

1006Alive

UFCW Canada Local 1006A • Union News

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Behind the scenes with Jagmeet Singh



Finding hope – Escaping an abusive marriage



1006A awards 42 scholarships



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Owais Khan and Kerrin Jalandra
Cineplex Mississauga

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

Check out our *Members at Work* series at www.ufcw1006a.ca



Linda Manders
Swiss Chalet Milton



Chato Wany
Ramada Plaza Hotel



Dianne McLeod
Weston Bakeries



Sheela Sivanesan
Unifirst

Ready for 2020!



Wayne E. Hanley

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

Improving and protecting our members' rights is our highest priority and in 2019, we did just that.

Our union continues to grow as we welcomed more than 560 new members in 2019. Thanks to our organizing team, workers from diverse industries won rights and now have a voice at work (p 22).

1006A negotiators advanced the rights and livelihoods of thousands of members at more than 30 workplaces across Ontario. This year, I'm proud to report we achieved gains for 14,700 members at Loblaw Great Food and Superstore and Swiss Chalet – some of our largest bargaining units (p 20).

We continued to empower stewards through our Stewards' Training program and our annual Stewards' Conference. More than 230 stewards attended the conference, a record number in our union's history (p 18).

I'm proud to congratulate our 42 scholarship recipients for 2019. 1006A continues to help members and their families cope with the high costs of post-secondary education (p 4).

Day in and day out our union representatives are visiting workplaces, enforcing the collective agreements and ensuring that members are treated with the respect and dignity they deserve.

Our WSIB Department won 40 appeals and hundreds of thousands of dollars in compensation for our members in 2019.

1006A's Health & Safety department raised awareness about the toxic dangers of Bisphenol A and Bisphenol S (BPA and BPS) in regularly used items such as receipts, boarding passes and movie tickets. Visit ufcw1006a.ca for more information.

In the community, our members are making a difference. We raised funds and awareness about leukemia research through the Light the Night walks (p 16). We are starting conversations, breaking stigmas to help eliminate gender-based violence (p 6).

Overall, I'm proud of the difference we are all making at work and in our communities.

Whatever challenges lay ahead in 2020, you have my commitment that your union will be tireless in continuing to protect your rights and livelihoods at work.

On behalf of the staff and officers of 1006A, I want to thank you for being a valued member of our union. I wish you and your family a wonderful holiday season and a prosperous 2020.

In Solidarity,
Wayne Hanley





Our Scholarship

Your union is proud to support the education of our members and their family by once again awarding 42 scholarships, worth \$1006 each.

“With the changes to OSAP, paying for post-secondary education has become even harder under Doug Ford’s government,” said President Wayne Hanley. “Post-secondary education should not just be reserved for the richest in our province but for all students and families. Everyone deserves a fair chance at furthering their education. That’s why we are proud to continue to offer our post-secondary scholarship program to help our members and their families achieve their dreams for the future. I’m proud to congratulate and extend my best wishes to our successful recipients.”

Your union’s comprehensive scholarship program has helped thousands of families across Ontario.

In the last 12 months, 1006A received approximately 1,000 scholarship applications. We encourage applicants, who were not successful this year, to try again next year.

Niveen Khattab, a member who works at Baxtrom’s YIG in Cornwall and who is studying to be a Social Services worker at St. Lawrence College, said the scholarship will make a difference in her life. Khattab, a mother of two, said going back to school was a hard choice but she wanted to educate herself and increase her knowledge.



“I was thrilled when I got the message saying that I was selected to receive the UFCW scholarship for post-secondary education – it was a fantastic feeling of happiness and relief,” said Khattab.

“I am very grateful and thankful to my union for supporting us to be the best we can be. Thank you from the bottom of my heart for making a change in our lives. I am over the moon and feeling super proud to get the help and support I needed for my future.”

– Niveen Khattab, Baxtrom’s YIG

For Tenacious Hall, who works at Springhill Suites, the scholarship will mean a lot to his family.

“I live in community housing with a single mom and two sisters. I am the only kid that is working at the age of 17,” said Hall. “This scholarship would benefit me with my academics as well as continuing on staying in Humber College studying Media Foundation. Thank you UFCW Canada Local 1006A for the amazing opportunity.”



Sarah Hassan, whose mother works at Maple Leaf Foods and who is in the Bachelor of Science (Computer Science) program at Ryerson University, said she was ecstatic to receive the scholarship.

“I jumped out of my seat from excitement when I found out that I was a recipient for the scholarship,” said Hassan. “As a woman pursuing Computer Science, this is a huge motivation for me to be strong in the field and hopefully uplift other women in Computer Science as well.”





Winners!

Roger Felix Alcantara-Tangonan, a member who works at No Frills and studies Environmental Physics at University of Toronto, said he was overwhelmed with gratitude at being selected as a scholarship recipient.



“It most definitely eases some of the stress that I have associated with my looming OSAP debts,” said Alcantara-Tangonan. “This opportunity truly embodies the benefit that unions provide to a young person such as myself.”

