grocery worker, in her early 20s, began experiencing symptoms after weeks of working long hours at a Toronto grocery store during the height of the first wave of the pandemic – a busy time where the store was regularly packed and no customer limits enforced.

Normally, Derouin would have worked through the mild symptoms but during the pandemic, she was vigilant and didn't want to put her co-workers or customers' health at risk. She immediately took action and called in sick. After consulting with her doctor, Derouin got tested right away, and her results came back positive for COVID-19. Meanwhile, her symptoms continued to escalate.

"It's the sickest I have ever been," said Derouin. "There was a two-week stretch where every single day was bad."

Derouin is grateful to have the union by her side through one of the toughest battles of her life. Thanks to help from Local 1006A's Workers Safety and Insurance Board (WSIB) and Health and Safety Departments, Derouin's WSIB case was allowed – meaning she is eligible for WSIB compensation as related to COVID-19.

"I don't know how anyone could do it alone. It was super helpful to have the support of the union. Especially when I am sick, everyone at the union was helpful and it was good to have the information and guidance."

– Emily Derouin

Prior to contracting COVID-19, Derouin had been in contact with the union regarding her concerns about the health and safety situation at her location. At that time, 1006A assisted her in raising formal complaints about the store's working conditions.

Derouin and the union kept a detailed record of those discussions and written concerns. After her diagnosis, 1006A assisted her in filling out the WSIB form and provided guidance for the reporting process to WSIB.

"This case illustrates the vital importance of contacting the union immediately if you believe you are working in unsafe conditions or have been diagnosed with COVID-19," said President Wayne Hanley. "Remember you are not alone. Your union is here to protect you with a team of experts ready to assist you through these situations. It is vital for members to contact us early in the process so we can work together to help you resolve workplace issues or guide you through the WSIB process in case of a diagnosis."

Martha Villeda, 1006A's WSIB Advocate assisted Derouin through the process, along with Rick Young, 1006A's Health and Safety Representative.

"The importance of detailed documentation, with the employer and any medical staff, cannot be underestimated when filing a WSIB claim," says Villeda.



TIPS FROM 1006A'S WSIB DEPARTMENT

- Report your accident/illness immediately
- Go to see your doctor as soon as possible and let your doctor know that it is a work-related injury/illness
- Before signing a Return to Work Offer, take it to your doctor and ask for their opinion
- If you have any questions, call your union's WSIB Department.



“We are so proud of our negotiating committees hardwork and commitment to achieve fair union contracts, despite COVID-19. The strength and stability that a union contract provides workers is so important, especially during this pandemic.”



– President Wayne Hanley

Mama Earth Organics



On October 29, 2020, Mama Earth Organics workers voted in favour of their first union contract.

The three-year contract is effective from October 29, 2020 to October 29, 2023 and covers approximately 120 members. Workers made many gains, including job security protections, paid sick days, fair wages and an expanded benefits plan.

Karen Munk, a negotiations committee member and Packer with the company for over four years, was elated to get a first contract.

“Looking forward to getting this contract was the hopeful light that kept us going during the pandemic,” said Munk. “It’s been so uplifting and overwhelming – this was the boost we needed.”

The Mama Earth Organics Negotiating Committee. Negotiations were led by Union Representative Dustin Magee, with support from Organizing Director Lesley Prince, Union Representative Ray Ramkhelawan, and members Joel Bazin, Ally Brinsmead, Karen Munk and Alex Tizzard.

Achieving three paid sick days in the contract was an important win for members.

“Considering the pandemic, the sick days are significant for us,” said Munk. “A transparent wage structure represents the values of fairness that we wanted,” she added. “We know what to expect, and everyone gets an increase.”

Mama Earth Organics is located in East York and prepares and delivers fresh and organic food baskets.

Highlights include, a \$1.10 wage increase over the contract term, an expanded benefit plan that covers family, with less cost to members, three paid sick days, and a transparent job posting process, and job security provisions

NexCycle Guelph



After winning unionization in early spring 2020, 1006A members at NexCycle Guelph have ratified their first union contract.

Wage increases, improved vacation language, higher boot allowance and enhanced benefits were among the gains achieved by members during negotiations.

Negotiations were led by Union Representative Kevin Bacon with support from members, Yvonne Koplane and Ron Higgins.

Ratified on August 22, 2020, the term of the contract is from August 22, 2020 to August 21, 2023 and covers approximately 20 members.

Pliteq



1006A members at Pliteq have voted to accept a new union contract.

“It is a first agreement, everyone is happy with the pay they are getting and the security the union offers,” said Brian Ozog, a member of the bargaining committee. “The union was the backbone that gave workers a voice to talk to management.” Ozog noted there are more improvements to be made in the future.

