

1006Alive

UFCW Canada Local 1006A • Union News

VOL 8. NO 1. SUMMER 2023



**1006A Stewards Go the Extra Mile
to Keep Members Safe – page 8**



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Wayne E. Hanley,
President

Kevin Benn,
Secretary Treasurer

Glacier Effs-Samuel,
Recorder



Congratulations Wayne!

Local 1006A President Wayne Hanley, was re-elected by UFCW delegates at the 9th UFCW International Convention to serve as a UFCW International Vice-President on the International Executive Board.

“From the grocery store to the convention floor, it continues to be the great honour of my life to serve our membership and build a better future for all UFCW members and their families. I am proud to represent our members and be re-elected as a UFCW International Vice-President. Together, UFCW continues to be a transformative and uplifting force for workers in Canada and in the United States as we collectively change hundreds of thousands of lives for the better.”

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Eight 1006A members participated in UFCW Canada’s Young Worker Internship Program (YIP) in Toronto. YIP is the leading training and education program for young workers interested in labour and social justice issues.

MEMBER ACTIVISM IS AT THE CORE OF OUR GREAT UNION



Wayne E. Hanley (he/him)

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

All across Ontario, I'm proud to see our members and activists step up and become more active in our union, whether it's through Stewards' Training, Health and Safety seminars, negotiations or attending a Pride event.

Member activism is at the core of our union and is the key to building fairer workplaces and communities.

Activism can take many forms from simply contacting your union rep to address an issue, marching with your union on Labour Day to joining one of our General Membership Telephone Town Hall meetings.

These simple actions strengthen our solidarity within the labour movement and helps transform workplaces and communities across Ontario.

In this climate of growing inequality, it is vital that workers raise their voices and unite through the union movement (Read more on pg. 18).

As the ultra-rich across this country accumulate more wealth and power, union representation is the key to ensuring workers get their fair share.

Union members and the labour movement are vital in holding our elected officials accountable.

Conservative politicians, who promised they would look out for working-class people, are too busy catering to the richest in our society.

They are eagerly cutting our public services, including our universal health-care system so the rich can make more profit by privatizing vital programs.

Through the challenges we face, we must never lose hope.

Hope is power, especially when paired with meaningful collective action.

As workers, we have the power to raise our voices for change.

When we speak not as one, but as many.

When we speak not for ourselves, but for the majority.

When we tackle our challenges together, one step at a time. One action at a time.

Day after day, I'm proud to see our members step up in the many different ways available to them through their union.

At negotiating tables, our members are working together to win improvements to their wages, benefits and working conditions. (Read more on pg. 20)

At workplaces, our members continue to address health and safety concerns through their joint health and safety committees and participating in workshops. (Read more on pg. 8)

In industry after industry, our members and union representatives are protecting and enforcing hard-won rights in our union contracts.

In our union training centre, our members are gaining knowledge and skills to better help their co-workers and, using their voices for change. (Read more on pg. 12)

1006OUTreach committee members are raising their voices together for equality and human rights. (Read more on pg. 4)

Members of our Women's Issues Network (WIN) are working to eliminate the gender wage gap and gender-based violence. (Read more on pg. 16)

Our Youth Network is nurturing the next generation of union activists by teaching them to intensify their efforts for change.

Our Indigenous members are raising awareness about the strength, resilience and struggles of their communities. (Read more on pg. 6)

I encourage you to read through our magazine to experience how 1006A members are raising their voices and creating change and how you can get involved.

A better world begins with you.



Here for you as always. Contact Your Union Rep:

www.ufcw1006a.ca/unionrep

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Journeys of Pride

Overcoming Hate, Persevering with Courage and Love

As a high school student, Taylor MacLeod still vividly remembers the struggles she faced, coming out as bisexual in a rural conservative community. She had only told a few friends, but living in a small town, word spread fast.

“I faced some backlash from students – I tried to brush it off but it impacted me mentally,” said MacLeod. “I went through quite a rough time in high school to the point that I dropped out. It brought up a lot of feelings of self-doubt, hate, body dysmorphia because I was feeling a lot of hatred from everyone.”

After dropping out, MacLeod went to an adult high school where she was welcomed and accepted. She says her family’s unwavering love and support gave her the strength to persevere.

“It wasn’t easy but I came out strong, and I am now in a five-year relationship in which I am beyond happy,” said MacLeod, who is a member of 1006OUTreach. “Now, I hope to be there for others because I have seen so many people go through the process without support and I know how hard it can be.”

MacLeod’s journey led her to join the 1006OUTreach committee and be among the 1006A members and staff marching in the Toronto Pride parade this year. The event drew massive crowds from across Canada, including many labour and community allies.

“It’s important for our union to participate in pride events to show our members, who belong to the 2SLGBTQIA+ community, that they are not alone, that their union is here for them,” she said. “There is often a lack of support within workplaces and people can feel singled out no matter how they identify, and it is huge for members to know their union is pro-2SLGBTQIA+ and is a resource to support them no matter what.”

For UFCW 1006A member Joey LeBlanc, it means a lot to be part of 1006OUTreach.

When LeBlanc was thinking of coming out, he had to grapple with the fear that friends and family would not understand.

“There was a lot of emotions especially growing up in a household where heterosexuality was expected and anything else was belittled and made fun of,” said LeBlanc. “Once I was comfortable with who I was, other people’s opinions did not really matter to me. I reached a point where I wanted to share myself with my family and consequences were an afterthought – It was more: This is me, take it or leave it.”

LeBlanc said he is thankful his family was very supportive, and friends and co-workers were open and welcoming.

“Having a union rep who was openly Out, it let me know, at the back of my mind, at least at work, I wasn’t going to have any problems because I had a rep who was part of the community and will be there for me,” he said.

1006OUTreach provided a sense of community for LeBlanc.

“At the time I came out, most of my friends were not going through a similar experience,” LeBlanc said. “It was nice to have the sense of camaraderie with people who are going through the same work experience and going through similar experiences outside of work. It was good to have that safety net to let myself go into.”