*Thank you to everyone who applied!
Applications for next year’s program are now open:*

www.ufcw1006a.ca/scholarships

Congratulations to our 2019 Scholarship Winners

- Roger Felix Alcantara-Tangonan
- Charles Johnston
- Serena Price-Lewis
- Mataya Allen
- Niveen Khattab
- Fariha Qadeer
- Kevin Amoako*
- Nureen Ladhani
- Brandon Richard*
- Sarah
- Jessica Longlade
- Adriana Ricketts*
- Athanasopoulos
- Samuel Lucente
- Morgan Rideout*
- Mekaeda Buckle
- Kaith Carmela Magbujos*
- Kasthuri Satgunanathan
- Kyra Choquette
- Samantha May
- Kimberly Scott
- Elissa Cooney
- Carter Moroney*
- Apoorva Shrivastava
- Demiah Cox
- Alexia Nguyen
- Samantha St Amour-Gomes*
- Tandra Elliott-Wrightman*
- Rebecca Nguyen*
- Courtney O’Hearn*
- Acelyn Fitzpatrick*
- Brian Ojeda*
- Selenay Taskiran*
- Kaitlyn Frandsen*
- Tasneem Patel*
- Sarah Tassone
- Tenacious Hall
- Saloni Patel*
- Nardos Tesfay
- Sarah Hassan*
- Simone Phillip*
- Sally Van Horne
- Julia Wang*

**child/dependent of Local 1006A member*



Kingston Loblaw member wins National Union Scholarship

1006A member Hailey Bouchard was thrilled when she found out she won UFCW Canada’s Beggs-Dowling-Mathieu Scholarship Award.

“I was unbelievably excited the day I learned I had won the scholarship,” said Bouchard, who is enrolled in her fourth year at Queen’s University in Sociology.

Bouchard was among 18 winners across Canada, who won the \$1000 scholarship. The award is named in honour of three past leaders, William Beggs, Fred Dowling, and Romeo Mathieu.

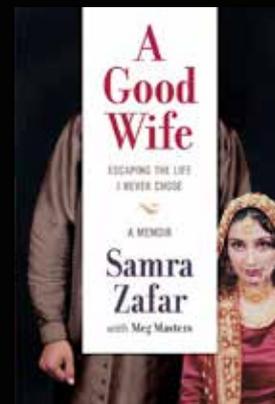
“When I learned I won, I immediately called my parents because I knew how excited they would be,” said Bouchard. “With the recent OSAP cuts, I have been relying a lot more on my parents for help than I had in my past years at school, and so it is very rewarding to be able to contribute something more myself.”





Don't stay for the sake of your kids, leave for the sake of your kids.

Samra Zafar's story is one of hope and survival. At 16, Samra became a child bride through an arranged marriage. She was forced to move from the United Arab Emirates to marry a man in Canada. The 10-year-marriage was abusive from the start and took a toll, emotionally and physically. After much struggle, she escaped her marriage by finding the strength and courage within herself. Today, she is an award-winning international speaker, author, scholar, and social entrepreneur. Her book, *A Good Wife*, is now available for sale worldwide. Samra's story is being turned into a TV series. Samra, who spoke at our Stewards' Conference, shared her story with *1006Alive*.



Q What did you think was going to happen with your marriage and what ended up happening?

When I arrived here, the marriage turned abusive very quickly, although at that time, I didn't know what to call it. Initially, it was emotionally and verbally abusive and then over time it became physically abusive.

I wasn't allowed to go out of the house, meet friends, have any interaction, independence or autonomy. I lost my entire agency, my belief and my identity. But during that time, I wanted to go to school so I kept pursuing my education, at home through distance-learning. I finished high school and worked as a babysitter to save money and started university after 10 years of marriage.

Q What point did you realize something was going very wrong in the marriage?

I always tried to fight back in different ways. When I started university, I realized what was happening to me was abuse. At school, I was being treated with kindness and respect and then, I would go home where I was ridiculed and abused. One day, I stumbled upon the health and counselling center on campus and through counselling, I realized it was not okay and I deserved better.

It took me another few years of counselling to increase my awareness and get courage and strength to leave. In my second year of undergrad, I left the marriage and moved to campus housing where I worked four or five campus jobs. My goal was to go to school full-time. I eventually graduated as a top student at University of Toronto.

Q Where did you find that courage to leave the abusive marriage?

Courage is something that you practice on an active basis. It's not something that you're born with overnight. We all have it in us. We have to find and develop it. I did that through regular counselling, reading, talking to positive people like my professors, my fellow students, and my mentors. I made friends and created a support system. Courage also came by really talking to myself. The first place courage comes from is within you and not from outside of you.

I also knew that if there was even a little chance of me being able to make it, I'm going to take that chance. I don't want to regret it when I'm old and dying- why didn't I do something about this when I still had the chance to? The biggest factor for me was also realizing there's a generational cycle to abuse. Children who grow up witnessing violence in their families will often emulate that behavior.



I did not want my daughters to tolerate abuse of any kind or experience it. I didn't want them to normalize it. I asked myself: if my daughters were being treated this way, what would I tell them? That's when I eventually left.



Q Can you elaborate on how the kindness of others was instrumental to your journey?

On average, it takes seven times before a woman finally leaves her abuser and sometimes not at all. It took me four or five times before I was able to finally leave.

Leaving is very hard but what is even harder is staying away. It's very easy to fall back into the same trap because that's how you're raised and conditioned to think. The biggest thing that keeps women going back is the isolation. They feel this big sudden gap because the abuser is no longer there. Even though he was an abuser and you know that this was not right, there was good there and there was attachment there. You make excuses for the abuser in your head. You talk yourself into going back and others talk you into going back.

What helped me that final time was that I had a positive support circle around me who helped me in those dark moments.

People would come to my aid. They would hold my hand. They would tell me that I will make it and I'm not alone.

I gained strength from that. I'm still on that journey of self-discovery, of believing in my self-worth, of knowing that I deserve the best.