The term of the union contract is from February 29, 2020 to February 28, 2021 and covers 100 workers.

Negotiations were led by Regional Director Don Taylor, with support from Union Representative Jonathan Lobo and members, Michael Collins, Karlene Dennis, and Brian Ozog. 1006A members at Pliteq work as Operators, Shipping/Receiving Coordinators, Quality Assurance Technicians, Millwrights, and Millwright/Electricians.

Based in Vaughan, Pliteq is a designer and manufacturer of recycled rubber. They manufacture products for residential and commercial sound and vibration control. They make a variety of products including rubber flooring underlay.

Highlights of the contract include significant wage increases, paid bereavement leave, and better overtime provisions.

Hampton Inn & Suites by Hilton Toronto Markham



Members at Hampton Inn & Suites by Hilton Toronto Markham were among the most recent group of hotel workers to see their wages and rights improve due to strong union representation from 1006A.

The term of the contract is from January 1, 2020 to December 31, 2023 and covers 25 employees.

Negotiations were led by Union Representative Daiana Dumitru, with support from Union Representative Rick Del Fiacco, and members, Mohammadullah Nabizadah, Sarita Ramnarine and Nicola Johnson.

“It was an awesome contract – we appreciated what the union did for us,” said Sarita. “We are thankful for what we achieved together. Being on the bargaining committee was a great experience and I learned a lot.”

1006A members work in Housekeeping, Kitchen, and Maintenance.

Some of the wins include a 13% wage increase over the contract term, improved language for bereavement leave, new language for health and safety training, and a Christmas bonus.

To read about more contract negotiations, please visit www.ufcw1006a.ca



Tremblett's Your Independent Grocer

During the pandemic, the critical work of negotiating improvements for 1006A members continued with workers at Tremblett's YIG ratifying a new union contract with gains.

Ratified on June 23, 2020, the term of the three year contract expires on March 31, 2023.

The contract negotiations were led by Union Representative Bill Vantol, with support from members, Kim Eller and Dave Cant.

“Our bargaining committee was dedicated and committed to ensuring the voices and concerns of our members were heard,” said President Wayne Hanley. “We are proud of the work they did in standing up for our membership and achieving a fair union contract.”

Highlights include increases to end rates over term of agreement for part-time and full-time (retro), part-time wage progression reduced from 7150 hours worked to reach end rate to 4501 hours worked to reach end rate, increase in boot allowance, and minimum wage language to protect workers at end rates.

SSP Canada Food Service

Members at SSP Canada Food Service at Billy Bishop Toronto City Airport ratified a new agreement with several gains, including significant wage increases.

The term of the contract is from February 12, 2020 to February 11, 2023 and covers 75 workers.

Members at SSP Canada work in a variety of roles, including serving/bartender, food service attendant, general utility and cook.

“It's fantastic to have union representation,” said Gail Longworth, who works at SSP Canada. “It has got our members happy and excited to have a union contract – we have a lot of positive feedback.”

The agreement was negotiated by Executive Assistant to the President Frank Ragni and Recorder Glacier Effs-Samuel.

Highlights include two paid sick days, vacation pay accrual, holiday pay entitlement, 13% wage increase over the 3-year term, and new health and welfare benefits.

Union Tells Government: Make Pandemic Pay Permanent

From Queen's Park to Parliament Hill, Local 1006A continued to advocate for the issues that matter to workers and their families during the pandemic, including pandemic pay and health and safety.

"Advocating for our members is an integral part of what we do, whether it is through negotiations or political action," said President Wayne Hanley. "As always, our number one priority is our members. It's vital that our members' voices are heard during this pandemic and beyond."



This summer, UFCW Canada National President Paul Meinema spoke to MPs on the union's disappointment about the cancellation of COVID-19 pandemic pay and advocated for the need for permanent wage increases in the grocery sector and other frontline workplaces.

"It doesn't make sense to cancel pandemic pay when we're still experiencing a pandemic situation," said UFCW Canada National President Meinema during the committee meeting. "Pandemic pay must stay, must become permanent, and actually, must be increased."

In addition, UFCW Ontario Provincial Council advocated on behalf of union members at the Ontario government's Standing Committee on Finance and Economic Affairs.

Local 1006A Recorder Glacier Effs-Samuel presented on behalf of the council and focused on the restaurant & food service, airport, and hotel sectors.




"The thousands of workers we represent in these sectors have experienced widespread layoffs and reductions in hours, which has devastated their livelihoods," said Recorder Effs-Samuel.

The council urged the government to take

concrete steps to ensure the physical, mental and economic security of workers in these industries.

