

# 1006Alive

UFCW Canada Local 1006A • Union News

VOL 2, NO 2, FALL 2017



Celebrating Labour Day at Events  
Across Ontario - page 8



Summer Pride Celebrations - page 4

## Election of Delegates & Alternates for the 2018 UFCW International Convention



Supplement Enclosed

# WORKERS CONTINUE TO JOIN THE MOVEMENT FOR FAIRNESS AT WORK



## • Best Western Brantford •

UFCW Canada Local 1006A continues to grow, with workers from Brantford's Best Western becoming the most recent group to join the local union.

"Hotel workers in Ontario know union representation with UFCW Canada Local 1006A is the key to achieving fairness, respect and dignity at work," said President Wayne Hanley.

Local 1006A's 81 new members work in a variety of roles, including housekeeping, laundry, kitchen, servers and banquet.

"It was a long campaign and workers persevered and overcame the challenges they faced with strength and solidarity," said Lesley Prince, Coordinator of Organizing.

## • Broadbent Institute •

Workers at the Broadbent Institute have voted 'Yes' to joining UFCW Canada Local 1006A.

The Broadbent Institute is Canada's leading progressive, independent organization, which champions change through the promotion of democracy, equality, and sustainability.

"Workers at the Broadbent Institute play a vital role in promoting democracy, equality and fairness in our society and we are proud to welcome them to the UFCW Canada Local 1006A family," said President Wayne Hanley. "Congratulations on achieving union representation."

**Do you know someone who could benefit from joining Ontario's Best Union?**

Contact Local 1006A Organizing Coordinator, Lesley Prince:  
gounion@ufcw1006a.ca or 647.518.3973



**United Food & Commercial Workers Canada • Local 1006A**



**Wayne E. Hanley, President**

**Kevin Benn, Secretary Treasurer**

**Pearl Sawyer, Executive Vice-President**

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# Union Value Creating Change Together



What does it take to create change in our workplaces and communities?

It means stepping up, showing up and making your voice heard.

When we achieve some of our goals, it means not taking our foot off the gas, but redoubling our efforts and working even harder to make our workplaces and communities fairer for everybody.

This year, workers and their unions achieved a landmark victory as our efforts led to the provincial government increasing the minimum wage to \$15 by 2019, and proposing improvements to Ontario's outdated labour laws. This includes two paid emergency leave days, guaranteed 3 hours of pay if a shift is cancelled in less than 48 hours, improved access to first contract arbitration, among other proposals.

For union members, these proposed changes raise the minimum standards, providing a higher benchmark from which we can negotiate upwards.

Make no doubt about it – it took years of advocacy for workers and their unions to achieve this change.

It took rally after rally and meeting after meeting with MPPs.

It took workers stepping up, telling their stories, and speaking about the need for action. We fought hard and we worked together, and I am proud to say, we achieved change.

Our victory showed how important individual and collective political advocacy is.

Each of us has a role to play in activating change in our families, communities and workplaces. It may be simply having a conversation and letting others know about the issues at stake. It may be getting involved with your union, by attending a union meeting or event to learn more about the movement to build a fairer society. It definitely involves you and your co-workers participating during negotiations and helping strengthen our collective hand at the bargaining table.

While we are achieving change through the bargaining table, and through political advocacy, we cannot afford to take our victories for granted. In the 1990s, we saw workers' rights attacked as decades of progress were rolled back by Conservative Premier Mike Harris. We still have not fully recovered from the harm that government inflicted on workers' rights and



**Wayne E. Hanley**

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

livelihoods. In the United States, we see the threat faced by the country's democratic institutions due to the rise of Donald Trump.

While we celebrate our recent achievements, we must remember rights today can be easily gone tomorrow, and we must be vigilant because our work is far from over. The announced changes are not law yet so in the upcoming weeks, I encourage you to reach out to your local Member of Provincial Parliament and let them know you support these changes. Your voice matters. Make it heard. Together, let us build fairer workplaces and communities.

## Members At Work!



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

## Stewards' Conference 2017



"Today, our union is stronger and more powerful than we have ever been." - President Wayne Hanley at the 2017 Stewards' Conference. Keep an eye for our Stewards' Conference feature in the next issue of 1006Alive.