I had to unlearn what was fed to me from a very young age.





Q What sort of further obstacles did you face after you left the marriage?

The biggest obstacle, for most women, is financial because abuse is about control. Your partner, usually an abusive partner, will control all the finances.

I didn't have a job. I didn't have any education. I didn't have a career. I thought I would lose my children. I didn't know how I'd be able to make it or how would I get work.

All those barriers were there. There's also lack of knowledge. I believed for many years that if I left my marriage, I would lose my kid and be deported because he's the one who sponsored me. That's absolutely not true. But I didn't know better because that's what I was told by him and his family.

Especially in a lot of cases where women are from immigrant and refugee families, there's elevated risk of cultural shame, isolation and stigma. In my culture and community, a single mother is a bad word. A separated woman is a scorned woman. A woman who operates her life like me is shameless.

I've received hate. I've received death threats. I've received all kinds of negative comments from people who think I'm defaming the culture and community for my self-promotion and to be famous. I only get all that at that level because I'm public about it. But even women who are not, and who are simply just trying to lead a normal life, they will often be faced with shame and ridicule from their own families and even the abuser's family.



My brother-in-law one day called me and said, 'What's the point of you winning all these awards and scholarships, if you failed at the real purpose of being a woman. Shame on you.'



My own mother judged me many, many times. It's very hurtful and very painful because those are the people you look to for love and approval. Oftentimes, that family and cultural pressure is what makes you go back.

Lack of self-confidence is another barrier. Confidence is something that's built over time. Especially after an abusive relationship, your confidence in yourself and self-esteem is corroded to the point that you just don't trust yourself. You doubt your abilities, you doubt your independence and your agency to make decisions and your voice.

That takes time to rebuild and requires a good positive support system which cheers you on and lifts you up.

Q How would you describe yourself while you were in the marriage and after you left?

The biggest achievement for me has been finding myself and knowing that my self-worth is not tied to my marital status, my body, the way I dress, my virginity, my ability to have children, my ability to clean a home and cook.

My self-worth is tied to how I see myself, my dreams, my goals, my ambitions, my individuality, my unique thoughts and ideas.

Everybody is worthy because everybody has unique thoughts and gifts and ideas that they are born with and they cultivate over their life. Your self-worth is not tied to your gender or any specific gender role that has been prescribed for you by society. I knew that through counselling, but to practice it daily and live my life that way by being unapologetically myself took time and I'm still on that journey.



When I look at myself today, the biggest win, the biggest source of confidence for me is to realize that my power lies in me being me.



Instead of trying to fit into a box in order for people to accept me or love me, I have enough people and amazing friends and mentors and everybody in my life who do love me for who I am. If somebody doesn't, that doesn't mean I'm not worthy. That just means they're not my people.

Q Why did you want to write this book?

My story was the story of millions and millions of women and girls around the world who are suffering in silence because of lack of support, lack of agency, lack of awareness. I wanted to make a difference.

There are people out there who need to hear what I have to say and who may realize their own courage because of my story. It's an opportunity for me to turn a negative experience into a positive force for change.

Abuse is the most prevalent and most hidden social injustice in our society because there's so much shame and stigma and taboo around it. There's so much misunderstanding and myths. We need to do our part in breaking the silence because millions are still suffering in silence.

Q What is the main advice you would give to someone who is suffering from abuse in their marriage, whether physical or emotional?

Build a support system around you, educate yourself, forgive yourself. Leaving is not a one-step process.

Oftentimes, what happens when you leave and then you go back, you beat yourself up for that because you're like, 'I can't do it.' But every time you try to leave, you're one step closer to finally leaving.

Be kind to yourself, forgive yourself and build a support system around you. Find people to talk to who resonate with the voice in your head that tells you that you can do it, you're not alone.

You absolutely do deserve better. No one has the right to treat you that way for any reason.

Q Is there anything else you would like to add?

Women often stay in abusive relationships because they think it's the best for their children. There's a growing mountain of evidence that there's a huge detrimental effect on children's mental health because of exposure to family violence.

I saw my father being abusive and then I tolerated it in my marriage. That's the cycle that I wanted to break with my kids. The trauma of abuse is bad on children's mental health. Don't stay for the sake of your kids, leave for the sake of your kids.

Teach kids about healthy behaviors, about empathy and kindness, human rights, how to treat other people with respect and what respectful relationships look like.

Abuse is insidious. It creeps up on you and builds with time. When we teach our children about early signs, we teach them to protect themselves. Power lies in education, knowledge and awareness.



ONTARIO

Assaulted Women's Helpline – Free, confidential counselling, emotional support, safety planning and referrals for women needing a shelter, legal advice or other supports. Available 24/7, province-wide in more than 100 different languages including 17 Aboriginal languages.

1-866-863-0511 | TTY 1-866-863-7868 | Rogers, Fido, Bell and Telus – #SAFE (#7233)

ufcw.ca/women

canadianlabour.ca/issues-research/domestic-violence-work



1006A Rallies for Workers at Queen's Park

1006A joined labour and community allies at Queen's Park on October 28 to march against Conservative cuts to health care, education and services that working families depend on.

Conservative Premier Doug Ford had suspended the legislature for 5 months, the longest in Ontario's history.

"Cuts to social services and education hurts the majority rather than the minority and affects the most vulnerable, including racial communities, women of colour, and the communities around us," said Rechev Browne, a union steward.