With the attacks against the Trans community increasing across North America, the 1006OUTreach committee is working to raise awareness, build solidarity and stop the hate. “The Trans community needs the support right now because of the negativity and hate out there,” said LeBlanc. “OUTreach is about being there to support each other and using your own personal experiences to help others or leaning on others when you are going through a tough time.”



1006OUTreach committee meets at the union office to prepare for pride celebrations.



LeBlanc regularly wears his OUTreach pin on his hat and his pronoun pin at work to show his support.

“We are standing in solidarity with our members in the Trans community,” LeBlanc said. “Everyone deserves to be respected and treated fairly, regardless of how they identify. It is to convey support and the idea that pronouns are a normal thing – he/him, she/her, they/them, whatever pronouns you choose to identify as, you should be allowed to and everyone should be respectful of that.”

“UFCW 1006A is proud to stand in solidarity with our friends and family in the 2SLGBTQIA+ community, today and always. I want you to know that you are not alone. Across North America, many 2SLGBTQIA+ members and their families are facing intolerance and hate in our schools, workplaces and communities. We must stop this hate from spreading. Your union is with you, working to build a more equal and just world for all workers.”

– President Wayne Hanley

Victoria Popov, a UFCW 1006A member and a new 1006OUTreach member, said coming out has been a continuous process.

“I remember I was nine years old, being at Girl Guide camp, lying on the floor, staring at the ceiling, wondering, is this what happens – you just wake up and you are gay one day,” she said. “That was the first moment I remember being cognizant of other sexualities.”

Popov said being from an east European immigrant family, sexuality and mental health was never discussed.

“This is the experience from a lot of people from immigrant communities,” said Popov, who said she was lucky to have supportive friends.

“When I was younger, I focused a lot on changing people, like focusing on acceptance from people who were never going to be accepting,” she said. “My advice to younger people would be to reach out to the community, reach out to organizations and community groups. I think the most wonderful transformative thing that you could do is find your own community, find a group of supportive people. You don’t have to struggle with people who don’t accept you – there are many people who will love you out in the world.”



1006A member Victoria Popov hands out some union swag during the Toronto Pride Parade.

BUILDING A MORE EQUAL AND SAFER WORLD

1006A works to create inclusive workplaces and communities, through our 1006OUTreach committee which empowers 2SLGBTQIA+ members. We aim to raise awareness through our online and print communications and through using gender-inclusive language in our union contracts. We also have held staff training and have created gender-inclusive bathrooms at our offices.

2SLGBTQIA+ stands for... Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual and gender non-conforming communities. The + holds space for the expanding and new understandings of different parts of the very diverse gender and sexual identities.



WE STILL NEED TO HEAL - SEEKING JUSTICE FOR MISSING AND MURDERED INDIGENOUS WOMEN



Outside the union office, Shane Morse watches the red dresses drift in the wind.

As part of a special union display, 20 red dresses were hung on trees for a week, in remembrance of missing and murdered Indigenous women and children.

“It’s important to understand that we still need to heal – there are a lot of families who still do not have answers about what happened to their loved ones,” said Morse, a member of 1006A’s Executive Board and the UFCW Canada Indigenous Sub-Committee. “We must raise awareness, have steps to help the families who have suffered over the years and find justice for the victims.”

Every May 5, the union observes Red Dress Day, also known as the National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Two-Spirit people (MMIWG2S). Since 2017, Local 1006A has annually created a display of red dresses outside its office.

In 2020, the murder rate for Indigenous women was five times higher than non-Indigenous women, according to the CBC.

“This is a national emergency, and we need firm action from elected leaders as Indigenous women, girls and two-spirit people are still going missing and are being killed,” said President Wayne Hanley. “Indigenous families deserve justice. We stand in solidarity with Indigenous communities to remember those who are missing and have been murdered.”

This year, a banner filled with red handprints was hung inside of the Local 1006A office. The red handprints represent the widespread silence in society about this ongoing crisis.

“With the banner and red dress display, we wanted to bring further attention to this crisis and break the silence on this tragedy that continues to affect Indigenous families across Canada,” said Diana O’Brien, a 1006A Union Representative, who helped organize the banner and red dress display.

Earlier this year, Canada’s House of Commons unanimously supported a NDP motion to declare this crisis a Canada-wide emergency. It also calls for funding for a system to alert the public when someone goes missing.

“The red dress speaks out to me for our sisters, our aunties, women and children and two-spirit family that haven’t been seen or heard from in so long because they are missing or murdered, it is to bring light and colour to those voices,” said Gloria Elstone, a 1006A Union Representative who is part of the UFCW Canada Indigenous Sub-Committee. “The red dress represents those who have been taken from us.”

Morse said many families, who have been impacted, don’t have the support they need and cannot find answers to what happened.

“We call on workers, governments, communities and all individuals to learn more about missing and murdered Indigenous women and children across Canada,” said Morse. “If you are not sure what is going on, educate yourself and join us in seeking justice. We must ensure it doesn’t continue to happen.”



A NAME BEHIND EVERY NUMBER

Indigenous Women...

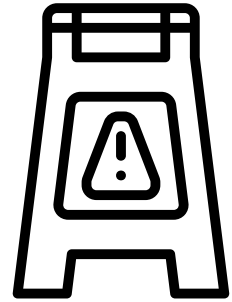
- are 12 times more likely than other women to be murdered or go missing.
- represented 25% all female homicide victims in 2015.
- are 10% of total missing women from 1980 – 2014.

1,017 Indigenous women and girls were murdered between 1980 and 2012

INFORMATION COURTESY OF GLOBE AND MAIL, AMNESTY INTERNATIONAL, CBC



ONE INCIDENT COULD DRASTICALLY AFFECT YOUR LIFE



UFCW 1006A steward Eric Lee is always on the lookout when it comes to health and safety issues at his workplace.

