

CONNECTIONS

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

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April 20 was Equal Pay Day. Local 1000A activists and allies brave the rain at Queen's Park to highlight Ontario's 31.5% gender pay gap.



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Please send us a letter or postcard with your new address to the Local 1000A union office at the address above. Or e-mail us at ufcw@ufcw1000a.ca. You can also visit ufcw1000a.ca to complete our online contact update form.

Local 1000A stands against homophobia and bullying by joining in the #dayofpink on April 8.



Members support striking retail workers at Dunnes in Ireland



Your Union in Action



Local 1000A's newest stewards take training to help members on the job.



Local 1000A joins global movement to *Light it up Blue* for Autism awareness.



Stewards take Local 1000A's investigations course to help protect and defend members' rights.



Activists stand up for equality and diversity at the OFL Equity Educational.



Members and allies at Stuart Parker's Your Independent Grocer in North Bay took part in a 'Silent Stand-In' at their store to raise awareness and help end violence against women.

In the race to the bottom, where will workers fit in?



A few weeks ago, an American CEO named Dan Price made an announcement that shocked enough people that it made headlines across the world.

Price, who was making \$1 million annually, pledged to cut his pay to \$70,000 and use part of the company's profits to ensure his 100+ employees would make at least \$70,000 annually.

"The market rate for me as a CEO compared to a regular person is ridiculous, it's absurd," he noted in the Guardian, adding earning up to 100 times more than a majority of his staff wasn't right.

Price's decision to raise his workers' wages was inspired by research that indicates those who earn at least \$75,000 are more likely to be happier individuals. The study reports that: "Less money is associated with emotional pain." Researchers Angus Deaton and Daniel Kahneman further note, "Low income increases the emotional pain associated with such misfortunes as divorce, ill health, and being alone."

Moved by the extreme inequality in society, the New York Times reported Price wanted to make it possible for his workers to "go after the American dream, buy a house and pay for their children's education."

In his action, Price has demonstrated something beyond the ordinary. That he actually see his workers as human beings. That he recognizes the humanity in them – the common humanity of dreams, hopes, suffering and joys.

In a world where workers are reduced and pooled into line items on financial reports to be cut and contained for the bottom line, how often do those who run businesses take action to improve the well-being of those who work for them?

The story of Price and his workers remain the rare exception in North America.

In Canada, we have seen the pay of CEOs skyrocket compared to that of the average Canadian.

The Centre for Policy Alternatives, an independent think-tank, reported "Canada's top CEOs make 195 times more than the average worker — and 237 times the average of a Canadian woman." By January 2, a Canadian CEO has already made \$47,300 which is the average wage earned by a worker in this country.

The reality that many workers face, particularly in non-union workplaces, is that of low wages, precarious short-term or part-time employment with very few

rights and/or the need for multiple jobs to make ends meet.

So how do ordinary workers achieve fair wages, benefits and improved working conditions in a system where the vast majority of businesses prioritize maximum profits over the well-being of their staff?

The answer is by coming together and working together through union representation.

Economists from the International Monetary Fund report that rising inequality is directly linked to declining rates of unionization.

In fact, Canadian workers who belong to unions make more in terms of wages and benefits and enjoy better working conditions than those who do not. The Canadian Labour Congress reports unionized workers in Ontario earn \$366.2 million more per week than non-union workers.

As a union member, you can help strengthen your hand at the bargaining table by supporting and participating in the negotiations.

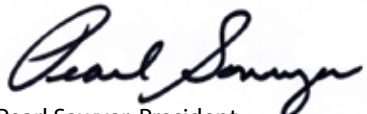
Sweden is a prime example of what can happen if we choose to create a more equal world where everyone can get ahead. Sweden has a 70 per cent unionization rate and the Huffington Post reports:

"Average starting pay is as much as 40 per cent higher than it is in Canada. Employees take a minimum of five weeks of paid holidays, receive overtime pay for working weekends and holidays and are entitled to generous parental leaves of up to 16 months." All this has reportedly contributed to the lowest level of income inequality in the world. The Huffington Post also notes that Swedish retail workers experience high satisfaction with their tasks, managers and are highly committed to the success of their stores.

"Canada's top CEOs make 195 times more than the average worker – and 237 times the average Canadian woman."