"The majority of Ontario has turned against Ford's agenda of endless cuts to the services that residents and their families depend on," said President Wayne Hanley. "Ford hoped his five-month break will make Ontario families forget the harm

he caused, but guess what, we haven't forgotten. Ford's endless cuts are no way to run Ontario. Instead of creating a prosperous province, the premier is finding ways to weaken and diminish our healthcare, education system, and workers' rights."

Some of the cuts since Ford took office:

- Reduced funding to schools has meant layoffs for education workers, meaning, among other things, 50,000 fewer courses for students.
- Cuts to post-secondary funding have forced some students to drop out of universities and colleges.
- Cuts to public health hurt Ontarians, and under the Conservative government's changes to health care, more people are forced to endure hallway medicine.

What You Need to Know about Workplace Injuries

Workplace injuries can happen to anyone. While some are minor, others can be life-altering. That's why it's vital for employers to do their part to ensure the workplace is safe so workers can return home healthy at the end of the workday.

Due to the nature of our workplaces, our members are at risk particularly for musculoskeletal injuries. These affect the muscles, tendons, ligaments, nerves, discs, and blood vessels.

Common injuries include: carpal tunnel syndrome, tendonitis, muscle and tendon strain, ligament sprain, tension neck syndrome, rotator cuff tendonitis and trigger finger/thumb, degenerative disc disease and ruptured/herniated disc.

The areas that are more commonly affected or injured are shoulders, elbows, wrists and the back.

Injured at work?

- Report the injury immediately
- Seek medical attention
- If you are offered modified duties, try to do it, and if you are unable, do your best to explain your reasons why.
- Keep in mind that WSIB does not follow your doctor's recommendation.
- Keep copies of everything WSIB and your doctor gives to you.
- Write down the names of all medication prescribed for your injury.
- Contact your union WSIB department. We provide information and consultation regarding WSIB from the moment you have an accident or become ill due to your job duties.

- We help complete forms, and provide information regarding modified work. If you are being denied WSIB benefits, we handle your appeal to WSIB and to the tribunal.

Health & Safety Tips?

- Follow procedures. Don't cut corners.
- Report hazards.
- Know your Health and Safety committee members.
- Put your health and safety first. If you feel that something may hurt you or put your life in danger, you have a right to refuse unsafe work under the Health & Safety Act.



WORKING IN THE COLD

Many members work in the cold for short or prolonged periods of time.

Cart collectors in the retail sector, maintenance positions at hotels, bus drivers and shipper/receivers in our plants and distribution centres can experience the health and safety concerns and hazards of working in cold and sub-zero temperatures.

By understanding the risks, we can mitigate the hazards and work towards eliminating them. Firstly, nothing in the Occupational Health and Safety Act prevents employers from asking us to work in the cold. However, Section 25(2)(h) states your employer must “take every precaution reasonable in the circumstances for the protection of a worker.”

If you have an honest belief that your health and safety may be at risk, you have the right to refuse under Section 43(3) of the Act and to inform your Union Rep, your Health and Safety Committee and 1006A’s Health and Safety department.

What are the signs of Hypothermia?

Warning signs include shivering, slurred speech, shallow breathing, weak pulse, nausea, irritability or euphoria, coordination problems, confusion, drowsiness/appearance of sleepiness, memory loss and/or loss of consciousness.

If you experience any of these symptoms, your body may be having a difficult time maintaining a steady temperature of +37C. Find a place out of the elements immediately to warm up. Hypothermia occurs rapidly or over an extended period of time. A person’s age and general health can determine their susceptibility to hypothermia.

If you or a co-worker is experiencing hypothermia, get indoors immediately, preferably somewhere that is warm and dry. However, if there is nowhere indoors to go, use whatever you can to shield yourselves from the wind.

If you can get to a warm and dry place, get into a horizontal position for easier blood circulation. If you must remain outside, make sure you are insulated from the cold ground. If the individual’s pulse is weak and their breathing has slowed or stopped, call 911 and administer CPR if capable.

What Are Signs Of Frostbite?

Frostbite is caused by extreme or prolonged exposure of the skin to the cold. The skin, tissue, blood vessels, nerves and muscle tissue can freeze. Frostbite can impact covered and uncovered areas. Commonly affected areas are cheeks, nose, ears, chin and toes.

Warning signs include: skin feels painful, prickly, numb, is discoloured (red, white, grey or yellow), has waxy tone or texture. Left untreated, the skin may blister, turn black, and muscles and joints may not function or become stiff.

Get to a warm place out of the elements. Rewarm and keep warm. Worse damage can be done if a warmed up frostbitten area is exposed to cold temperatures again.

Once inside, place your hands and feet in WARM (not hot) water. If the affected area is on the face, apply a WARM (not hot) cloth. Avoid exposing the affected areas to heat (lamps, heating pads or fire) as frostbitten skin easily burns. Always seek medical help.

What to Consider When Working in the Cold?

- Dress in layers for greater control of regulating body temperature. When choosing clothing, consider temperature, moisture, windspeed/windchill, duration, load and pace of work.
- Use gloves. If the temperature is below -17C, wear mittens as more body heat can be saved.
- Wear a hat as you still lose as much heat from your head as you do any other part of your body.
- Waterproofed, rubber or thermal plastic-soled leather boots with felt-lining offer the best protection. Boots should be oil and slip-resistant with heavy tread. Layer socks.
- Sometimes, there is no way around having to work in cold temperatures. However, it never hurts to see if there is another time or day when it is warmer for the work to be done.
- Your body works harder to keep its core temperature in the cold. Be well-nourished, eat well-balanced meals and stay hydrated.
- Never consume alcohol in the cold as it interferes with your body’s ability to regulate body temperature and puts you at greater risk of hypothermia.