“All it takes is one mistake or one incident and it could drastically affect the rest of your life,” said Lee, a union steward and member of the Joint Health and Safety Committee at a Loblaw Great Food store in Toronto.

“For most workers, the top worries are pay and how many hours they get, but they don’t realize how important health and safety is. Many workers don’t think they can or will get injured but there are a lot of ways for it to happen.”

That’s why Lee is focused on preventing workplace incidents, including injuries from lifting or bending incorrectly, skids potentially falling, and not wearing proper personal protective equipment (PPE) like safety shoes.

Lee is among the 1006A stewards and members who regularly participate in the union’s online health & safety seminars.

The seminars, led by 1006A Health and Safety Representative Rick Young, focus on a variety of topics, from “Noise and Hearing Loss Prevention at Work” to “Preventing Slips, Trips and Falls in the Workplace.” They educate and empower union stewards with the knowledge they need to help protect the membership.

“You could use a power pallet jack 99 times and never be injured – but what about the 100th time, in that one instance, if you are not paying attention, or you get distracted, an injury can occur,” said Lee, who trains members on using the power jack, which enables the lifting and moving of heavy pallets at his workplace.

At work, Lee has seen a variety of injuries, from fingers being cut or crushed, to workers being injured by skids. He said he wanted to learn more about health and safety so he can better protect himself and his co-workers.

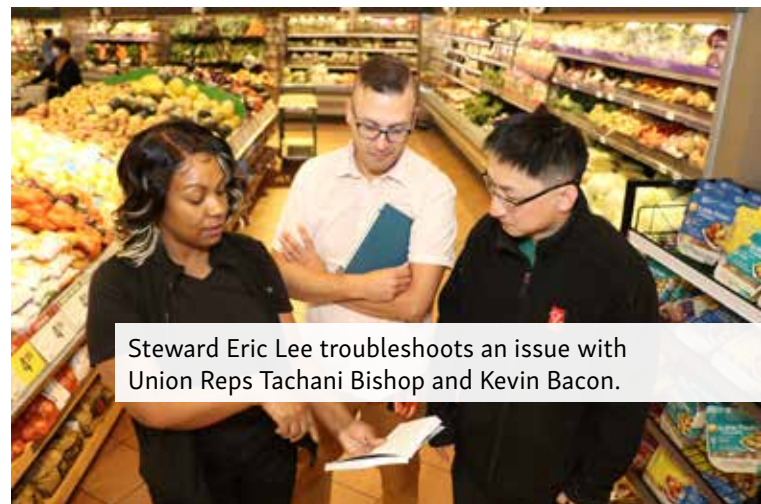
“The training is useful because it goes in depth into the Occupational Health and Safety Act and hazards that cause the slow deterioration of health that many people may not recognize as important.”

Member Zoran Markovic also attends the online seminars regularly.



“Workers should be thinking about health and safety every second,” said Markovic, a steward at a Loblaw Great Food store in Toronto. “The training is very valuable and useful for union stewards – it helps me personally as I can provide our members with better advocacy at work.”

As part of the local union’s efforts to raise awareness about worker safety, UFCW 1006A also observed the National Day of Mourning on April 28. The local union joined labour and community allies at the annual memorial service in Woodbridge, to remember workers injured, made ill or killed at work.



Steward Eric Lee troubleshoots an issue with Union Reps Tachani Bishop and Kevin Bacon.



“All workers deserve to be safe at work. Workplace injuries can happen to anyone, whether you are young or old, a newly hired worker or a long-time employee. That’s why your union works hard to protect your health and safety.”

– President Wayne Hanley

“Health and safety is too important for us not to talk about it everyday – it is very important for all workers everywhere,” said Markovic, who observed the day. “We need to remember all the workers who are not with us anymore. The loss of health and life can occur anytime, sometimes, it is not a single accident but working conditions that affect their health over a period of time, which may lead to chronic pain and possibly shorten their lifespan.”

Natasha Grey, a steward from No Frills and a member of the Local Union Executive Board, also took time to recognize the Day of Mourning.



“For me, the day is about raising awareness and refocusing our efforts to not have workplace injuries,” she said. “It is important that we observe the National Day of Mourning because we need to stay focused on what is going on in our workplaces regarding proper health and safety protocols so we can prevent serious injuries.”

1006A continually advocates for member health and safety on a number of fronts, including our continued call for 10 permanent paid sick days for all workers.

As for Lee, he encourages members to do what they can to protect themselves. “Follow the health and safety procedures and if you see anything wrong, let management, your joint health and safety representative and union know about it.”

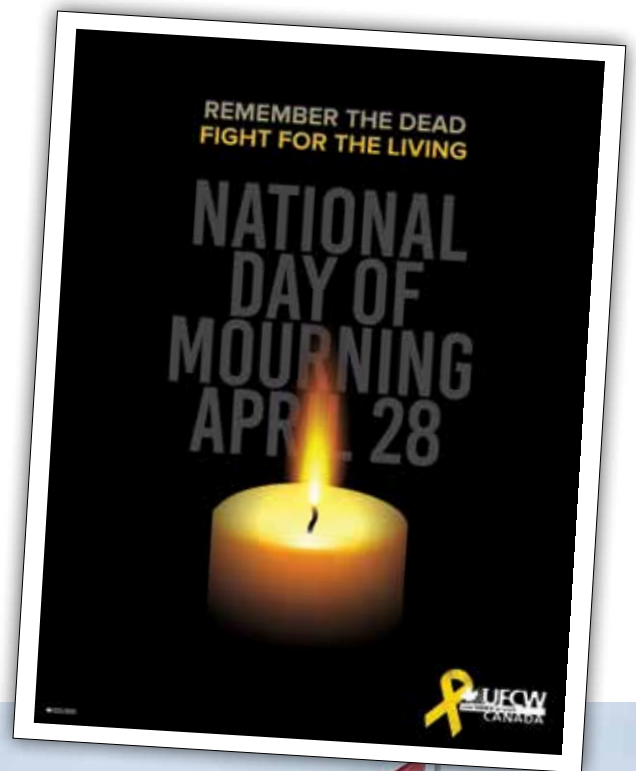


**COMMONLY
REPORTED
INJURIES
AT WORK**



**STRAIN/SPRAINS
CUTS/PUNCTURES
SCRAPES/BRUISES
PINCHES/BURNS
STRESS/CRUSHES
CRITICAL INJURIES**

**As reported by 1006A members to their union.*



1006A staff attend the Day of Mourning Ceremony in Woodbridge.