"Decision-makers must take into account the reality that it may take years for these sectors to return to their pre-pandemic levels, including profit, customer and employment levels," the submission noted.

In addition, 1006A has advocated repeatedly to the Ontario government, and regional city councils to protect the health and safety of workers, including grocery workers and transit drivers, through enhanced measures. This includes pushing for safety shields on buses and masks for drivers in York Region.



YOUR UNION IS CALLING

January 19 at 7 pm

Telephone Town Hall General Membership Meeting

Join us for the latest news
and information.



**+ Members can enter our contest
to win a Tablet Computer**

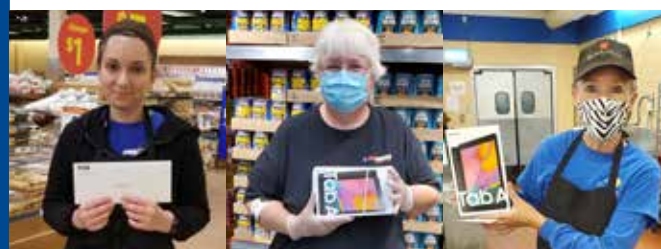
Members will have the opportunity to hear about initiatives of the local union and ask questions.

We will call members' home and/or cell phone numbers to connect you to the meeting.

**Our call will come from
"UFCW Your Union"
1.800.637.5936.**

Simply pick up to participate.

If you miss the call, dial in,
1.877.229.8493 and
enter ID Code 118307.



Ontario's Great Shame

COVID-19 Exposes a Long-Term Care System in Crisis

Since the onset of the pandemic, approximately 2,000 residents of long-term care homes have died from COVID-19.

These are lives, among the most vulnerable in our society, which could have been saved if our government did a better job handling the pandemic and regulating long-term care facilities.

This is a provincial shame – Ontarians and their families deserve better.

Before COVID-19 began, many seniors were living in a long-term care system in crisis. Understaffing, underfunding, older buildings and poor living conditions are among the realities faced by many residents. Provincial government inspections at these facilities had been drastically scaled down, leaving oversight sorely lacking over incidents of poor sanitation, poor drug dispensation, neglect and abuse.

When the military was called to assist during the first wave, what they saw was horrifying. In one facility infested with cockroaches, residents were left in soiled diapers leading to skin breakdown. In another facility, residents without COVID-19 shared the same spaces as those diagnosed with COVID-19. In another, patients slept on bare mattresses with no linens, had limited access to wound care supplies and oxygen, and experienced multiple falls without proper follow-up.

Compounding the problem is that a majority of long-term care homes in the province are privatized.

The Toronto Star recently reported more than 70 per cent of deaths (at 1,394) during the first wave were at privatized homes. "Residents in for-profit homes are twice as likely to catch COVID-19 and die than residents in non-profits and about four times as likely to become infected and die from the virus as those in a municipally owned home," the Toronto Star noted. The for-profit model has excess funds, upwards of \$1.5 billion, going to shareholders and executives over the last decade instead of improving conditions for residents. Deregulation during past Conservative governments and lack of action on this issue during subsequent administrations has also meant lower standards of care for residents.

Aggravating the issue was the lack of good full-time jobs at long-term care homes. Many personal support workers (PSW), particularly at for-profit facilities, are underpaid and had to work at multiple locations. During COVID-19, this meant PSWs were traveling from workplace to workplace, increasing the risk of exposure, while dealing with a lack of personal protective equipment.

Unlike Ontario, British Columbia took decisive action, to limit workers at long term facilities to one location, to reduce the spread.

When COVID-19 hit, it exposed the weaknesses in the system, resulting in the pandemic spreading like wildfire and resulting in unnecessary deaths among the residents. With a second wave underway, the province has failed to rise to the challenge. Already, nearly 100 long-term care homes have been affected.



Kevin Benn

Secretary-Treasurer,
UFCW Canada Local 1006A

Unions are calling for Canada's broken long-term care system to be fixed, calling for the homes to be part of the public health care system. They are also calling for increased staffing, full-time jobs, and long-term care beds to meet the needs of residents.

Seniors are among the many vulnerable groups who are struggling. Many Ontarians are facing employment, housing and food insecurities. Others, with health issues and mental or physical challenges, are struggling to get the assistance they need.

During these times, I encourage you to contact your MPPs and MPs and urge them to take action on these important issues affecting your fellow Canadians. Together, we can create change and build a better community for all.

** Information courtesy of CBC, Toronto Star, and CTV.*



Your work is essential, and always has been.

**Thank you to all the union
members who continue to
serve your communities.**

**We see you and value your
work, now and always.**

MAIL PUBLICATION AGREEMENT # 40065747