— Canadian Centre for Policy Alternatives

Imagine what a difference it would make for workers' wages, benefits and working conditions if we, as Canadians, came together like that? Imagine the society, community and country we could build.


Pearl Sawyer, President

Income Splitting: Helping the Rich at Our Expense?

Local 1000A Members Speak Out



Local 1000A member Kyle McGreal, pictured with his son Austin, won't benefit from conservative income splitting scheme.

When Kyle McGreal first heard about the Conservatives' income splitting policy, he thought it could be a helpful benefit for families.

McGreal and his wife, Jaci, have two children, 2-year-old Kensy and 15-year-old Austin. They also both work full-time.

"When you first listen to all the ads and propaganda, it really does sound like it will help families like ours," said McGreal, who is currently a Special Projects Union Representative with the Local and who works at National Grocers Maple Grove Distribution Centre in Cambridge. "But when you read more about it, you find it's not going to help 85 per cent of families in this country."

A campaign promise from 2011, the Conservative's income splitting plan is soon set to become legislation with the bill currently at the House of Commons. If passed, families with children under 18 would be able to transfer up to \$50,000 in income from the high-earning spouse to the lower-earning spouse and receive a tax credit of up to \$2,000.

The plan, at the heart of Conservatives' strategy to get the 'family' vote has come under significant scrutiny. In addition to annually costing the government \$2.2 billion in lost revenue, the Parliamentary Budget Officer (PBO) noted that the majority of families will receive little to no benefit from the plan with the highest earners seeing the most gains. The PBO also noted that families mainly benefited where one income earner brings in a much larger income than the other spouse.

"If this policy is not benefiting working and middle class families, the question becomes, what exactly is it useful for? It's just helping the rich shift their money around."

– Glacier Effe-Samuel,
RCSS Oakville

Glacier Samuel and her husband, Kendrick, work full-time and have three children, nine-year-old Rachelle, 12-year-old Simone and 14-year-old Rockisha. Like many of their friends and family, both spouses are also in the same tax bracket.

"This policy doesn't help us or anyone we know because none of us have that extra money to transfer from one spouse to another," said Samuel, a bookkeeper at Oakville's Real Canadian Superstore and Local 1000A Recorder. "If this policy is not benefit-

ing working and middle class families, the question becomes, what exactly is it useful for? It's just helping the rich shift their money around."

The Centre for Policy Alternatives, a non-partisan think tank, reported "the top 5 per cent of families (those making more than \$147,000) would see more benefit than the bottom 60 per cent of families (those making \$56,000 or less)."

Even within the Conservative Party, divisions have emerged over the policy.

The late finance minister Jim Flaherty noted that the plan "benefits some parts of the Canadian population a lot and other parts of the Canadian population, virtually not at all."

The C.D. Howe Institute, a right-leaning think tank, reported that the income splitting plan would create more inequities in the system rather than less. It reports that "eighty-five percent of all households including single parents would gain nothing, and even among couples with children nearly half would gain nothing or less than \$500." In fact, the institute notes that the decrease in government revenue would end up costing households more in public service cuts and corresponding tax hikes.

The latter is exactly what Annie Sundar, who works at a Toronto Real Canadian Superstore, is afraid of.

"When we lose so much in government revenue because of more money going to the richest Canadians, what will happen to the vital services that the rest of us depend on?" said Sundar, a mother of two grown children. "Will it mean cuts to our healthcare system, less money to the provinces to fund education and protect food and drug safety?"



Local 1000A member Glacier Effs-Samuel (second from left), with her husband, Kendrick and her three children (Simone, Rockisha, Rachelle).

At first glance, Jim Koppens, a father of two sons under 18, seems like the ideal candidate for the income splitting plan. However, he will not see any benefit from the policy because he and his spouse bring home roughly the same income.

“We should make policies which benefit lower-income families instead of the rich elites — otherwise, you are essentially giving away money to those who don’t need it,” said Koppens who works at a Loblaws Great Food in Markham.

Marisol Cartagena is a university student and works at a Real Canadian Superstore in Toronto. She said her family is among those who will not benefit as her parents are separated. She has a younger sibling under 18.

“The reality is that there are so

many single parent families with children under 18 — why are they being excluded?” said Cartagena. “Why are only high-income families with two parents being valued with this policy?”

The Conservatives, for their part, are continuing to push ahead with their agenda. They have combined the income splitting proposal with other tax plans including the Universal Childcare Benefit and are stating that 100 per cent of families benefit from their measures.

