

CONNECTIONS

THE LATEST NEWS FROM YOUR UNION, UFCW CANADA LOCAL 1000A

VOL. 28 NO. 2 FALL 2015



New Generation of Activists Reflect on Labour Day – page 13



CANADA VOTES OCTOBER 19

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Loblaws Great Food & Superstore Members Ratify New Contract — p. 8



Heavy rain didn't stop Local 1000A activists and staff from celebrating Toronto Pride. Story on page 7.

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Local 1000A members get empowered at UFCW's Youth Internship Program.



Day of Mourning ceremony in Woodbridge remembers and honours those injured, killed or ill due to unsafe conditions at work.

Your Union in Action



Local 1000A members out in force to celebrate Labour Day! Story on page 13.



UFCW's annual Ride for a Cure raises \$8000+ for Leukemia & Lymphoma Society of Canada! Story on page 6.



WIN Committee holds yard sales, raising nearly \$2000 for leukemia research.

DIVISIONAL BOARD ELECTIONS — THIS FALL

PAGE 17

Health Care, Jobs, Child Care at Stake in Upcoming Election



On October 19, 2015, millions of Canadians will head to the polls to elect the next prime minister of Canada.

At stake will be key issues like health care, jobs, child care, retirement security and the environment.

In the last decade, Canadians have seen what Conservative Prime Minister Stephen Harper will do on these files.

On health care, the Harper government decided not to renew a 10-year agreement with the provinces. Instead, Canada's premiers report that they will be receiving \$36 billion less in federal transfers. This drastic cut, critics say, will mean less money for nurses, doctors and the health care that so many families depend on and pave the road towards a two-tier health care system.

On jobs, Canada is in a recession and of the jobs created, many are part-time and precarious. Harper is the first prime minister in Canadian history to oversee two recessions.

With child care, the Tories have increased the benefit for families with children under 6 from \$100 to \$160 per month. But with infant child care costs running upwards of \$1300 per month in the GTA, the Tories' benefit, over the course of a year, will only cover a month's payment for many families. Under the NDP plan, child care will cost \$15/day for each child which means more money back in the pockets of families.

With retirement security, Harper has extended the retirement age from 65 to 67. He is also vehemently opposed to working with Ontario to help establish a retirement plan. Currently, the Globe and Mail reports that more than 50 per cent of Canadians do not have a workplace pension plan or contribute to a RRSP.

And on the environment, Canada will not meet its targets for 2020 carbon reduction they set back in 2009. Under Harper, Canada also withdrew from the Kyoto Protocol, which the Globe calls "the world's only legally binding plan to tackle global warming."

Another issue in this election is the senate scandal. Under Harper, 59 senators have been appointed. These include Mike Duffy and Patrick Brazeau who now face criminal charges.

Nine years after Harper took power in 2006, Canadians will have a chance to decide if they want four more years of Conservative rule.

What happens at the ballot box has a profound impact on our everyday lives, from the quality of jobs we work to the strength of our economy to the ability of us and our loved ones to access quality health care.

However you vote, the most important thing is to get informed about the issues and make your voice heard on the Canada you want for yourselves and your loved ones.

As for myself, I will be voting for a party that moves our country forward on affordable child care for all families, helps create good quality jobs, protects the environment, and makes health care a priority. For me, that party is the NDP.

On October 19, make a difference. Get informed and get out and vote!

"However you vote, the most important thing is to get informed about the issues and make your voice heard on the Canada you want for yourselves and your loved ones."

Pearl Sawyer, President



MONDAY OCTOBER 19 MAKE YOUR VOICE HEARD

High Child Care Costs Factor into Election

High child care costs will be a ballot box issue for Local 1000A member Mindy Kozak when she goes to vote on October 19, 2015.

Without the help of family, Kozak would have been looking at paying \$1,500 to \$2,000 a month --- an amount that would have exceeded her family's monthly rent in Scarborough. Since most daycares don't open until 7 a.m., she would have been paying an extra \$200 to \$250 due to early work starting at 6 a.m.

"Daycare would be the highest cost we would have in our household debt," said Kozak, the mother of six-month old, Celeste.

Like many other parents, Kozak has been paying close attention to the different parties and their pledges. The NDP's \$15/day for child care and a million spaces particularly resonates with her.

"For our family this would be reassuring to us that we could easily afford daycare," she said. "We would decide to put our daughter in daycare so that she would have an opportunity to interact with children her age. It would also save us a half an hour drive each way to drop our daughter off at our family member's house."

The Centre for Policy Alternatives (CCPA) reports that infant child care in Toronto costs \$1,676 a month



Mindy Kozak (right) will have the issue of child care front and centre when she heads to the polls on October 19.

and the city, along with Brampton, London, Windsor, and Surrey are among least affordable when compared to a women's income. In Quebec where there is a \$7.30 a day program, residents pay the lowest in child care costs at \$152 a month.

— *The Centre for Policy Alternatives reports that infant child care in Toronto costs \$1,676 a month.*

CCPA researchers note affordable child care benefits the economy and that women's workforce participation and birthrates increase with readily available and affordable child care.

Sheri Storey, a Local 1000A member who works at a Loblaws Real Canadian Superstore in the London area, said the high costs of child care is frustrating.

"Child care is not affordable," said Storey, a mother of three including two-year-old Jaclynn. "The NDP plan is brilliant. It will help a lot of parents and if it includes after hours care, it would be even better."

She said the reality is people don't work traditional 9 a.m. to 5

p.m., Monday to Friday jobs anymore. Storey, who works weekends and evenings, hopes those who get elected realize a child care plan needs to take into account the changing workforce with irregular work times. Currently, Storey and her daughter are on a waitlist for child care. Until then, she has hired a baby sister, which is not a permanent solution she said, as that person will be returning to school in the fall.

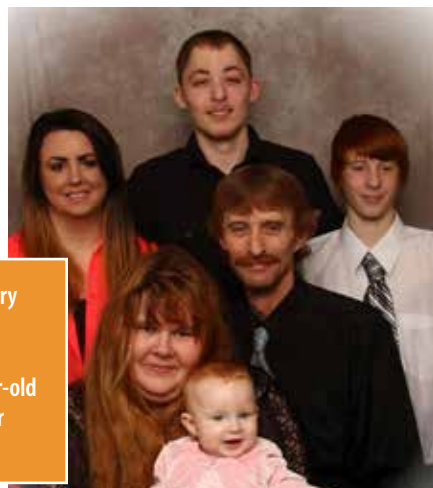
"If we had a child care system in place, so much money wouldn't be going into child care costs and our children would get a better education," said Storey, who is currently paying \$140 a week.

The Conservative government has put forth its own solution and has increased the Universal Child Care Benefit from \$100 to 160 a month.

"When you're raising a young child any money helps," Kozak said. "However, \$160 just covers the cost of formula for the month. It wouldn't even make it into our budget for child care."

Storey is even more blunt.

"That \$60 won't cover a week never mind a month," she said. That was just a slap in a face- they are not helping anything."



Sheri Storey pictured holding two-year-old daughter Jaclynn.

Why We Are Voting

With the federal election campaign heating up, Local 1000A members share their thoughts and concerns as they prepare to head to the polls on October 19, 2015.