WORKERS IN CANADA HAVE THREE BASIC HEALTH AND SAFETY RIGHTS



If you have a concern about a safety issue or experience an injury at work, contact your union right away.

You can contact your Joint Health and Safety Committee member (look on your union board or ask your union steward) or contact the union's Health and Safety department at ryoung@ufcw1006a.ca.

RIGHT TO KNOW

Workers have the **Right To Know** of actual and potential dangers, and to access information about hazardous chemicals in their workplace.



RIGHT TO PARTICIPATE

Workers have the **Right To Participate** in health and safety activities at their workplace, through the Joint Health and Safety Committee (JHSC), or as a trained worker health and safety representative.



RIGHT TO REFUSE

Workers have the **Right to Refuse** dangerous work if they have reasonable cause to believe that a task presents a danger to themselves or others in the workplace.



Congratulations Bill!

After nearly 40 years as a member, activist and Union Representative with the local union, Bill Vantol has retired.

"There was never a dull moment- no two days were ever the same," said Vantol, who was hired with the local union in 2002.

Vantol started as a transport driver out of the Loblaw Erin Mills Warehouse in 1984. Since coming on local union staff in 2002, Vantol serviced a variety of workplaces, including transport, warehouses, the airport, meat packing plants, hotels, restaurants, and grocery retail.

"The love of my job was a huge part of my life for almost 25 years and I'm sure there will be parts that I miss but it is time to turn the page," Vantol said. "I will miss the relationships I have made over the years with the members and especially the stewards. I could never have done this job without the support of the union stewards."

As for his next chapter, Vantol said he's looking forward to travelling and spending more time with family. "I would like to thank the leadership of the union for the support over the years."



Maria Cabral

Steward for Life

For nearly 30 years, Maria Cabral helped transform her workplace and the lives of her co-workers at Maple Leaf Poultry.

With her union contract, a UFCW notebook and a pen tucked in her work jacket, Cabral was always ready to help members with their questions and advocate for their rights to management.

“I am proud to be a UFCW member – When you have a union job in Canada, it changes your life in every aspect,” Cabral said. “When you go to a workplace that has a union, you have protection. You feel you can stand up and they treat you the way you deserve to be treated.”

By empowering and rallying her co-workers, she helped build a safer workplace and win gains for the membership at the Toronto food processing plant.

Through the years, Cabral made a point of including and empowering her co-workers, whether it was attending negotiations, membership meetings, speaking to management on important issues, marching in Labour Day parades or participating in Membership Days.

“I wanted to always be clear, it is not about me, it is about all of us,” said Cabral, adding she wanted members to be empowered to act together. “It is our union.”

Since becoming a steward more than 20 years ago, Cabral’s involvement in the union deepened.

Through the years, she served on every round of negotiations at her workplace, the Joint Health and Safety Committee, the local union’s Women’s Issues Network and the local union’s former Community Action Network. She regularly attended Stewards’ Training. Cabral worked as a Special Projects Union Representative with UFCW Canada and participated in the Talking Union program, where she went to local schools to share the value of union membership with students.



“It’s an amazing experience being a steward – it helps you educate yourself and educate others and become a better person for your family,” Cabral said. “As a steward, you are not just a voice for yourself but for everybody else in the workplace.”

At work, Cabral took a hands-on approach, educating members individually about their union contract and union initiatives. With the union by her side, she helped members with a variety of issues including wages, pensions, hours and advocating for job rotations to protect members’ health and safety.

“I am where I am now because of my union’s support – I had people at work and at the union office supporting me over the years,” Cabral said. “I am so proud of everything we have now because my union has helped workers in every aspect.”

As her workplace has since closed and she has moved into retirement, Cabral says goodbye to her union roles and provides advice to future activists and stewards.

“Being a steward is a big responsibility and stewards are important to creating a fair workplace,” she said. “Believe in yourself and believe that your union can make a difference, and that will help you make more of an impact. Attend stewards’ training and use the tools the union provides. If you don’t know the answer, tell the member that you will call the union rep. Always keep a notebook and pen with you. Remember, the union is all of us together.”





TRAINING GIVES 1006A STEWARDS THE EXTRA EDGE

At Pramie Ramroop's locker at work, she carefully keeps her notebooks, filled with notes from her Stewards' Training courses over the years, for quick reference to help with problems her co-workers may face.

With the restrictions from the COVID-19 pandemic now lifted, UFCW 1006A relaunched in-person training, generating strong interest from stewards across Ontario.

After a three year hiatus, training courses were held in London and Woodbridge.

"It was amazing because we learn so much listening to other stewards and our instructors," said Ramroop. "We learn how to react in different situations and how to better help our co-workers."

Ramroop credits the training for helping her become a better steward. Now, she is able to better handle issues in the workplace, from ensuring members get paid correctly to protecting members' health and safety to advocating for proper scheduling.

"We all get better when we are trained – we are able to listen and find more solutions for our members," said Ramroop.

She helped two new stewards at work sign up for the introductory courses.

"Stewards' training has made a big difference in my life, giving me confidence, teaching me the importance of staying calm and listening," said Ramroop. "To our members, I hope you always remember, your union is here to help you so ask questions and become involved because there are lots of great people to work with in our union."



Praime Ramroop, Sofina Foods

Jaspal Goraya, who has been a steward for eight years at Compass Group at Toronto Pearson International Airport, took a course on negotiations this spring. While she has served on her negotiating committee three times, she said the training she took has increased her knowledge and helped her better represent her co-workers.