## 106OUTreach Celebrates Pride Throughout Ontario

106OUTreach members were out in full force at Pride events in Toronto, Brockville, North Bay, London, Ottawa and Canada Pride in Montreal this summer.

The increased activism follows the growth of 106OUTreach. Members, activists and staff joined thousands across the province in marching for equality, fairness and human rights for all.

“It was amazing to participate in London Pride with my union,” said Paul Milam, a 1006A member from a London Real Canadian Superstore who marched in London, Toronto and Canada Pride. “Thank you to UFCW Canada Local 1006A for supporting workers’ rights and equality. I was so happy to see the incredible participation from our union.”

The summer Pride season kicked off with the Trans March, Dyke March, Street Fair, and Parade in Toronto. In Brockville Pride, the local union had a float for the first time. 2017 also marked the first year that the local union participated in Pride events in London and North Bay. An incredible pride season was capped off with successful pride events in Ottawa and Canada Pride in Montreal.

“I am really glad that my union supports LGBTQ rights and comes to events like these,” said Stephen Maschke, a 1006A Outreach member from Greg’s No Frills in Peterborough who has attended almost all the Pride events. “It is great because our union is about diversity, equality and they help make the workplace safe for everyone.”

President Wayne Hanley said the local union is proud to support Pride events across the province.

“Our union is a progressive and inclusive union and we are proud to be champions for equality, human rights and justice in our workplaces and communities,” Hanley said.



# UFCW is the Union for Young Workers

Local 1006A members joined activists from across the province at UFCW Canada’s annual Youth Internship Program (YIP) Ontario session.

YIP is the leading labour and social justice advocacy training program for young UFCW Canada members.

“Our youth programming shows that UFCW Canada is the best union for young workers,” said President Wayne Hanley. “The energy, enthusiasm and ideas that our young members bring to our movement are critical to building our future.”

2016 YIP participant and Local 1006A member Rechev Browne co-facilitated the session. Members that participate in the program often take on leadership roles within their workplaces and communities.

Kallisha Hoyes, recently became a steward at her No Frills store.

“It is important for youth to get active in the union. You need to know what your rights are,” said Hoyes. “This is your life, this is your future,” she added.

Joshua Robichaud works at Summit Foods and was on his union’s negotiations committee.

“It was an amazing week, I learned a lot,” said Robichaud.

Mike Ness, a steward at a Loblaws Superstore, got a lot out of the program.

“I’ve learned a lot,” said Ness. “Youth are getting involved with things and helping people, trying to make a movement. It’s inspiring.”

If you are a young worker interested in getting more involved with your union, please contact [youth@ufcw1006a.ca](mailto:youth@ufcw1006a.ca)

*“It is important that youth get involved in their union. The more you know the better, knowledge is power.”*

*- Joshua Robichaud, Summit Foods*

## Young Workers in Action



1006A activist Rechev Browne brought together co-workers at Jim’s No Frills to donate food and UFCW Canada headphones to Youth Without Shelter, an emergency residence and referral agency serving homeless youth.



Local 1006A participants at the 2017 YIP Ontario session.

Top: Rechev Browne, Joshua Robichaud, Melissa Reid, Valrie Francis, Kallisha Hoyes  
Bottom: Mike Ness, Brandon Adkins



1006A joined hundreds of UFCW Canada delegates at the UFCW Canadian Council Convention. Delegates reviewed our union's many achievements over the past 5 years, and charted our path forward. President Hanley was nominated to serve as a UFCW International Vice-President.



Local 1006A's annual Members' Day event at Canada's Wonderland brought together families and friends from across the province!





1006A Members at Canadian Linen



1006A members at HMS Host at Toronto Pearson Airport

# In Pictures



1006A Members at Sofina Food



1006A Members at Laura's YIG



Caribana Celebrations in Toronto.



Advocating at Queen's Park to improve workers rights and livelihoods.





# Much to Celebrate on Labour Day

In cities across Ontario, 1006A members, activists and staff came together on Labour Day to celebrate the contributions workers and unions have made to making life better for all Canadians.