Ray Hill

“Take the time to learn about each party’s policies and decide who will fight for the working class. Every vote counts. When you don’t participate, a small majority could end up deciding who forms government and taking actions you do not agree with.”



Annie Sundar

“It’s important to vote because it gives you the power to help decide how things are done. Not everyone has the right to vote. For me, protecting the rights of unions and workers will be a key issue at election time.”



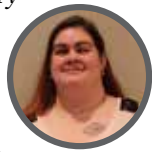
Bill Fowlie

“Your vote is your opportunity to be heard, to hold elected officials accountable for their decisions and to have a say in important issues that affect your community. Key issues are minimum wage, cost of living, and creating jobs to lower the poverty line. My message to others is research the parties, look at track records and look at economic proposals.”



Bernadette Biggs

“I’m voting because I care about our country and the people in it and I care who is running it. We are living in a country where the rich are getting richer and the poor are getting poorer and there is no middle-class anymore. You have to vote and make your voice heard — that’s the way you will make a difference.”



Ron Briggs

“You have to get out and vote or else you have to accept what you get. Your kids, your retirement, the economy and your country are at stake. Instead of giving tax breaks to the companies, there has to be a change where the needs of average Canadians and their families are prioritized.”



**2 EXTRA
YEARS OF WORK:
RETIREMENT AGE IS
NOW 67**

As many as **70,000** TEMPORARY FOREIGN WORKERS have been/will be **DEPORTED** AFTER APRIL 2015 POLICY CHANGES



BACK 2 BACK

LEGISLATION THREATS USED TO INTERFERE WITH BARGAINING FIVE TIMES:

- Teamsters, Canadian Pacific Railway
- Air Canada Pilots Association and IAMAW members
- Unifor Air Canada workers
- CUPE Air Canada component
- CUPW

10s OF 1000s

of people have reported delays in having their EI files processed due to cuts to Service Canada.



FOR EVERY **6 UNEMPLOYED** PEOPLE



THERE IS **ONE JOB** VACANCY.

CURRENTLY **2.8 MILLION** CANADIANS ARE EITHER UNEMPLOYED OR UNDEREMPLOYED

TRACKING THE LEGISLATIVE ATTACK:

C-525 Makes it harder for federal industry workers to join unions.

C-59 Seeks to give unilateral power to impose sick leave and short/long term disability plans outside of federal public sector workers' collective agreements.

C-377 Makes it harder for unions to do their regular business.

C-51 Threatens to define strike action as “terrorism” if it impedes the function of “critical infrastructure”.

C-60 Gives the Treasury Board the power to inappropriately involve itself in collective bargaining with workers of 48 Crown corporations (CBC, Via Rail, Canada Post, etc).

SOURCES:

<http://www.thestar.com/news/immigration/2015/03/27/mass-ejection-of-temporary-foreign-workers-looks-like-mass-ejection-of-temporary-foreign-workers-looks.html>
<http://pscunion.ca/topics/employment-insurance>
<http://news.nationalpost.com/full-comment/george-smith-anti-black-rebuttal>

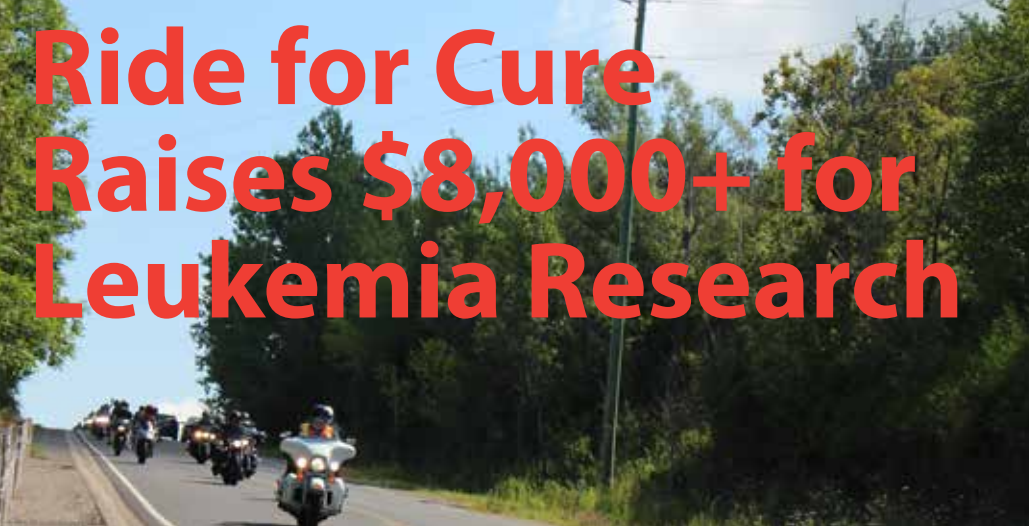


Samantha Britton

“Employment is a concern. Full-time jobs are disappearing and are being replaced by part-time jobs and people can’t afford to live off those jobs. I am voting to make a difference and see a change in the party in power.”



Ride for Cure Raises \$8,000+ for Leukemia Research



For John Moroney, the memory of his wife, Debbie, was close to his heart as he took to his motorcycle for the annual Ride for a Cure for leukemia and lymphoma.

Debbie, married to John for 32 years, was just 55 when she passed away last fall from lymphoma.

"I am out for the memories of my wife," said Moroney, a receiver at Loblaws Real Canadian Superstore in Georgetown, Ontario. "It's also about meeting friends I haven't seen in a while."

Moroney was among the many riders from Local 1000A, Local 175&633, and Local 333 who took to the roads of Southern Ontario to raise approximately \$8,000 for the Leukemia & Lymphoma Society of Canada.

The ride began at Local 1000A's office in Woodbridge and ended at Local 175&633's office in Mississauga.

Hugh Lee, who works in the grocery department at a Toronto Loblaws Great Food store, came with a group of family and friends.

"It's a good cause to support and it's a fun event," Lee said.

Lee Axt, who works as a receiver at Loblaws Real Canadian Superstore in Mississauga, was also among the riders.

"It was a fantastic event and well-organized."

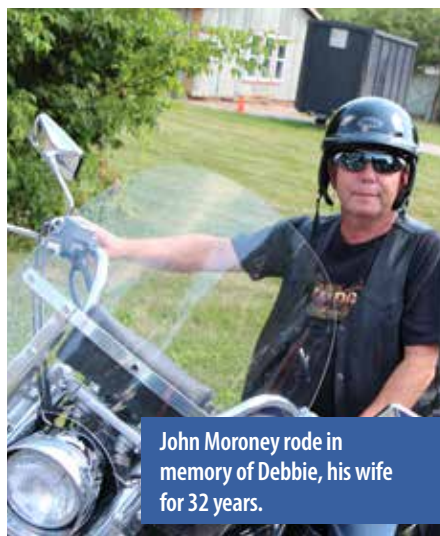
Mary Joe Eaton, who works at Krestchmar and is a member of Local 1000A Executive Board, was one of the passengers on the bikes.

"So many families, including many of our members, are suffering because of leukemia and lymphoma and we are out to support them," Eaton said.

Diana O'Brien, Coordinator of Leukemia Fundraising for the local union,

said she was thrilled about the event's success.

"The Ride for a Cure is about coming together to help find a cure and I want to say a big thank you to all our participants and volunteers for doing their part to make a difference."