"It is refreshing to go back to class and interact with others, talk one on one, face to face with everyone," said Goraya. "The experience was informative and useful and will help me on a practical level at my workplace."

At the airport, Goraya is proud to help members as a 1006A steward. She helps resolve problems about seniority, protects workers' jobs, ensures they are paid correctly and handles issues with management.

"I love to help my co-workers," Goraya said. "Some members are hesitant and have no idea that they can speak out or get help, but we are there for them," said Goraya. "Stewards' training was great—it motivates me that we, as stewards, assist with grievances and talk to management and rectify the issue before it escalates."

With a successful spring training session now complete, UFCW 1006A is planning to offer more courses this fall.

President Wayne Hanley said UFCW 1006A is proud to operate one of the most comprehensive stewards' training programs in the province.

"At 1006A, we know a strong steward base is at the heart of a strong union and that's why we are so proud to welcome stewards from across Ontario to participate in this exceptional training program," said President Wayne Hanley. "Stewards' training is integral to our efforts to continuously strengthen our union and to better serve our membership. Our training empowers 1006A stewards with the skills and knowledge they need to advocate for and improve our members' rights and livelihoods."

Bruno Dileo, a steward at a Loblaw Great Food store in Toronto, has taken several courses since becoming a steward in 1991. This spring, Dileo took a course on negotiations.

"Stewards' training is important to keep everyone informed and trained on any changes in our collective agreements – whether it is to articles or letters of understanding," said Dileo. "Information is power, the more information you can get to the stewards and the membership, the better it is."



Instructor and 1006A member Lorrie Russell facilitates the *New Steward Course* at the 1006A Training Centre.

Dileo said his recent course helped him develop better knowledge of his union contract and how to find information. He encouraged members to learn more about the union.

"It's important to give members knowledge that shows them what the union is about, what is in their union contract, and how the union will be there to protect them when needed," he said. "Without the knowledge about the union contract, members are left without the important information they need."





UFCW Canada Instructor Dorothy Gossi facilitates the *Intro to Collective Bargaining Course* at the 1006A Training Centre.

Sara Balkwill, a steward from Best Western Plus Leamington, was among those who attended training.

"I think stewards' training is vital in helping us gain as much knowledge as we can to create a better workplace for all," said Balkwill. "The program shows our membership that their stewards are knowledgeable."

Balkwill, who has taken stewards' training courses in the past, said the training has helped her gain more confidence in her role as a steward. This has been invaluable as she helps support members during disciplinary meetings, ensures that members get their proper hours based on seniority and helps people move positions from part-time to full-time.

As for Balkwill's message to members: "The union is always available to help in any way we can. We are a support system for you, our members."

Tiffany Longo, a steward from a Loblaw Great Food store, has been a steward for two months and was excited to participate in the training.

"I wanted to help people in the workplace be the best they can be," said Longo. "Stewards' training has been very informative, and it has been a new experience meeting so many new people."

Ma-Vina Callado, who works at Holiday Inn West, has been a steward for two years and participated in the introductory stewards' training course.

"I took the training to learn more about what my role is as a steward and to apply what I learned in my workplace," she said. "Being a UFCW steward is both an honour and a responsibility."

Valrie Francis, a steward from a Real Canadian Superstore, also participated in training this spring.

"I've gained solidarity, knowing my voice has power from the education that is provided in stewards' training," she said. "I learned more about the union and about the language in our collective agreement and have brought that knowledge to my co-workers."

Francis encouraged members to get involved.

"Do not feel you are not a part of the union," she said. "There is always an open line of communication for assistance and for helping you with whatever issue you are experiencing."



Valrie Francis, Real Canadian Superstore



If you are interested in getting more involved in your union, talk to your union representative to find out if becoming a union steward is right for you.

Training is provided!





EMBRACING EQUITY

MEMBERS PUSH FOR PROGRESS

Nancy Prout is working to create change one conversation at a time.

Whether it's International Women's Day or Equal Pay Day, Prout goes from department to department, speaking to member after member, to raise awareness.

During her breaks or days off, Prout is empowering members at the Real Canadian Superstore in Whitby to understand and take action on eliminating the gender wage gap, tackling gender-based violence and breaking the glass ceilings that exist in society.

Even though these challenges seem insurmountable, Prout is not going to give up.

"We are still fighting many of the same battles year after year and there is much more work we need to do," said Prout, who is a member of the 1006A's Executive Board and the Women's Issues Network (WIN). "As women, we have to make our voice heard on the issues that affect our lives and we are calling on our allies – our brothers, sons, fathers, and friends – to join and work with us to create change."

Prout was among many stewards and staff who participated in WIN committee campaigns this year.

In March, UFCW 1006A participated in the International Women's Day (IWD) rally in Toronto and campaigned on our social media platforms.

The year's theme was #embraceequity, which aims to raise awareness on why equal opportunities are not enough and how equity and equality are different.

According to the IWD organization, "Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome."

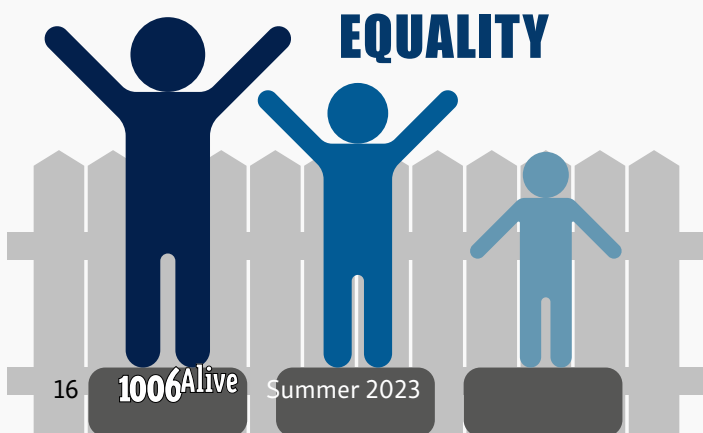
President Wayne Hanley commended members and activists for their participation and support of the campaigns.