Local 1006A Health & Safety Representative

Richard T. Young ryoung@ufcw1006a.ca | (416) 557-6939



A portrait of Jagmeet Singh, a man with a long, grey beard and a light blue turban, wearing a dark suit jacket over a light-colored shirt. He is smiling slightly and looking towards the camera. The background is a blurred city street scene.

A conversation with Jagmeet Singh

What are the top three values that guide you as a leader and as a person?

1 *A belief that no matter how different we are, we have a shared connection. If someone doesn't have fairness in their life, that means I don't have fairness in my life. We have to take care of each other.*

2 *A belief that you have to have a genuine openness to other people's advice, feedback and criticism to be able to continue to grow, learn and improve as both a person and a leader.*

3 *A belief in the joyful struggle and remaining optimistic in the face of difficult or challenging situations.*



Born in Scarborough, Jagmeet Singh is the eldest of three children. He worked as a lawyer before entering politics. He served in the Ontario legislature as a MPP from 2011 to 2017. Jagmeet was elected leader of the federal NDP in 2017. In 2018, he was elected as MP for Burnaby South to the House of Commons. Fresh off the federal election campaign, Jagmeet shared his thoughts with our readers on his leadership, the minority government and his vision for Canada.



What personal experience has been the most transformative for you, and helped you in your role as leader?

The impact of my father’s addiction on my family and I was one of the most transformative experiences in my life. This experience continues to drive me in the work I do everyday as Leader. We could not have gotten through that without the help of family, friends and strangers, and a publicly funded rehab centre. It taught me how important it is for us to take care of one another, how important it is for people to have strong public services to rely on and to love people unconditionally.



You have strongly advocated for universal pharmacare. How much progress do you expect on this issue with this minority government? How transformative do you think universal pharmacare will be for Canadian families?

Pharmacare and dental care for Canadians who need it will be a key priority for New Democrats in the coming Parliament. We will bring forward a framework for a national pharmacare program and welcome the opportunity to work with the government to expedite progress on legislation, funding, and implementation of a universal pharmacare program in 2020.

It is our expectation – and that of Canadians – that the upcoming Throne Speech will include a clear timetable that lays out a path to implementing universal, comprehensive, public pharmacare without delay.

One in five Canadians has no drug coverage at all – and even those that do still can’t afford to make ends meet. Nearly 2 million Canadians didn’t fill a prescription last year because they couldn’t afford it. Canadians deserve leaders with the

courage to stand up to big pharmaceutical and insurance companies, and fight for a solution that will make life better for everyday people.

Pharmacare for all will save families more than \$500 a year and save \$4.2 billion in prescription costs across Canada. New Democrats will fight to give every Canadian pharmacare coverage that puts an end to impossible choices – and makes life more affordable for all.



Many pundits believe the NDP hold the balance of power with this minority government. Being in this unique position, what will be your top priorities?

Canadians sent a clear message: they want a government that works together for them. In the months to come, New Democrats will be focused on getting things done and making life better for people. We are ready to work together to get results for Canadians who are struggling, to tackle the climate crisis, and to strengthen the services we all rely on. Our priorities for this Parliament are clear. The NDP caucus will be focused on making sure that the government doesn’t work for the rich and powerful, but that it works on behalf of the everyday people who elected it.

- Genuine reconciliation, clean drinking water and dropping the appeal of the Canadian Human Rights Tribunal’s ruling on discrimination against Indigenous children.
- Pharmacare and dental care
- Affordable housing
- Fighting the climate crisis
- Making the wealthiest pay their fair share
- Helping with the burden of student debt
- Making cell phone and internet bills more affordable.



This was your first time leading a national party in a federal election. What are the top three lessons you learned from this election campaign?

- That no matter where you go across the country, mostly people want to take care of each other, Canadians have a shared value of wanting to take care of each other.
- That people are afraid and worried about their future. People are facing the same struggles – and as leaders, we need to unite people instead of dividing them. Governments need to make better choices to make better people’s lives better.
- The campaign reiterated the lesson of how true it is that nothing great can be achieved when you’re on your own. Any successful person has a really good support system, a great team taking care of each other to get things done.



What was one of the best moments, and one of the hardest moments in the recent election campaign?

Best moment

Grassy Narrows – We got to bring the federal campaign to Grassy Narrows. Showing people across the country the hardships that people in Grassy Narrows face and telling the people of Grassy Narrows that they matter. That we do care and we will help.

Hardest moment

Justin Trudeau’s Blackface - the effect this had on many racialized people was hard. People reached out to me expressing their experience with racism. It was hard for people who have gone through trauma and pain — physical, words, barriers — based on the colour of their skin or who they are had to live with that pain.



As work becomes more precarious and part-time, families struggle and the costs of living continue to rise, how will the NDP help advocate for working families at Parliament Hill?

It’s hard for working families to get ahead when the Liberals keep giving breaks to the richest corporations and forcing the rest of us to pay the price.

Families are struggling, and they need help now. The NDP will fight to make life more affordable, strengthen health care and confront the climate crisis. New Democrats will fight for you.

The NDP will fight to create affordable child care, bring in a universal pharmacare program, bring in no-cost dental coverage for working families who need it, expand affordable housing and help struggling families with rent, and help lift the burden of student debt by pushing the Liberals to cancel all federal loan interest.