John Moroney rode in memory of Debbie, his wife for 32 years.

6,200

Canadians will be diagnosed with leukemia in 2015

2,700

Canadians will die from Leukemia in 2015

28 minutes

1 person in Canada diagnosed with blood cancer

100,000

People in Canada are living with or are in remission from leukemia, Hodgkin lymphoma, non-Hodgkin lymphoma or myeloma

** Statistics courtesy of the Canadian Cancer Society and Leukemia & Lymphoma Society of Canada*

Local 1000A Welcomes New Staff Members

Diana O'Brien



Diana started with Loblaws in 1980 as part-time cashier at a Toronto store. Since then, she has worked in a variety of positions in nine different stores from part-time grocery clerk to full-time dairy clerk, salad bar clerk, analyst to assistant customer service manager. In 1990, she became more involved with the union, attending rallies and volunteering. In 2001, she became a steward. Diana has also served as a Toronto Divisional Board Officer and an Alternate on the Women's Issues Network (Region 3). She is a former steward instructor and worked union information booths at Loblaws Great Food and Superstore. As a Member Engagement Representative with the local union, Diana's duties include servicing workplaces in Central Ontario to answer questions, share information about the union, and help members with problems and concerns or if necessary, refer them to other union staff. Diana is also the coordinator of the Women's Issues Network and Leukemia Fundraising.

Matt Masters



Matt is a graduate of Osgoode Hall Law School and was called to the bar in 2014. Prior to joining Local 1000A, Matt articulated with Cavalluzzo Shilton McIntyre Cornish LLP. During law school, Matt worked as a caseworker in the Workers' Rights Division with Parkdale Community Legal Services, and volunteered with the Workers' Action Centre, and the Caregivers' Action Centre through Pro Bono Students Canada. Matt holds a Master of Arts degree from Brock University and a Bachelor of Arts (Honours) from McMaster University, and is a member the Canadian Bar Association.

"We Hope and Give Hope"

Struggle for Equality and Human Rights Continues

With their UFCW Canada Local 1000A flags waving high, members and activists came together this summer at Toronto, Brockville and Capital (Ottawa) Pride to reflect on the challenges faced by the Lesbian, Gay, Bisexual, Trans, Queer (LGBTQ) communities in Canada.

"There is a lot of bigotry and prejudice out there and it is sad and depressing," said Danae Lau, a member of the Trans community and part of the local union's Pride Advisory Group. "But every single day, we hope and we give hope and that is what being a part of the union and LGBTQ movement is all about."



Lau, who works and is a steward at Loblaws Real Canadian Superstore in Ottawa, marched in the Toronto and Capital (Ottawa) Pride this year.

"When you hear derogative remarks, it really impacts you," she said. "It has a cumulative effect and a lot of members of our community suffer in silence."

When you come to pride, you are accepted and the strength and support you get from the union and the community are empowering."

Ian Stables, a steward and a member of Local 1000A's Pride Advisory Group, organized the local union's participation in Brockville this year and also marched in Toronto Pride.



"When we march, it is about standing up against prejudice and discrimination," said Stables, who works at Loblaws Real Canadian Superstore in Brockville. "It is about doing our part as activists in marching for equality, human rights and justice for all."

Kamil Siwula, a member of the Pride Advisory Group who works at a Loblaws Great Food store in Mississauga, participated in Toronto Pride.



"I march for my rights and the rights of all LGBTQ and I feel a great sense of community and joy when I see people from all over Canada coming together at Pride," Siwula said.

"It was an amazing event and even the rain didn't stop the parade from being the cool celebration it always is."

Thank you to all members, activists and staff for making Toronto, Brockville, and Capital (Ottawa) Pride a success!



How to Be An Ally

LEARN

- Listen to the experiences and perspectives of LGBTQ people; respect these experiences and perspectives.
- Seek out information and opportunities to expand your understanding (learn through media, attend events, meet LGBTQ community members, and learn about local services and supports).

REFLECT

- Reflect on and question stereotypes and negative assumptions held by yourself and others.
- Avoid assuming how people identify. Listen for, or politely ask, how someone wants to be identified.
- When talking about LGBTQ topics, assume they or loved ones are in the room and consider how they may be impacted by tone, spirit and direction of conversation.

PRACTICE

- Intervene when you witness offensive behaviour or language.
- Use inclusive language to ensure everyone feels welcome and respected.
- Challenge policies, practices and procedures that create barriers for LGBTQ people.

Loblaws Great Food & Superstore

Members Ratify New Contract



After nine weeks of bargaining starting in February, members of UFCW Canada Local 1000A voted 57% to ratify an amended agreement with Loblaw Supermarkets Ltd during four days of membership meetings and polls across Ontario.

Effective July 9, 2015, the agreement covers approximately 12,000 workers at 60 Loblaws Great Food and Superstore locations in Ontario.

More than 6,000 members voted on an amended offer, negotiated after the membership rejected an initial memorandum of agreement. The 97 per cent strike mandate provided by the membership was critical to achieving a fair agreement.

“I want to thank each and everyone of you who participated in the negotiations and ratification process for making your collective voices heard,” said President Pearl Sawyer. “We saw a strong turnout across the province at various meetings and polls. Through active mobilization at the store-level, you helped strengthen your committee to achieve a fair deal with protection and gains for the future. Your participation is essential to building a better workplace and a stronger union.”

Some of the gains for all members:

- Non-discrimination clause amendments to include “sexual orientation, gender identity and gender expression”
- New language covering **zero tolerance for customer rudeness, impropriety and abuse** that allows for workers to not be required to continue to serve a customer who has engaged in any of these behaviours
- New work for union members in the stores that have “Click & Collect” (Loblaws new e-commerce business)
- Renewed commitment by the company to pay equity maintenance
- **Members’ issues and concerns will be heard by company officials through the participation in a newly established relationship building program** facilitated by the Ontario Ministry of Labour. The program’s purpose is for the company, union and members to listen to each other’s concerns/issues with a view to improving communications and relationships

2015

- FEB** – Negotiations began kicking off nine weeks of bargaining.
- MAY** – Members voted 97 per cent in favour of a strike if a fair contract is not reached.
- JUNE** – Members voted 61 per cent to reject a tentative agreement with Loblaw Supermarkets Ltd. A strike deadline was set for July 5, 2015.
- JULY** – The strike deadline was postponed to July 11, 2015 as both parties returned to the negotiating table on July 2 at the request of an Ontario Ministry of Labour Mediation Officer. Two days of intensive negotiations resulted in an amended offer on July 3.
- JULY** – Members voted 57% to ratify an amended agreement with Loblaw Supermarkets Ltd during four days of membership meetings and polls across Ontario.





PART-TIME HIGHLIGHTS

Wage Improvements

Your union negotiating committee secured wage increases and a lump sum for all part-time workers.

Part-time at the end rate, and in the 28 hour guarantee will see almost \$7,000 (exclusive of hours worked beyond 28 hours) in new money over six years. This includes a \$750 lump sum effective July 9, 2015.

Part-time in the wage progression and with over 300 hours worked will see immediate increases of \$.05 up to \$0.70 per hour depending on accumulated hours worked. All part-time workers in the progression, including those with the least hours worked, will receive a \$350 lump sum. If they do not get a \$0.25 cent hourly increase on July 9, they will receive an additional \$100 in addition to the \$350 lump sum.