"We are stronger as a union, as a labour movement, and as a society because of generations of women who continue to get involved and make a difference," said President Hanley. "We are proud to reaffirm our commitment to embracing equity in our workplaces and our communities and to build a more inclusive and just world for all."

On April 4, 1006A joined labour and community allies in observing Equal Pay Day in Ontario. The date marks the extra days and months into 2023 that a woman must work, on average, to earn the same amount as a man did in 2022.



1006A at the International Women's Day rally and march in Toronto.



Maria Bocangel, a member of WIN and a steward, said it's shameful that the pay gap continues to exist in non-unionized workplaces.

"Women are being underpaid compared to men and I want to make sure it's going to be equal one day," said Bocangel. "We have to be persistent to make our voices heard."

According to the Equal Pay Coalition, women, on average, earn 30% less than men. For women who are racialized, Indigenous, or part of the 2SLGBTQIA+ community, the gap is even greater.

That's why Bocangel takes the time to talk to as many people as she can at her workplace.

"It is about creating a chain of knowledge and events, where I pass on what I know to a steward or a member, and their eyes are opened and they then pass it on to someone else," said Bocangel. "We empower members to take action themselves and it's very motivating to know you, as an individual person, can have an impact which continues. That is what gives me satisfaction."

Annie Sundar, a 1006A steward and member of the Executive Board, also helped raise awareness among her co-workers.

"It's important to celebrate this day to keep the achievements of women at the forefront and never forget our fight to get the recognition that we deserve," said Sundar. "Women's issues should be recognized every day."

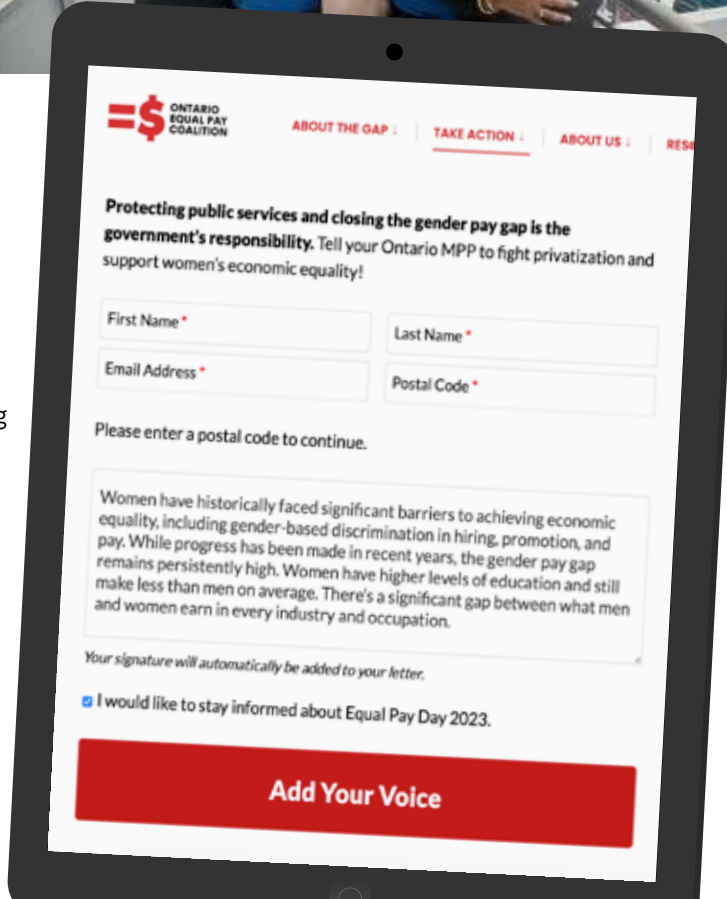


1006A members participate in the Embrace Equity campaign.



www.equalpaycoalition.org

Add your voice to the call for pay equity!





WHY ALL WORKERS NEED TO KNOW ABOUT INCOME INEQUALITY?

Hint: It Impacts You!



WHAT IS INCOME INEQUALITY?

The expression ‘the rich are getting richer and the poor are getting poorer’ speaks to the heart of what income inequality is all about.

You may have even talked about this idea with your friends and family when CEOs salaries make the news. Income inequality is about how wealth and income are distributed in a society. Is wealth being hoarded by the rich in our society? The answer is YES, while hard-working people are forced to scrape by.

WHY SHOULD INCOME INEQUALITY MATTER TO WORKERS?

The idea of income inequality is related directly to what workers earn.

Currently, many workers are struggling from pay cheque to pay cheque. The prices for everyday goods (from grocery to gas bills) are skyrocketing. Canadians are taking on more and more debt to cover basics like food and housing.

Unions help workers fight inequality, by giving them the collective power to demand fair wages and benefits.



ARE CANADA'S RICH REALLY HOARDING WEALTH?

Yes, they are. During the pandemic, Canadian billionaires got richer and richer.

Their net worth (their wealth) increased by 51 per cent, according to Oxfam International, an international non-profit organization dedicated to ending global poverty.

There are various reasons why income inequality is growing.

For example, our tax system is structured to excessively benefit the super wealthy. While workers pay income tax on their hard-earned wages, stockholders pay 50% less tax on investment income. This tax break means the super wealthy don't pay their fair share – less tax money means governments can't invest in social programs that help level the playing field like education and healthcare.

WHY DOES IT MATTER IF CEOs ARE MAKING MORE?

Canadian CEOs are not just simply making a little bit more. They are making a lot more.

In 2017, Canada's top CEOs made 193 times more than someone earning an average wage. In 2023, they now make 243 times more than the average person, according to Canadian Centre for Policy Alternatives, an independent think-tank.

The average worker's wages are certainly not keeping pace with CEOs, making inequality even worse.