What is one thing you can share about yourself with our readers, that most Canadians wouldn’t know?

My wife says I’m a pretty good cook. I do all the cooking at home. I love how cooking brings people together, I usually cook healthy meals and I like how it keeps people I feed healthy, while being delicious. It’s my way of taking care of people.



Other than voting during elections, what do you think Canadians can do to strengthen our communities and democracy in our country?

Get involved! Get your voice heard. Participate in activities and meetings on issues that you’re passionate about. Politicians are accountable to the people who elected them. Let them know what’s important to you and what their priorities should be here in Ottawa.



Members join labour activists from across the province to share lessons to organize for a more just future at the OFL Young Worker Summit in Toronto.



Congratulations to Arusha Pabisch, our membership survey contest winner! Thank you to everyone that gave us valuable feedback to help us improve!



1006A participated in the REDress project at our Woodbridge office, to raise awareness about missing and murdered indigenous women. Red dresses were placed on trees to remember the lives lost or missing and create conversations to initiate change on this important issue.



UFCW
Local 1006A
CANADA **Members**



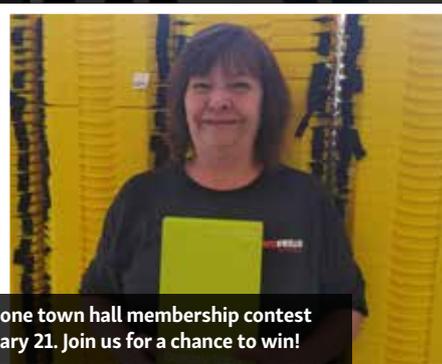
1006A members and staff Bowl for a Cure for Sickle Cell Anemia.



Members and staff Light the Night in Ottawa, London & Toronto in support of the Leukemia & Lymphoma Society of Canada.



1006A joined labour and community allies in remembering Enrico Miranda, the fifth worker to die at Fiera Foods or its affiliates. Participants called for an end to Fiera Foods' unsafe working conditions and called on the company to protect workers' health and safety. Stronger protections are needed for all temp workers in Ontario, who often suffer for years in precarious conditions and are vulnerable to accidents, injuries and death.



Congratulations to our 2019 telephone town hall membership contest winners! Our next meeting is January 21. Join us for a chance to win!



Make Their Mark



During the federal election, Local 1006A members volunteered their time to help elect worker friendly candidates in ridings across Ontario.





Celebrating Everyday Heroes

Annual Conference Brings Union Stewards Together For Educational Session

UFCW Canada Local 1006A hosted its fourth annual Stewards' Conference, drawing a record 230 stewards from across the province.

The conference featured a variety of speakers, including 1006A President Wayne Hanley, Youth Activist Rayne Fisher-Quann, Brampton Centre MPP Sara Singh, and Human Rights activist Samra Zafar. The local union also held a variety of workshops, on Health and Safety, Addressing Sexual Harassment at Work, Political Action, Understanding Mental Health and Organizing for Change.

The theme of the conference was "Everyday Heroes" and celebrated stewards for the work they do on behalf of the membership everyday.



"The conference was inspiring and motivating," said Eric Lee, a steward from Loblaws. "I learned a lot about my union and met many people from different walks of life."

"I am a steward to help everyone feel they are safe and a part of something. That no one is alone, that there is always someone there to listen and be on their side to help."

"Our stewards are everyday heroes who engage in acts of heroism big and small. Our stewards make a difference and make our union, workplaces and communities great."

– Wayne Hanley, President



Valrie Francis, who works at the Real Canadian Superstore, was among those who participated.

"I think the conference was amazing and I really enjoyed the speakers," Francis said. "I loved the different stories each speaker shared about their personal journeys and how, as everyday heroes, we can make a difference with the actions we take."

"I'm a steward because I love to help people and provide a way of service by explaining their rights within the workforce and how they can apply that to everyday life situations."

Caroline Brisebois, Cashier and Steward at Loblaws Vanier, was thrilled to be at the conference.



"The conferences are always amazing," said Brisebois. "Fighting for people's rights is hard – the conference showed us that we are everyday heroes. I am a steward because I want to help solve issues for the membership and, make life better for the people I work with."

"I enjoyed the conference and the speakers," said Jim Brunk, a steward who works as a driver at National Grocers in Cambridge. "I wanted to learn more to be able to represent the membership better. I always try to be more available for my members."





Everyday Heroes

"I love that we had different workshops with different speakers," said Bernadette Biggs, from Loblaw's.



Sheela Sivanesan, a steward at Unifirst Canada, said the conference was an amazing experience because it provided an opportunity for stewards to meet each other.



"I learned a lot, from the Health and Safety presentation to Human Rights discussions," she said. "I'm a steward because I want to solve people's problems and explain what the UFCW is and what it can do for people."

Jim Tessier, who works at AlSCO Canada Corp, said he became a steward to stand up for his co-workers' rights and those of the community.



"The conference is an important part of being a steward—it's an opportunity to gain more knowledge to be better stewards."

Lucy Afram, who works at Canadian Linen, came with her co-workers.



"It's my first steward conference and I am looking forward to next year," said Afram. "I really enjoyed the conference, I got to interact with new people and I also learned a lot."

John Sedore, who works at Tok Transit, said he feels proud as a steward when he helps find a resolution for his co-workers on different issues.



"I am a steward because I want to be a voice of fairness to all employees," he said. "It is vital to have stewards because it is important to speak up on behalf of employees when unfair treatment situations arise."