Many going onto the new part-time wage grid will receive \$0.35, \$0.50, \$0.70 per hour increases AND all, those making above minimum wage, will receive an additional \$0.25 increase per hour when minimum wage goes up in October 2015.

Past minimum wage increases were not applied to all rates in the wage progression scale which led to many workers with greater hours not being fairly compensated for their time with the company. This has now been rectified.

All members who work part-time and are not at the end rate will receive all minimum wage increase in the province effective each October.

As members work more hours and move up the wage progression, they will see their gap increase above minimum wage with each step they move up the wage progression.

All part-time at the end rate are guaranteed a gap above the minimum wage if for example, minimum wage goes beyond their end rate.

PLUS, those at the end rate (with 6,501 accumulated work hours) will be eligible for the following increases.

July 9, 2015: 25 cents per hour increase

July 3, 2016: 25 cents per hour increase
July 2, 2017: 20 cents per hour increase
July 1, 2018: 25 cents per hour increase
June 30, 2019: 35 cents per hour increase
June 28, 2020: 40 cents per hour increase

If you are in the wage progression as of July 9, 2015, when you get to the end rate, your end rate will be inclusive of all prior annual increases.

More Worker-Friendly Scheduling

As the retail sector and part-time work continues to expand, we ensured more part-time workers would have access to guaranteed hours to help improve their quality of life. This means **many more workers will now receive 28, 24, and 20 hour guarantees** based on their length of service and the number of part-time employees in the department.

Departments of 10 or more part-time: guarantee of 28 hours/week for senior-most 25%, 24 hours/week for next senior most 15%, 20 hours/week for next senior most 10 % This means we have secured guaranteed hours for double the workers in departments of this size from the previous collective agreement.

Departments of 8 to 9 part-time: guarantee of 28 hours for senior-most 20%, 24 hours for next senior-most 15%. This new language means that 35% of workers in departments of this size now have access to guaranteed hours.

Departments of less than 8 part-time: guarantee of 28 hours for senior-most employee.

When a store is open on a stat holiday, the company will post a voluntary sign-up sheet. The employer will select available workers from the sign-up sheet in order of seniority and based on the needs of the business. If insufficient employees volunteer to work, they shall be scheduled in reverse order of seniority.

Additionally, the union and the company have agreed to scheduling tests (limited to select test stores), which will be implemented to make scheduling more worker friendly to help accommodate second jobs, school, family and other commitments. The tests will aim

PART-TIME HIGHLIGHTS

continued

to reduce availability requirements and still have the company meet its commitment to our members for the various hours guarantees. If the tests prove successful, the changes will be implemented for all stores. Tests are now in the process of being scheduled.

Part-time workers will be provided with an additional week of advance notice of their scheduling through an eight to 12 month pilot (which has now started).

Prescription Drug Card

Many members were struggling with having to pay up-front for much needed medication so your negotiating committee secured prescription drug cards for part-time workers who meet eligibility requirements.

The drug card will cover 100 percent of the cost for prescriptions filled at a company store (e.g. any Loblaw Great Food and Superstore, No Frills, Zehrs pharmacies) as well as the dispensing fee. The drug card will cover 100 percent of the cost for prescriptions filled at a Shoppers Drug Mart but the dispensing fee will only be covered up to the prevailing rate at Loblaw pharmacies.

Job Security

For those on the payroll as of the date of ratification, you now have job security from contracting out for six years thanks to the job assurances secured for you. At a time when the retail sector is bleeding jobs with Sears Canada, Best Buy, Sony, Mexx, Smart Set, Jacobs, Future Shop, and many more, **you can have peace of mind knowing your job is protected for the next six years.** The new language on job assurance provides disincentives for union work to be contracted out or done by a third party.

Preserving Retirement Security

The protection your union negotiating team achieved for members who work part-time extends into their retirement years. We fought back against concessionary changes to the existing defined benefits pension plan and the move to a lesser pension plan for new hires. We secured retirement security by ensuring members who work part-time (who opt in when eligible) will continue to be part of the defined benefits pension plan and receive a guaranteed income in their retirement years. For more information on participating in the pension plan, contact your union representative.



FULL-TIME HIGHLIGHTS

Wage Improvements

Your union negotiating committee secured wage increases and a lump sum for all full-time workers.

Full-time clerks with two years of service will see over \$12,700 (exclusive of any overtime) in new money over the term of the collective agreement.

Full-time clerks at the 12 month rate will see almost \$18,000 (exclusive of any overtime pay) in new money over the term of the collective agreement.

All department managers at top rate on their wage progression will see more than \$15,000 in new money over the term of the collective agreement.

Here is a breakdown of how the wage gains work:

The following applies to all full-time on the payroll as of July 9, 2015.

July 9, 2015: All full-time receive a \$1,500 lump sum.

PLUS, those at the end rate will be eligible for the following increases.

- July 9, 2015: 25 cents per hour increase
- July 3, 2016: 25 cents per hour increase
- July 2, 2017: 20 cents per hour increase
- July 1, 2018: 25 cents per hour increase
- June 30, 2019: 35 cents per hour increase
- June 28, 2020: 40 cents per hour increase

If you are in the wage progression as of July 9, 2015, when you get to your end rate, it will be inclusive of all prior annual increases noted above.

Department managers will receive an additional 25 cents per hour increase effective July 2, 2017 and June 28, 2020. Department managers in the wage progression also get each of the annual increases noted above.

Prescription Drug Card

Many members were struggling with having to pay up-front for much needed medication so your negotiating committee secured prescription drug cards.

The drug card will cover 100 percent of the cost for prescriptions filled at a company store (e.g. any Loblaw Great Food and Superstore, No Frills, Zehrs pharmacies) as well as the dispensing fee. The drug card will cover 100 percent of the cost for prescriptions filled at a Shoppers Drug Mart but the dispensing fee will only be covered up to the prevailing rate at Loblaw pharmacies.





Preserving Retirement Security

The protection your union negotiating team achieved for full-time workers extends into their retirement years. We fought back against concessionary changes to the existing defined benefits pension plan and the move to a lesser pension plan for new hires. We secured retirement security by ensuring all full-time workers will continue to be part of the **defined benefit pension plan** and receive an income at retirement for life.

We successfully fought back against company proposals for members to pay 3 per cent more towards their retirement plan without any improvement to pension benefit instead of the 1 per cent being contributed today.



Job Security

For those full-time on the payroll as of the date of ratification, you now have job security for six years thanks to the job assurances secured for you. At a time when the retail sector is bleeding jobs with Sears Canada, Best Buy, Sony, Mexx, Smart Set, Jacobs, Future Shop, and many more, **you can have peace of mind knowing your job is protected for the next six years.** New language on job assurance provides disincentives for union work to be contracted out or done by a third party. If you become full-time after the contract was ratified and your work is affected by contracting out, you will have job protection.



Improvements to Scheduling

Your union is working towards making scheduling more worker friendly by negotiating a series of scheduling improvements for all full-time workers during these negotiations. These include:

Full-time will be able to submit a request for one evening not to be scheduled as defined after 6pm, Monday to Thursday for a period of up to 12 weeks, three times per calendar year.