INCOME INEQUALITY EXPERT CLEMENT NOCOS SPEAKS ABOUT THE UNION ADVANTAGE

Clement Nocos, Director of Policy & Engagement with the Broadbent Institute, is a leading expert in this field and joined *1006Alive* to discuss income inequality.

Nocos said that joining a union is one of the best ways workers can start creating change.

“Unions are on the frontlines in combatting income inequality, pushing back against cuts while pushing for wage increases that brings up all members of the working-class,” he said, adding that unions are the backbone of the working-class.

Nocos said workers can take action by getting involved in campaigns for change and in other organizations where workers can come together to act collectively for the public good. This includes advocating for fair pay, equity and working towards a just and equal society.

He said income inequality is not inevitable, adding workers' wages have not gone up at the same rate as everything else, from housing to groceries to gas.

Nocos questioned why workers' wages were not increasing at a time when Canadian corporations are reporting record breaking profits, the Gross Domestic Product (GDP) is growing, and employment rates are high.

“We can feel empowered when we organize and come together to fight for fair wages, and history proves this,” he said. “It is certainly not a quick win, but it is certainly not hopeless. Working-class movements, which are organized by unions that fight for and build a more equal society, have won before, and can win again.”



SOLUTIONS TO INCOME INEQUALITY

- Make it easier for workers to join a union.
- Increase minimum wages.
- Support political leaders who support public services workers depend on, including universal health care system and our education system.
- Escalate pressure on businesses and leaders who hoard wealth and seek to privatize services all Canadians depend on.
- Participate in campaigns which create a more equitable society, including pharmacare, affordable housing and workers' rights.
- Fair taxation on the richest in society, including corporations. Close tax loopholes and ensure the wealthiest one per cent of Canadians pay their fair share.



Negotiation Updates

“Union representation is powerful and transformative and UFCW 1006A is proud of our strong track record of improving workers’ lives across Ontario... I’m proud of our negotiating committees for their commitment and hard work on behalf of our members.”



Wayne Hanley
President

Darling – Fleet Division



After winning unionization, UFCW 1006A members at Darling (Fleet Division) have ratified a new union contract.

“I am very happy we have come to an agreement and we have our first contract—it is a great feeling,” said Scott Johannes, a member of the negotiating committee. “I think it is a fair contract and a great place to start from. We have achieved some fair wages and language to hold the company accountable.”

The term of the contract is from January 1, 2023 to December 31, 2025 and covers 75 members.

“It feels like a huge weight off our shoulders to have a union contract in place,” said Johannes. “It is nice to have the support of the UFCW behind us.”

Gains included wage increases, union visitation rights and steward representation in meetings, and contract language around the maximum hours workers can drive and WSIB language ensuring members have representation in meetings.

“It was our first contract with the company and I thought it was pretty good,” said Scott Spears, a member of the negotiating committee. “Overall, it is a really good contract. We were able to get the monetary up, better benefits, and add more to our pension and we have accountability through the union contract. With the contract and UFCW, there is protection now. We already noticed a big difference since becoming unionized we are protected now and the union is there for us.”

Comfort Hotel – Airport North



Members at Comfort Hotel Airport North voted to accept a fair and strong union contract, with strong wage increases and improved contract language.

“I really like the new contract, especially since we achieved wage increases at a time when everything is so expensive,” said Teodora Milevski, a member of the negotiating committee. “It’s a good contract and members were happy with it. Having a union is very important in every workplace.”

Gains included wage increases of 10 per cent in one year and retro pay. Members also achieved improved language for housekeeping for floor assignments and for uniforms.

The term of the new union contract is from March 1, 2023 to February 28, 2024 and covers 10 workers.

The negotiating committee was composed of members, Sherine Barracks, Teodora Milevski and Union Representatives, Daiana Dumitru and Tania Liu.

PetSmart – Toronto (Yonge & Empress)

1006A members at PetSmart have won their very first union contract.

The term of the contract is from January 1, 2023 to December 31, 2025 and covers 20 members.

Gains include yearly wage increases, establishment of a grievance procedure, and company provided jackets for outdoor work.

From wages to working conditions, UFCW 1006A negotiating committees continue to achieve gains and improve the lives of members across Ontario.

The negotiating committee included members, Marcial Cuesta, Michael Hamilton, Stephen Driscoll and Union Representatives Joe Blythe and Daiana Dumitru.

PetSmart workers at the Toronto location (Yonge St and Empress Ave) voted to join UFCW 1006A in February 2022. They work as sales associates and salon associates.

Home 2 by Hilton / Hilton Garden Inn – Brampton

1006A members at Home 2 by Hilton (Toronto-Brampton West) and Hilton Garden Inn (Brampton West) continue to make gains, having ratified a new union contract.

“We were able to negotiate to find the best possible solution for members,” said Vatisha Bernard Brown, a negotiating committee member. “The opportunity to be involved in contract negotiations was a positive learning experience.”

The term of the contract is from January 1, 2023 to December 31, 2025 and covers 40 workers.

The negotiating committee included members Vatisha Bernard Brown, Cecilia Corpuz, and Manivannan Ratnasothy and Union Representative Joe Blythe.

Gains include wage increases of 14.25% percent over 3 years, holiday bonus, shoe allowance and increases to benefits.

Independent City Markets – Toronto

UFCW 1006A members at Independent City Markets continue to experience the union advantage as they achieved improvements in their recently ratified contract.

Pete Gaskin, a member of the negotiating committee, said he was happy with the new union contract and it was great to successfully reach an agreement after a lengthy negotiations process.

Gaskin said most of his co-workers were happy and satisfied with the contract.

Gains include wage increases, signing bonuses and shorter wage progression for part-time, ensuring members get to end-rate faster and earn more. Other improvements include improved bereavement leave language, new language enabling members who work part-time to swap shifts with other members who work part-time (subject to approval by department manager or supervisor designate). In addition, members who work part-time can pick up additional shifts if interested through Shift Marketplace.

The five-year contract expires on March 20, 2027 and covers nearly 200 members at three Independent City Markets locations in Toronto.