“Unions bring tremendous value to our workplaces and communities and we are proud to celebrate the contributions our great labour movement has made to building not only our province but our country,” said President Wayne Hanley. “While we have made great progress, we still have a long way to go. Workers in Ontario should know as Ontario’s best union, UFCW Canada Local 1006A will never stop fighting for their rights and livelihoods whether it is at the bargaining table or at Queen’s Park.”

Our country today is stronger because of the work done by unions with the 5-day, 44-hour work week,

vacation entitlements, health and safety standards, pensions, employment insurance, and the Canadian Pension Plan.

Employers and governments did not just give these to Canadians. It took workers rising up with everything they had to affect change.

This Labour Day, we celebrated the Ontario government’s announcement to increase the minimum wage. We also recommitted ourselves to keep pushing for further rights to improve the lives of Ontario’s workers.

“I am proud to be a union member because the union protects and empowers workers to stand up when they are under attack,” said Maria Cabral, an Executive Board Member who works at Maple Leaf Poultry. “Labour Day is the worker’s day – We have to support each other for a better

future for ourselves, our children and grandchildren.”

For 1006A steward Stephen Lavalle and his family, Labour Day is an annual tradition.

“Unions make a difference because without the labour movement, we wouldn’t have half the rights we have,” said Lavalle, who works at Ryding Regency. “It’s important to celebrate and show the public the pride we have at being union members.”

Rechev Browne, a 1006A steward from No Frills, said he attended Labour Day because he believes in the union value and the ability of unions and the labour movement to affect positive change.

“It’s important for us to come together and show everyone that we are united and committed to fighting for a fairer future for all workers.”



# Strengthening Our Union

## Local 1006A Launches New Regional Structure

To better serve our membership, UFCW Canada Local 1006A's Divisional structure is being revamped with a more inclusive regional membership structure that is representative of the diverse sectors that members work in.

The local union's executive board endorsed recommended changes from the 2016 divisional advisory conference and from consultation with divisional board members. Our goal is to provide 1006A members with enhanced unit representation and greater communication of regional issues within the local union.

Through mergers and increased organizing in non-traditional sectors, 1006A's membership is more diverse and will continue to become more so into the future. With this growth, the divisional structure needed to be more reflective and representative of the local's growing membership.

We are continually seeking ways to better serve the membership and believe the improved regional meeting structure will help strengthen 1006A by increasing activism and communication within each region and the union."

Four meetings a year will take place in each of 13 designated regions across the province. It is anticipated that the meetings will be held in January, April, August and October.

Each workplace location will have one representative assigned to attend the regional meeting. If your bargaining unit has more than one individual who is interested in being the steward, your union representative will work with the potential candidates to ensure each location has one designated representative. In some cases, an election within the workplace may be held to select their representative.



### Notes

● 13 Geographic Regions

- |                 |                          |
|-----------------|--------------------------|
| ● Chatham       | ● Oshawa                 |
| ● London        | ● Peterborough           |
| ● St Catherines | ● Kingston               |
| ● Kitchener     | ● Ottawa                 |
| ● Mississauga   | ● Port Elgin /<br>Barrie |
| ● Toronto       | ● Northern Ontario       |
| ● Scarborough   |                          |

- One representative from each workplace
- First set of regional meetings will take place in October 2017.
- Meetings will provide opportunity to discuss regional issues faced by members.
- Member's issues raised at the regional meeting will be brought to the attention of the President by the meeting chair for the appropriate follow up.
- Meetings will be chaired by a Regional Director or a Union Representative.



## Three Ways to Stay Safe at Work

### Know the Hazards at Your Workplace

According to Ontario's Occupational Health and Safety Act (The Act), you have the legal right to know of any hazards in your work place. Under the act, your employer has the legal obligation to "take every reasonable precaution" to protect you. The greatest way to accomplish this is to identify the hazard, assess the risk and implement controls or better yet, eliminate workplace hazards and implement the training you require to be safe.

### Participate

The Act also guarantees your right to participate in reporting workplace hazards and finding solutions to these hazards. This can be done through your workplace's Joint Health and Safety Committee (JHSC) or worker representative. According to the act, you have the right and

duty to report unsafe conditions to a supervisor or your employer, report injuries or workplace illnesses to a supervisor, report any defect or absence of any protective devices and to wear or use any needed safety equipment.