Full-time workers will now be able to schedule one-week's of vacation from mid-week to mid-week.

Employer will now attempt, when requested and possible, to schedule Saturday and Sunday off consecutively.

Full-time workers cannot be scheduled to work more than 2 evenings each work week and now, will not have to be scheduled beyond 7 p.m. on the second evening unless by mutual consent.



****This article is a summary in brief. Please refer to the memorandum of agreement for full details. Members may request a copy of the amendments by emailing us at ufcw@ufcw1000a.ca. These amendments are to be read with your expired collective agreement while the new collective agreement books are being produced. It's expected the new books will be available later this year. ****



Members Get Ready For Bargaining By Joining National Defence Fund

Local 1000A members working at No Frills have voted to join the National Defence Fund (NDF). Polls were held across Ontario from May 22 – June 10, 2015

“By voting to join the NDF, members have sent a strong and clear message to their employer,” said Pearl Sawyer, Local 1000A President. “They are preparing for negotiations in 2016, in the event of a labour dispute.”

Members had been informed about the option to become part of the NDF through a telephone town-hall, notices posted and distributed throughout the stores and mailed to their homes, postings on the website, through *Connections* magazine and at union membership meetings held across the province earlier this year. Members’ enrollment in the fund was effective July 1, 2015.

The NDF is essentially a strike fund that individual bargaining units

can vote to join and benefit from. It provides members, who are part of the NDF, with support when they need it most. It strengthens members’ position during bargaining in an effort to prevent strikes and lockouts.



The NDF strengthens members’ position during bargaining in an effort to prevent strikes and lockouts.

NDF picket pay benefits are in addition to the International and Canadian Council picket pay which would provide \$160/ week for full-time and \$100/ week for part-time workers upon qualifying for and completion of picket duties, and are paid in accordance with the International and Canadian Council picket pay programs.

As a result of these detailed presentations and discussions the members working at No Frills voted in favour of the \$1/week contribution level for full-time, and \$0.50/week for part-time. This translates to an additional picket pay benefit per week of \$100 for full-time and \$50 for part-time upon qualifying for and completion of picket duties, and are paid in accordance with the NDF picket pay program, which mirrors and is consistent with the International and Canadian Council programs.

Additional details regarding the NDF are available through your union representative.

The NDF is just one of the many ways Local 1000A members are preparing for upcoming negotiations in 2016. Thanks to all the members who came out to vote and made their voice heard.

Have you submitted your Contract Proposal Form?

June 30, 2016 may seem like a long way off — however the expiry date of your No Frills collective agreement will be here before you know it. That’s why your union is seeking your input through contract proposal forms for our upcoming No Frills negotiations. Let us know what your top priorities for bargaining are.

You can get the form through your staff reps or stewards. The forms will also be available at membership proposal meetings. You can also fill one out online at ufcw1000a.ca

When finished, submit your proposal sheets to your steward or staff rep or alternatively, submit them online. You can also mail or fax them in to the union office.

Your input is critical to the negotiations process. The more proposal forms submitted, the better we are able to gauge our membership’s overall negotiating priorities. Fill out a form and encourage your co-workers to do the same.

What Can You Do to Get Ready for Bargaining?

- Update your contact information at ufcw1000a.ca so you can receive quick updates via email, or phone leading up to and during negotiations
- Fill out your contract proposal form and make your voice heard.
- Check ufcw1000a.ca and [facebook.com/ufcw1000a](https://www.facebook.com/ufcw1000a) regularly for information and updates on negotiations and/or opportunities to get involved in your union.
- Check your union bulletin board at work for notices on upcoming union meetings and events, contact information for your staff rep, events and much more.

Check out youtube.com/ufcw1000a for our FAQ series on Collective Bargaining

NEW GENERATION OF ACTIVISTS REFLECT ON



Labour Day

At 22, Ilija Dimeski is part of a new generation of labour activists rising to make a difference at work and in the community. A steward at Cineplex Courtney Park, Dimeski participated in his first Labour Day Parade this year, joining Local 1000A members and staff in marching through downtown Toronto.



At a time when the labour movement is facing challenges, Dimeski sees member participation and activism as key in turning the tide in favour of workers' rights.

"Unions are extremely important to our country as they seek to achieve social justice for marginalized individuals in society," said Dimeski, a York University student. "Ensuring fairness and equality for all, especially for those most disadvantaged, unions are the necessary counter balance to unrestricted capitalism."

The parade, which drew thousands, began at Queen Street and University Avenue and ended at the Canadian National Exhibition (CNE). The history of Labour Day goes back to 1872 when 10,000 people took to the streets in support of striking Toronto printers.

For 20-year-old Marisol Cartagena, participating in Labour Day was an opportunity to show how much she valued the labour movement and the work the local union does for its members.



"Unions enforce and protect workers' rights that have been negotiated between the company and the union bargaining committee," said Cartagena, a steward and a part-time health and beauty clerk at a Toronto Superstore. "They provide us with a sense of security, since they are always ready to fight for someone in need."

Cartagena said she got involved in the union because she was curious and wanted information on her rights as a worker. She didn't want to be taken advantage of and being part of the union allowed her to protect and inform herself and others.

She said she had so much fun last year that she brought six others along to the parade. "It's a special day that workers from different workplaces can come together as one and it's also an opportunity to honour those who have come before us and those who continue to fight for our rights today."

Diane Wilmot, a steward from Stephen's No Frills, said Labour Day was a time to reflect on the past, present and future of the labour movement.



"I am doing my part and working for the next generation to take over. We have it hard but the next generation, they are going to have to fight for everything they want."



Bargaining Updates

Sysco workers achieve First Contract



Local 1000A members working at Sysco Fine Meats Toronto ratified a first-time collective agreement with wage increases, vacation entitlement improvements and much more.

Ratified on May 21, 2015, the agreement covers 86 workers. The term of the contract runs from May 22, 2015 to August 31, 2018.

Members will receive a \$0.40/per hour increase upon ratification, a \$0.45/per hour increase on September 1, 2015, a \$0.45/per hour increase on September 1, 2016, and \$0.50/per hour increase on September 1, 2017. All workers, employed at the time of ratification, will receive a one-time ratification bonus of \$400.

“Thanks to the strong solidarity and high participation of our membership, we were able to achieve a strong first contract which provides us with a solid foundation to build on for the future,” said Don Taylor, lead negotiator for the union and Regional Director (Central Ontario).

The bargaining committee also included Local 1000A Staff Representative Dustin Magee, steward Maria Garzon, steward Chris Buckingham, steward Henry Wachnik.

Workers at Brandt Meats See Gains



UFCW Canada Local 1000A members at Brandt Meat Packers fought back against major concessions and voted to ratify a new agreement with wage and language improvements.

The agreement runs from March 2015 to March 2019 and covers 67 workers at the Mississauga-based deli meat manufacturer.

Workers on payroll will receive \$0.25/per hour raise and a \$200 lump sum effective the first Monday following ratification. They will also see increases of \$0.30/per hour on March 14, 2016, March 13, 2017 and March 12, 2018. Those who are over scale will receive \$2,400 in lump sum payments over the term of the collective agreement.

In addition, workers achieved strong union representation language which will ensure increased protection of workers' rights.