The negotiating committee was composed of members, Aaqib Dadhisheth, Ryan Gapczynski, Pete Gaskin and Barb McCormick and Regional Director Don Taylor and Union Representatives Kevin Bacon and Michael Hurley.

No Frills – Stores Across Ontario



UFCW 1006A members working at No Frills continue to improve their workplace and livelihoods, as they voted to accept a fair new union contract.

The agreement was reached after 16 days of bargaining over seven months of intense negotiations with No Frills, and was unanimously recommended by the union negotiating committee.

The contract covers approximately 12,000 workers at nearly 150 No Frills stores across Ontario.

The union committee achieved all gains and no concessions for members at No Frills. Some highlights of the settlement include:

- \$2.30 wage increase over 4 ½ years for all members at the end rate
- \$1,000 lump sum for full-time at end rate (Date of Ratification)
- \$500 (Date of Ratification) and \$250 (May 2023) lump sums for part-time at end rate
- \$100 lump sum for part-time in progression (Date of Ratification)
- Shorter wage progressions for part-time, ensuring members get to end-rate faster and earn more
- Improved supplemental benefits for full-time
- Increase to safety footwear reimbursement to \$80
- Improved bereavement language – members can now defer one of their allocated bereavement days on a later date for cremation, burial or memorial



Visit www.ufcw1006a.ca to read more about the gains 1006A members are making.

Carrie Chenier

1942-2023



UFCW 1006A mourns the passing of Carrie Chenier, a former health and safety and WSIB Representative with the local union.

A long-time union and community activist, Carrie joined the local union in 1999 and made a difference in the lives of members across Ontario.

At the local union, Carrie handled appeals with the Workplace Safety and Insurance Board, advocated for disability benefits under the Canada Pension Plan and helped members with health and safety issues. She was the fundraising coordinator for the local's efforts to raise funds for Leukemia & Lymphoma research and served on the WIN committee.

Carrie's journey within the labour movement began as a Northern Ontario steelworker, working in Rio Algom's uranium mine in Elliot Lake, Ontario for 23 years. Chenier was the first woman to work in the mine operating a "jaw crusher," which crushed huge chunks of ore to be taken to ground level.

Carrie was a full-time union representative with United Steelworkers, served as an instructor with the OFL's WSIB Training Project, was president of the Elliot Lake and District Labour Council. She worked at UFCW until her retirement.

Carrie, Rest In Peace.



1006A delegates debated resolutions and policy, helping set the path forward for our union at the UFCW International convention.



1006A delegates join thousands of union workers from across Canada at the Canadian Labour Congress convention.

Your Chance to Win!



Attend our next union meeting (via telephone) for a chance to win a tablet computer!

Meeting schedule and details available at:

www.ufcw1006a.ca/gmm



Union Rep Kyle McGreal presents tablet to prize winner Catherine from No Frills!

BUILDING A BETTER FUTURE TOGETHER

This past April, I was proud to join more than 2,000 UFCW delegates from across Canada and the United States at the 9th Regular UFCW International Convention.

UFCW has been my home for more than four decades and I continue to be inspired and empowered when I experience the size, strength, and unity of our UFCW family at this convention. It is a testament to the tremendous impact that UFCW has had on workers and families across North America.

As a union member, you are not alone. You have 1.3 million-strong UFCW members working to build a better future for all. Our union's commitment to excellence in serving our membership is unparalleled and unwavering.

The UFCW International Convention, which is held every five years, provides our larger union family with the opportunity to discuss resolutions and amendments to the International Constitution and set our goals, priorities and policies for the next five years.

Our union family has the resources and power we need to take on tough employers and build stronger workplaces and communities. As a union, we continue to make great strides in the service we provide to our members.

In May, UFCW delegates joined other labour unions from across Canada at the 30th Constitutional Convention of the Canadian Labour Congress. Resolutions and policy papers concerning the collective issues facing workers and their families across Canada were discussed and voted on, seeking a unified front from the labour movement.

At both conventions, key issues discussed ranged from helping workers win unionization, to the cost-of-living crisis, to the privatization of our healthcare system to climate change. Delegates had the opportunity to learn from each other, and discuss new solutions and strategies to meet the challenges ahead.

Later this year in November, delegates will attend the Bi-annual, Ontario Federation of Labour (OFL) Convention, to strategize a plan for workers in Ontario.

I'm always filled with pride to see our delegates at events like these. These conventions empower our members, activists and staff to learn and share knowledge and new strategies to better serve our membership and communities.

In addition, our union also advances workers' issues at the municipal level. We are part of the Toronto & York Region Labour Council, a labour body which represents 250,000 workers and advocates for economic and social justice. Key advocacy issues include securing more paid sick days, protecting and investing in public services and creating more affordable housing.

Collective action is at the core of our identity and our strength.

Through our long history, our collective efforts have succeeded in building better workplaces and a better country for all Canadians. From universal health care to the 40-hour work week to health and safety standards, unions have won many gains for workers and their families. We continue to be a strong voice, advocating for the working class and building fairer communities for all.



Kevin Benn (he/him)

**Secretary-Treasurer,
UFCW Canada Local 1006A**

In the workplace, collective action has helped workers build better and safer workplaces and win fairer union contracts. It has helped us protect and improve our members' rights and livelihoods.

As a UFCW 1006A member, you have a home with this union. You are part of this labour movement that works to make life better for all workers and their families and that advocates for fairness for all. Our movement is one that stands up for fairness, inclusion and equality.

I hope you take pride in being part of this great movement and in the months and years to come, I encourage you to take the opportunity to become more involved.

Our strength comes from the activism, passion and effort of union members who decide to participate. Contact your union rep and/or steward to find out how you can get more involved.

By connecting with one another, we will strengthen our great movement and continue to achieve substantial gains that help all workers.



Proud to Support Our Members



\$1006 Scholarships!

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for Members/Dependents

Deadline
September 30



Apply In Minutes
www.ufcw1006a.ca/scholarships
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