“Our negotiating committees did an outstanding job in improving our members’ rights and working conditions in a variety of workplaces and sectors. Membership participation during the negotiating process is important to the outcome at the bargaining table. I want to thank our members for their support and encourage them to stay informed and engaged with their union.”



– President Wayne Hanley

1006A negotiating committees have been busy at work this year, improving the rights and working conditions of more than 16,000 members at workplaces across Ontario.

LOBLAW GREAT FOOD AND SUPERSTORE



1006A members at Loblaws Great Food and Real Canadian Superstore locations across Ontario voted to accept amendments to their union contract.

“Improving and protecting our members’ rights is our highest priority,” said President Wayne Hanley. “Our goal, as always, is to help make life better through wage increases and job security for our members, and that is what we have achieved with the proposed amendments. There are only gains and improvements for our membership, and no concessions.”

The new contract will see significant wage increases, full-time job assurance for all full-time workers, shorter time frame for current part-time and future part-time to get to top rate and a procedure for part-time to have more opportunities to work additional hours. It will also achieve what we set out to do with the minimum wage arbitration.

The union fought hard at the negotiating table for these amendments. Since January 2018, Local 1006A has been defending members’ rights in a minimum wage arbitration case involving Loblaws Great Food and Superstore.

In the time we have been waiting for the arbitrator’s ruling, your union began an informal discussion with the company, which turned into more meaningful talks to find a resolve to the minimum wage arbitration. We utilized our strength at arbitration to provide part-time and full-time members with improvements to their union contract.

“There were several meetings between the 1006A leadership and senior officials of the company and tough negotiations on many issues including the minimum wage,” said Hanley. “We walked away from the table more than once.

We worked through and we reached an agreement which would see a positive resolve to the arbitration and positive gains which will make a difference for our membership.”

The term of the contract is from November 4, 2019 to June 30, 2024.

Highlights of the Offer Include:

- Job assurance/guarantee for all full-time employees. The language will protect all current full-time with a job guarantee should the company continue with restructuring during the contact.
- Full-Time \$1,000 signing bonus. Then wage increases for those at or above end rate: \$0.50 in 2020, \$0.40 in 2021, \$0.40 in 2022 and \$0.40 in 2023.
- Department Heads \$1,000 signing bonus. Then wage increases for those at or above end rate: \$0.75 in 2020, \$0.40 in 2021, \$0.65 in 2022 and \$0.40 in 2023.

Part-Time Clerks Effective immediately:

- Top rate hired before July 9 2015 increase to \$16.25
- Top rate hired before June 12, 1994 increase to \$16.95
- Top rate hired after July 2015 increase to \$16.25
- Further wage increases for part-time clerks at top rate or above, wage of: \$0.40 in 2020, \$0.35 in 2021, \$0.40 in 2022 and \$0.40 in 2023
- Part-time clerks in progression will see increases in their hourly rate as a result of the progression scale being compressed down to 4,500 hours and the MW + rates in the progressions increasing by anywhere from \$0.05 to \$0.90.
- Part-time clerks and part-time Pharmacy Assistants hired before July 9, 2015 and at top rate will receive a signing bonus of \$0.62 per hours for all hours worked plus over time while at the top rate retroactive to January 1, 2018.
- Protective language for senior part-time that no junior employee will have a higher wage than a top rate senior employee as a result of future increases to the provincial minimum wage.
- Part-time who want more hours will have more opportunities to work additional hours through department cross training or working in other stores if hours are available after they are offered first to part-time in the other stores.
- No concessions to pensions or benefits.

Swiss Chalet



Members ratified a new Swiss Chalet contract, which covers approximately 2,200 workers. The term of the contract is June 1, 2019 to May 31, 2024.

These were challenging negotiations but the committee members worked tirelessly to protect members' interests and rights in the face of a changing restaurant industry.

The committee achieved several gains including: all eligible members being covered under the benefit plan (improved language), increases to shoe allowance for all members, and improvements to the wage grid.

Negotiations were led by Executive Assistants to the President Frank Ragni and Dan Gilbert, with support from Union Reps Rick Del Fiacco, Joe Blythe, Daiana Dumitru, Roland Lapins, Gord Albert, Greg Penner and Carla MacFarlane and members, Kim Desroche, Brian Dulong, Anita Hurley, Mattea Quakenbush, Alyssa Del Fiacco, Danielle Hayes, Phyllis Hannivan, and Frank Tamburini.

Line One Contact Centre



The three-year deal is a first contract for members. The term of the agreement is July, 25 2019 to July 24, 2022.

1006A members at Line One Contact Centres take all the orders that come in for cannabis in Ontario. Negotiations were led by Union Rep Dustin Magee with support from Union Rep Ray Ramkhelawan and members, Lori Park and Saif Shah.

Highlights include, wage increases, two floater days, health benefits for all employees, and visitation language for the union.

Elbee Meat Packers



The term of the agreement is June 1, 2018 to May 31, 2021 and covers approximately 40 workers. Negotiations were led by Union Representative Dustin Magee with support from members, Azaz Glwet and Carlton Chatrie.

Highlights include wage increases, drug card, improvement in bereavement pay, increased eye exam benefits, and improvements to paid holiday language.

Comfort Inn Windsor



1006A members at Comfort Inn Windsor have ratified a new union contract. The term of the 3-year agreement is November 1, 2019 to October 31, 2022.