These gains were achieved in a tough negotiating climate, where the employer sought several concessions, including cuts to vacation, wage freezes and the elimination of a Christmas bonus.

“With the support of our members, we successfully defeated many concessionary proposals to secure a fair agreement for workers at Brandt Meat Packers,” said Dustin Magee, Local 1000A Staff Rep and lead negotiator.

The bargaining committee was comprised of Magee, and members, Sheldon Pemberton, Terry O'Handley, Roman Telech and Nelia Vieira.

Wage gains for members at Dessureault's YIG



Local 1000A Members at Dessureault's Your Independent Grocer achieved wage increases and lump sums in their new agreement with the employer.

The agreement runs from August 19, 2012 to February 18, 2016 and covers 160 workers at the Gloucester store.

All full-time and part-time employees at or beyond the end rate as of the date of ratification will receive:

- \$0.25 per hour (a lump sum payment) for all hours worked between August 19, 2012 and August 18, 2013.
- \$0.25 per hour wage increase for all hours worked between August 19, 2013 and August 18, 2014.
- \$0.50 per hour wage increase from August 19, 2014.

In addition, the part-time wage grids were improved to ensure members with more than 301 hours are making above minimum wage. The amount members are making above minimum wage increases as they work more hours and move up the wage grid. Part-time workers will also receive signing bonuses, including \$100 for employees with four or more years of service, \$75 for two to less than four years of service. Employees from one to two years of service will receive \$50 as a signing bonus.

Under the agreement, the union also negotiated increased employer contributions to the pension plan to secure members' retirement security in the years to come.

Bargaining was led by Regional Director (West) Brian Reid, with staff support from Staff Representative Gord Albert and members Lyle Spencer and Richard Miskelly.

“Thank you to our bargaining committee for their hard work and to the membership for their support throughout this entire process,” said Reid.

CREATING HOPE



London: Sat, October 17
Toronto: Wed, October 21
Ottawa: Sat, October 24

Visit ufcw1000a.ca for details on how to join our team!



Local 1000A Members Vote to Amend Bylaws to Allow for Improved Representation on the Executive Board

UFCW Canada Local 1000A members voted 83 per cent in favour of amendments to the local union bylaws as proposed by the Executive Board.

Votes were held at membership meetings in cities across Ontario from February 17 to February 26.

"I am pleased that the membership has approved these bylaw amendments which will strengthen our union now and into the future," said Local 1000A President Pearl Sawyer. "They will ensure our Executive Board is more inclusive and provide fairer representation of our local union's changing membership and workplaces."

Although the existing Executive Board structure has served Local 1000A well in the past, the local union's membership and workplaces have changed. Local 1000A represents nearly 30,000 members covered by some 50 collective agreements. Along

with changes in some and growth in other of our more traditional bargaining units, workers from not so traditional trade sectors are seeking representation by Local 1000A.

Sawyer, who led the efforts to amend local union bylaws, said the new board structure means members will have increased opportunities to run for positions. It also means more voices of our members from different sectors and workplaces are heard.

As per the amendments, the position of Executive Vice President would be eliminated as an elected position and the local union Executive Board will increase from 13 officers to a total of 17 officers. In addition to the positions of President, Secretary Treasurer, Recorder and one (1) Vice President, who will all be nominated and elected from the membership at large, there will be 13 Vice President positions that will be numerically designated

and elected from the membership in the trade sectors and geographic regions as outlined in Article VII, Section A.3. of the bylaw amendments on the insert contained in Winter 2014 issue of Connections.

President and Secretary Treasurer will be the only full-time union positions. The Recorder will no longer be a full-time union position.

The changes came after an extensive evaluation of Local 1000A's changing membership makeup, trade sector composition and bargaining unit locations.

The current Executive Board will be in place until the end of the current term of office on December 31, 2016. The amendments will come into effect for the next UFCW Canada Local 1000A executive board elections.



Retirement Security Comes Into Spotlight in Federal Election



Retirement for many Canadians is looking far from golden.

Longer lifespans, declines in registered retirement plans in workplaces, and the rise in precari-

ous employment has led to more seniors working into their retirement years and/or living in poverty.

According to the Canadian Association of Retired Persons (CARP), approximately 600,000 Canadian seniors are living in poverty.

Those currently working also face serious questions about what will happen once they retire. The decline in good quality jobs and the rise of contract employment means that more workers, who still have many years in the labour market ahead of them, do not have workplace pensions. In Ontario, nearly 1.3 million workers do not belong to a workplace pension plan.

When you are young and are living paycheck to paycheck, it is more than difficult. But imagine you are past 65, unable to work due to illness or employers aren't willing to hire you, how will you get by in your retirement years. How will you survive?

Currently, Canadian seniors also rank behind their counterparts in developed countries when it comes to the public pensions they receive, according to an internal document obtained by the CBC. This problem is only going to get worse into the future.

That's why it's critical for those working right now and not just seniors to start thinking seriously about retirement security reform that is being discussed in this upcoming federal election.

As you may know, the Conservative government raised the eligibility age for Old Age Security (OAS) benefits a few

years ago from 65 to 67. That change will affect Canadians born after April 1, 1958, who will no longer have those additional two years of income security. Former Parliamentary Budget Officer Kevin Page said the Old Age Security plan was sustainable without the changes which leaves the question why the Conservative's change was necessary in the first place.

In addition, the Conservatives have for years opposed expanding the Canada Pension Plan (CPP) and only recently have said they will look into voluntary CPP contributions. The Conservatives also oppose the Ontario government's plan to set up a pension plan for the province's residents.

NDP leader Tom Mulcair recently announced that his party will reverse Conservative's actions and change the OAS eligibility age back to 65. He also announced an annual \$400 million increase to the Guaranteed Income Supplement (GIS) to help seniors retire with dignity. The NDP predict the plan will help lift hundreds of thousands of seniors out of poverty. He also supports increased CPP payments.

Liberal leader Justin Trudeau has said his party will work to boost CPP payments and will also change the OAS eligibility age back to 65.

In this election, voters will have a chance to vote on what kind of Canada they want for themselves and future generations. Do you want a country where seniors will be able to live and retire with dignity into the future or do you want one where more and more struggle to get by.

Talk to your friends and neighbours about this important issue and most importantly, make sure to make your voice heard at the ballot box.


Kevin Benn, Secretary Treasurer

Key Figures

600,000

Canadian Seniors Live in Poverty

1,300,000

Ontario Residents Without Workplace Pension

67

Is Now the Age Requirement for Old Age Security Eligibility

\$400 million

Annual Increase to Guaranteed Income Supplement Pledged by NDP to Help Low Income Seniors

* Information Courtesy of the Canadian Association of Retired Persons and the Globe and Mail.



DIVISIONAL BOARD ELECTIONS — THIS FALL

Please watch your union board and ufcw1000a.ca for an announcement regarding the vote date and time for your division.

The elections will take place as per *Policy #25 Divisional Structure & Guidelines* below:



Policy #25 Divisional Structure & Guidelines

25.1 This policy is effective upon the conclusion of the 2004 convention of UFCW Local 1000A, and any approved amendments to this Policy by the Executive Board effective immediately. Amendments have been made June 24, 2011, July 31, 2013 and July 28, 2015.