### Refuse Unsafe Work

Under the act, you have the legal right to refuse unsafe work, if you believe that any equipment or workplace condition is likely to put yours or another person's health and safety at risk, without reprisals from your employer. For a detailed guide on the procedures on how to refuse unsafe work, please visit [www.ufcw1006a.ca](http://www.ufcw1006a.ca)



# Building Hope: Riding for a Cure



For the third year, Local 1006A member John Moroney biked down the country roads of Southern Ontario, as part of 1006A Ride of a Cure, in memory of his beloved wife.

Moroney's wife passed away from Lymphoma three years ago.

"I will be thinking of my wife when I'm riding and trying to do whatever I can to help find a cure," said Moroney, who works at Real Canadian Superstore.

Moroney is among the many 1006A members who participate in a variety of union events and member fundraising initiatives to raise money for the Leukemia and Lymphoma Society of Canada (LLSC). This includes Light the Night events in Toronto, Ottawa and London, our annual golf tournament, the Ride for A Cure, yard sales, a dart tournament, a euchre tournament, bake and craft sales and various raffles. Thanks to the efforts of members and staff, 1006A donated \$61,006 to the LLSC this summer.

"Without a doubt, UFCW Canada has been the leading fundraiser for Leukemia research in conjunction with our

partners," said President Wayne Hanley. "The real leaders in this fight are the members, their families, the men, women and the children who have been affected. I am inspired by the way our members have come together to raise money for such an important cause. Thank you to everyone who has participated and supported our many events throughout the year."

In the fall, Local 1006A will be hosting our annual Light the Night walks in London, Toronto and Ottawa and is inviting our members to participate.

"We had a great year of fundraising and we are so proud of the generosity and support of our members," said Diana O'Brien, Leukemia Fundraiser for the local union. "Together, let us find a cure for Leukemia, Lymphoma and other blood cancers."

If you have an idea for a fundraising event/community event for Leukemia research, please contact Diana O'Brien at [dobrien@ufcw1006a.ca](mailto:dobrien@ufcw1006a.ca) or 416.529.4209.



W O W !

**\$2,516,951**

was raised last year by UFCW members across Canada!



Leukemia Fundraising Coordinator Diana O'Brien presents Local 1006A's \$61,006 donation.

# 1006A: Bringing Union Value to Workplaces and Communities

Our union can be proud of the work we have done in helping create a better Ontario for all workers.

Your union stood up for equality by participating in Pride events in Toronto, Brockville, London, Ottawa, North Bay and Montreal. I had the opportunity to join many of our marchers and it was an inspiring experience.

We promoted diversity through our annual participation in Junior Carnival Parade and Family Day and the Toronto Caribbean Carnival.

This Labour Day, your union proudly to joined thousands of union members and community allies in standing up for Ontario's workers. It was a powerful demonstration of the incredible solidarity and activism that defines our great labour movement. It is a reminder of how powerful we can be when we come together and work together for a common cause.

Members also made a difference in our communities by raising money for the Leukemia and Lymphoma Society of Canada through our annual Ride for a Cure event.

*Our union can be proud of the work we have done in helping create a better Ontario for all workers.*

If you didn't have the chance to make it to any of these events this year, we encourage you to regularly check your union board at work or talk to your union rep. We always have many initiatives and opportunities underway. If you did participate with your union, thank you— we are glad you joined our movement to create a fairer Ontario for all workers.

Margaret Mead, a famous anthropologist once said, "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." A great way to start creating change is by becoming more involved with your union. You have the power to transform your community and world for the better. Take the leap and become part of the change to create a more just society for all.



**Kevin Benn**

Secretary-Treasurer,  
UFCW Canada Local 1006A



Like Us on Facebook to get the latest news and information from your union.

[facebook.com/ufcw1006a](https://facebook.com/ufcw1006a)

## Join Thousands in Creating Hope for a Cure — Leukemia Fundraising Events — [ufcw1006a.ca](https://ufcw1006a.ca) for details

October 14

October 19

October 21

### London Light the Night



### Toronto Light the Night



### Ottawa Light the Night





**December 6**

**NEVER AGAIN!**

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Canada's National Day  
of Remembrance and  
Action on Violence  
Against Women