Negotiations were led by Union Rep Greg Penner with support from members, Joyce Waito and Jo-Ann Rutt.

Highlights include, those in the progression receive wage increases every six months until they reach their end rate of pay, all employees receive between \$0.25 per hour and \$0.50 per hour wage increase within one month of ratification and new wage grid enables our members to maintain a gap above minimum wage. The contract also includes improved servicing language and union visitation rights .



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



Ryder Workers Join Local 1006A

1006A continues to grow as we welcomed 60 new members from Ryder Truck Rental Canada Ltd.

Workers recently voted to join the local union to help them achieve fairness in the workplace.

“Achieving union representation is the first step in improving your working conditions,” said President Wayne Hanley. “We are proud to be the number one union in Ontario for workers seeking fairness, respect and dignity in the workplace. To the workers at Ryder, we are proud to welcome you. I encourage you to stay united so we can work together to help you change your livelihood and workplace for the better.”

The bargaining unit has 60 workers who work in logistics inside the warehouse. They perform a variety of duties, including running machines, loading and unloading trucks, moving product around with forklifts and handpicks.

They work as material handlers, team leads, and coordinator customer logistics.

“This was a worker-driven campaign and we are proud of the workers for their leadership, courage and solidarity through this whole process,” said Lesley Prince, Organizing Coordinator for 1006A.

✓ UNION YES

If you work in an industry where the majority of workplaces are organized, you have a higher likelihood of earning higher wages, benefits and having better working conditions.

Higher union density raises the floor for everyone.

That’s part of the reason we work hard to unionize, a.k.a. ‘organize,’ workplaces. The bargaining power of workers, who already have a union in that industry, increases. In addition, workers that join our union gain representation, a voice and greater power at work.

We need your help, as members, to organize.

Members live and work in the community. You know the community’s issues and concerns. The community could be a neighbourhood, a workplace, an industry within a geographic area, a church, etc. Our members can build power by connecting people with common concerns (working conditions, wages, benefits, fairness etc.) and mobilize them to seek the solution (unionization) to those problems.

How you can help our Organizing Team

- Be genuine and comfortable speaking about your union. If you are unsure about something, speak to an organizer. Our team is always willing and available to assist with any conversation.
- There is no obligation or commitment required. The first step is just to gain knowledge. Our team will be happy to speak to a worker and advise them of the process and if a campaign has potential.
- Wear our brand and our swag. People will ask what is UFCW? Be proud and prepared to respond.
- Connect with a non-unionized worker by sharing your positive experience of working at a unionized workplace. Give an example where having a union made a difference (compare to what would have happened had there not been a union).
- If you hear of members facing problems at work, let them know UFCW Canada Local 1006A can help them and their co-workers gain a voice and create change in their workplace.
- Take an organizing course – via webCampus or through our local.



gounion@ufcw1006a.ca

cell/text 647-518-3973

Building Strength at OFL

As a member of UFCW 1006A, you have the support and strength of over 35,000 members at your side.

We are dedicated to protecting, improving and enforcing the rights of every single one of our members.

But we are part of something bigger.

The labour movement is more than one workplace or one local union.

The labour movement – our movement – spans from coast to coast to coast and is about creating progressive change for the many.

The labour movement is dedicated to making life better for you and all workers.

Founded in the late 1880s, the labour movement brought workers and unions together, on a larger scale, to empower each other to improve the livelihoods of workers and their communities.

This is more important now than ever, as the gap between the rich and poor continues to widen within our society. The wealthiest and most powerful control the political, social and economic spheres while shutting out workers and their families. At the same time, our social safety net is being threatened and eroded through the Conservative Party's attacks on education, healthcare, WSIB, workers' rights, and health and safety in the workplace.

Ontario's Conservative Party is attacking what we depend on and is hopeful that workers and their unions are incapable of meeting the challenges ahead.

They could not be more wrong.

The truth is we do have power, which is amplified as we stand together.

The truth is we belong to something bigger than ourselves.

Our movement is led by workers like you and me, across this province and country.

UFCW is affiliated to the Canadian Labour Congress (CLC) and the Ontario Federation of Labour (OFL). This means we have the support of union members across this province and the country to stand up to governments that do not advocate for workers and their families. We saw this support from other unions, as they joined us on the picket line when our members from Baxtrom's YIG in Cornwall were on strike for better working conditions.

In Ontario, through the OFL, workers are uniting around a progressive-values "Power of Many" campaign, where union members are standing up for social, economic, racial and environmental justice.

"This campaign is built upon four pillars, decent work for all, public services for all, justice for all, and healthy and safe workplaces and communities for all. Together, they are reflective of a collective and progressive vision that will deliver an Ontario for all."

We are proud of the work our members and staff are doing on this campaign. At the November OFL convention in Toronto, 1006A member, Ahmad Gaied, is leading the charge as he was elected to the position of



Kevin Benn

Secretary-Treasurer,
UFCW Canada Local 1006A

Secretary Treasurer of the OFL. Ahmad previously held the position of Executive Vice-President. Alongside President Patty Coates (OSSTF), and Executive Vice-President Janice Folk-Dawson (CUPE), we are proud to work with them on the issues that affect workers in Ontario.

While we continue to stand up for our members rights, collectively we also work to protect the rights of workers across this province and country.

We encourage you to join the "Power of Many" campaign to make your voice heard on the issues that affect your lives.

We are stronger when we choose to work together. We can create change when we stand together as many.

[Learn more at powerofmany.ca](http://powerofmany.ca)





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