25.2 Pursuant to Article XIX – Divisional Structure – of UFCW Local 1000A Bylaws, the following shall be the Divisional Structure for UFCW Local 1000A. Divisions shall be defined and/or amended by the Executive Board of UFCW Local 1000A.

25.3 The Divisions are as listed below:

Loblaws Great Food & RCSS and Other Retail (Corporate) Divisions:

Toronto Division
London Division
Ottawa Division

Warehouse / Transport Division

Retail Franchise Divisions (Franchise/Corporate Operated Franchise locations No Frills, YIG or Valumart and Other Banners):

London Retail Franchise Division
Northern Retail Franchise Division
Southwestern Retail Franchise Division
Ottawa Retail Franchise Division
Toronto Retail Franchise Division

Trenton Retail Division

Manufacturing, Processing, Packing and Service Sector Division:

Best Western Mariposa Inn
Brandt Meats
Chubb Edwards
Cineplex
Compass Group
Greek Community of Metropolitan Toronto
Host Canada
Kretschmar
Lenscrafters
Nexcycle Plastics
Pepe's Mexican Foods
Premiere Tech
Sysco Meats
Trafalgar Castle School
Unico

Toronto 114P Industrial Division

25.4 The structure of each division will be as follows;

Loblaws Great Food & RCSS Divisions AND Retail Franchise Divisions

i) Provided that the Divisional membership exceeds 50 full-time members, each Divisional Executive shall consist of a President, a Vice-President and a Secretary Treasurer. The President shall be elected from the full-time employee membership of that Division, by the members of that Division. The Vice President and the Secretary Treasurer shall be elected from the full-time

or part-time membership of that division by the members of that division.

ii) In the event the Divisional membership exceeds 900, the Division shall have a divisional officer called "divisional board member at large, for each 300 or major fraction thereof, in excess of 900, up to a maximum of 15 positions on the divisional executive board elected from the full-time or part-time employee membership.

iii) The positions of President, Vice President and Secretary Treasurer shall be filled by members in accordance with i) above but shall be from different workplace addresses. There shall be no more than two (2) members, with the exception of workplace reassignment(s), from one workplace address at any one time.

iv) In the event the Divisional membership is less than 50 full-time employee members, the Division shall have one elected officer from the full-time employee membership, who shall be elected from the full-time employee membership of the Division by the members of the Division and one elected officer from the part-time employee membership, who shall be elected from the part-time employee membership in the Division by the members of the Division.

Warehouse / Transport Division

i) Provided that the Divisional membership exceeds 50 full-time members, the Divisional Executive, shall consist of a President to be

Policy #25 Divisional Structure & Guidelines — Continued

elected from the full-time employee membership at large of this Division by the employee members of this Division, a Vice-President from each distribution center elected from the full-time or part-time employee membership of each distribution center by the employee members of that distribution center, a Vice-President elected from the full-time or part-time Transport employee membership by the transport employee members, and a Secretary Treasurer to be elected from the full-time or part-time employee membership at large of this Division, by the employee members of this Division.

ii) In the event the Divisional membership exceeds 900, the Division shall have a, divisional officer called “divisional board member at large, for each 300 or major fraction thereof, in excess of 900, up to a maximum of 15 positions on the divisional executive board elected from the full-time or part-time employee membership.

iii) The positions of President, Vice President(s) and Secretary Treasurer shall be filled by members in accordance with i) above but shall be from different workplace addresses if more than one workplace exists. There shall be proportional representation of divisional board member at large having regard for the number of workplaces and/or bargaining units at the time of the election for the Divisional Board.

iv) In the event the Divisional membership is less than 50 full-time employee members, the Division shall have one elected officer from the full-time employee distribution center membership, who shall be elected from the full-time employee distribution center membership by the distribution center membership of the Division AND one elected officer from the full-time employee transport membership, who shall be elected from the full-time employee transport membership of the Division by the Transport membership of the Division AND one elected officer from the part-time employee distribution center membership, who shall be elected from the part-time employee distribution center membership by the distribution center membership of the Division AND one elected officer from the part-time employee transport membership of the Division by the Transport membership of the Division.

Trenton Retail Division

i) Provided that the Divisional membership exceeds 50 full-time members, the Divisional Executive shall consist of a President, a Vice-President representing Corporate, a Vice President representing Franchise and a Secretary Treasurer. The President shall be elected from the full-time employee membership of that Division by the members of that Division. The Vice-President representing Corporate shall be elected from the full-time or part-time employee membership of the Corporate stores, as outlined in 25.3 above, by the members of the Corporate stores, a Vice President representing Franchise/

Corporate Operated Franchise, as outlined in 25.3 above, shall be elected from the full-time or part-time employee membership of the Franchise stores by the members of the Franchise stores, Secretary Treasurer and divisional officer called “divisional board member at large” shall be elected from the full-time or part-time employee membership by the members of that Division.

ii) In the event the Divisional membership exceeds 900, the Division shall have a, divisional board member at large, for each 300 or major fraction thereof, in excess of 900, up to a maximum of 15 positions on the divisional executive board elected from the full-time or part-time employee membership.

iii) The positions of President, a Vice President representing Corporate, a Vice President representing Franchise and Secretary Treasurer shall be filled by members in accordance with i) above but shall be from different workplace addresses. There shall be no more than two (2) members, with the exception of workplace reassignment(s), from one workplace address at any one time.

iv) In the event the Divisional membership is less than 50 full-time employee members, the Division shall have one elected officer from the full-time employee Corporate membership, who shall be elected from the full-time employee Corporate membership of the Division by the employees of the Corporate membership of the Division AND one elected officer from the full-time employee Franchise membership of the Division by the employees of the Franchise membership of the Division AND one elected officer from the part-time employee Corporate membership, who shall be elected from the part-time employee Corporate membership in the Division by the employees of the Corporate membership of the Division AND one elected officer from the part-time employee Franchise membership in the Division by the employees of the Corporate membership of the Division.

Manufacturing, Processing, Packing and Service Sector Divisions

i) Provided that the Divisional membership exceeds 50 full-time members, the Divisional Executive shall consist of a President, a Vice-President and a Secretary Treasurer. The President shall be elected from the full-time employee membership of that Division, by the members of that Division. The Vice President and the Secretary Treasurer shall be elected from the full-time or part-time membership of that division by the members of that division.

ii) In addition, each bargaining unit within the Division, providing that the unit exceeds 50 full-time employee members, shall elect 1 divisional officer called “divisional board member at large from the employee membership of that bargaining unit, by the employee members of that bargaining unit.

iii) Not more than 1 representative from a bargaining unit shall be elected to the divisional board.

iv) In addition, one representative may be elected from the bargaining units with less than 50 employee members, from the combined employee membership of those bargaining units.

Toronto 114P Industrial Division

i) Provided that the Divisional membership exceeds 50 full-time members, the Divisional Executive shall consist of a President, a Vice-President and a Secretary Treasurer. The President shall be elected from the full-time employee membership of that Division, by the members of that Division. The Vice President and the Secretary Treasurer shall be elected from the full-time or part-time membership of that division by the members of that division.

ii) In addition, each bargaining unit within the Division, providing that the unit exceeds 50 full-time employee members, shall elect 1 divisional officer called “divisional board member at large from the employee membership of that bargaining unit, by the employee members of that bargaining unit.

iii) Not more than 1 representative from a bargaining unit shall be elected to the divisional board.

iv) In addition, one representative may be elected from the bargaining units with less than 50 employee members, from the combined employee membership of those bargaining units.

25.5 General Provisions

i) No person shall be elected to a divisional board, unless he/she is a member, in good standing of the Local Union and has been such a member for one year, immediately preceding his/ her election. The date of the election for Divisional Officers must be advertised amongst the membership at least thirty (30) days prior to such elections.

ii) The elections shall be conducted at the fall membership meetings unless otherwise prescribed by the Executive Board. The term of office shall be 4 years commencing January 1 of the year following the elections.

iii) No member shall hold a position on more than one (1) divisional board.

iv) Notwithstanding paragraph 25.5(ii), where a division is in negotiations for the renewal of a collective agreement, during the year in which Divisional elections are held, the election for that Division will be conducted within one hundred and twenty (120) days following the ratification of a new collective agreement. Such term of office shall be reduced through proration accordingly.

v) The divisional board positions of President, Vice President and Secretary Treasurer shall constitute the “table officers” for each board.

vi) In the event of a vacancy on a divisional board, the Divisional Executive shall appoint an eligible member to fill that vacancy within 90 days, until the next divisional board election is held.

vii) Divisional board members will be required to attend/participate in allquarterly general membership meetings that may be scheduled for the membership within their catchment area.

viii) Divisional board table officers are encouraged to take a place at the head table of any quarterly or divisional membership meeting.

ix) Divisional Executive boards shall meet at least two times per year, over and above the quarterly membership meetings outlined in (vii) above. The divisional Secretary Treasurer shall record minutes of each meeting and submit them to the Local Union Executive Vice President. The minutes of the board meeting shall reflect general business as well as attendance of board members with reasons and regrets for absences.

x) The number of additional divisional board meetings may be increased by the majority vote of each individual divisional board. All members of said divisional executive board are expected to attend at least 60% (rounded up) of that number of meetings as determined by the majority vote of the board.

xi) The role of each divisional board will be one of an advisory to the local union president.

xii) An advisory conference, of the divisional board officers, shall convene every four years, in accordance with the local union bylaws.

xiii) Consideration will be given for absenteeism for meetings noted under sections vi, vii and viii with a reasonable explanation. Attendance will be monitored. Continual absenteeism, may result in an officer being asked to step down from their position by the divisional President, subject to appeal to the Executive Vice President of the Local Union, or having their honorarium revoked.

xiv) Divisional board officers are encouraged to participate in the initiatives of CAN (Community Action Network), WIN (Women's Issues Network), PAN (Political Action Network), the youth network, etc. as called upon.

xv) Once per year, each divisional board is encouraged to submit a Leukemia Fund-raising proposal to the fundraising chair of the local union. If approved, the officers will implement their proposed fundraiser. The fundraiser must be concluded prior to the Leukemia Gala each June. Participation will be signed off by the President of the division.

xvi) In addition to the above noted "fundraising proposal", the divisional board officers may be asked to assist with various fundraising initiatives of the local union.

xvii) All divisional board officers, on a regular basis, in their workplaces, are expected to introduce themselves and the union to new hires.

xviii) The local union shall provide funds for the

work of Divisions, in accordance with the need of such Divisions subject to the Local Union Executive Board approval, and the Secretary Treasurer of the Division shall account for their expenditures to the Local Union President or his/her designate.

xix) Guidelines relative to the location and expenses relative to Divisional Board Meetings and any social event shall be provided and administered by the staff person assigned to that Division.

25.6 Duties of Officers

By virtue of being a Divisional Board officer, officers will be expected to carry out the duties and obligations of a Local Union Steward within their workplace.

President

The divisional board president, in consultation with the other divisional board members and local union staff representative(s) assigned to their Division, will be responsible for the scheduling and organizing of the divisional board meetings.

The divisional board president or his/her designate will chair each divisional executive board meeting.

Secretary Treasurer

The divisional Secretary Treasurer will be responsible for accounting for the divisional board expenditures, where such funds have been allocated to the Division at the Local Union President's discretion. Reports are due semi-annually or more often if deemed necessary to the local union President or his/her designate.

The divisional Secretary Treasurer will be responsible for recording the minutes of each divisional board meeting. The minutes of the prior meeting shall be reported at the following divisional board meeting for adoption. Completed minutes are to be submitted to the Executive Vice President of the Local Union not more than 2 weeks following the divisional board meeting.

Vice President

The divisional vice president will be responsible for chairing a divisional board meeting in the divisional President's absence or request.

Member(s) at Large

The member(s) at Large will assist the divisional President when needed.

25.7 Divisional Board Elections

Along with the Local Union's "Election Guidelines", the following applies to all divisions except for the Warehouse/Transport Division.

i) The Regional Director, or their designate, will act as chair, and conduct the nomination and election procedure. Meetings will not be conducted at the workplace.

ii) The chair will dissolve the current divisional

board and open the floor for nominations for each position.

iii) A potential candidate and their nominator must be present at the meeting. Elections will take place in the following order; President, Vice President, Secretary Treasurer and Member at Large position(s) to be filled.

iv) Those nominated candidates must accept their nomination prior to the voting process, for each position.

v) The vote is by secret ballot.

vi) For each single position, the elected candidate must receive a majority of votes cast. If needed, subsequent votes are to be conducted. For any subsequent vote(s), the candidate who received the least number of votes in the previous round will be removed as a candidate. The above shall apply unless impractical in the circumstance.

vii) In case of a final tie, the chairperson may cast the deciding vote.

viii) When more than one candidate is to be elected to an office, (i.e. member at large positions to be filled by members in some Divisions) eligible voting members must vote for the full number or the ballot will be declared spoiled.

ix) The newly elected divisional officers will be sworn in by the chairperson conducting the meeting with the Local Union's "Pledge of Office", subject to confirmation of eligibility (active membership status) to stand for election.

Elections – Warehouse / Transport Division

i) The Western Ontario Regional Director or their designate will conduct the nomination and election meetings.

ii) Vice President Positions – a separate nomination and election meeting, as outlined above will be held for each distribution centre and the transport unit.

iii) For the position of divisional President, a nomination and election meeting will be held within two weeks of the final "Vice President, Secretary Treasurer and member(s) at large" nomination and election meetings.

iv) In addition to any local union "election guidelines" that may be developed from time to time, election procedures are as outlined in points (ii) through (ix) of Section 25.7 above shall be observed.

v) Such elected divisional officers will be sworn in by chairperson conducting the meeting with the Local Union's "Pledge of Office", subject to confirmation of eligibility (active membership status) to stand for election.

25.8 Divisional Officer Honorariums

Divisional officer honorariums will be provided on a prorated basis based on meeting attendance, unless otherwise excused.

5 AWARDS \$500 EACH



UFCW Canada Local 1000A recognizes Outstanding Member Achievement through five annual awards of \$500 — one award for each category listed below:

Leadership and Advancement of the UFCW

Fundraising for Leukemia Research

Contributions to the Community

Promoting Health & Safety in the Workplace

Human Rights

For more details and nomination forms, visit ufcw1000a.ca
Submission Deadline is December 31



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