As for McGreal, he said it makes no sense that the policy will only benefit the top 15 per cent of Canadian households.

“Why not scrap the bill and fund a program like universal child-care which will help the majority of Canadian families, instead of a select few.”

Both the NDP and Liberals have vowed to repeal the unfair conservative legislation if they get into power.

“Under Stephen Harper, inequality has grown between the privileged few and the middle class. We will reverse that as well and as a first step, we’ll scrap his unfair income-splitting scheme.”
- (CBC)



Thomas Mulcair – NDP Leader

“Income splitting is not a wise investment for Canadians. It will eat through virtually the entire federal surplus without providing any benefit to most Canadians, without creating a single job and without helping one young person get some opportunity to get ahead.”
- (Toronto Star)



Justin Trudeau Liberal Leader

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Trudeau – CC William Pitcher - flickr.com

Two Child Care Plans: Same cost, real difference

UNIVERSAL CHILD CARE BENEFIT & INCOME SPLITTING PROGRAM



Only 49% of Universal Child Care Benefit money will go to families with children under 13. The remaining 51% will go to families with teenagers and families with no child-care expenses.



The \$160 Universal Child Care Benefit is equivalent to about **3 DAYS** of child care in Canada’s big cities.



Zero child care spaces are created by \$160 Universal Child Care Benefit.

OR

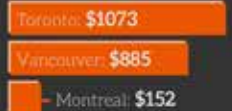


\$7/DAY CHILD CARE

A million Canadian kids under 5 have parents who both work, yet there are only half a million available regulated, centre-based child care spaces in Canada.



Without a \$7/day child care plan, parents are paying \$1073/month for child care in Toronto, \$885/month in Vancouver, and only \$152 in Montreal.



355,000

Canada could create 355,000 new regulated child care spaces for the same cost as the Universal Child Care Benefit and income splitting program.



All smiles for Angie Novosel after Local 1000A's win with WSIB. Pictured from left: President Pearl Sawyer, Angie and WSIB Lead and Health & Safety Back-up Martha Villeda.

Union Victory: “Thank God, I had a union.”

Angie Novosel loved working for Loblaws Great Food as a Natural Value Manager. For almost 13 years, Angie rarely missed a day.

“I was the most dedicated and loyal employee,” Angie said. “I put my heart and soul into my job. I took every course. I did everything they wanted me to.” Her dedication to the company was so evident that they had her do hiring as well as peer orientation.

On June 19, 2010, Angie’s life changed in an instant when she slipped and fell at work.

It was a Saturday morning and as she walked in, she was paged by the store manager to receiving.

No one was on the floor and the Natural Value skids, she was told, had to be worked and removed from the receiving area. She headed to her department to check the schedule for a call in — the last image she remembers before her fall is a woman shopping with her toddler.

Slipping on a cluster of grapes on the floor, Angie flew through the air, landing hard on her side.

She remembers her co-workers trying to help her up and getting her upstairs. Even with the pain, Angie

returned to work that day knowing how short staffed the store was and how much they needed her help.

She would later find out that she had suffered tears in both knees and a tear in her right shoulder—injuries that left her unable to work again.

“I never would have believed something like this could happen to me,” said Angie, who underwent multiple surgeries, faced enormous pressure from the company, and struggles with Workplace Safety and Insurance Board (WSIB). The way she was treated left her suffering from Post Traumatic Stress Disorder.

Martha Villeda, Local 1000A’s WSIB Lead and Health and Safety Back-up, fought hard for Angie at the WSIB.

“Thank God, I had a union,” Angie said. “Martha and the staff went out of their way to help me and were compassionate. They were incredible in fighting hard for me.”

As a result, Angie’s claim was accepted and she received compensation from WSIB.

“It’s David against Goliath,” said Novosel. “When you have the union, you have wings to soar.”

Health and Safety Activists Speak Out

Chris Brown — Loblaws Great Food, London

Rose Bianchi — Loblaws Great Food, Toronto



“I was injured at work and I didn’t get the support that I needed from WSIB. I started getting information on how the union could help. I didn’t realize we had that support. I decided to get involved with the union and the Joint Health and Safety Committee and fight for those I work with. I realized I wanted to be a voice for the people who don’t have one.”



“I want our workplace to be a safe environment. I care about my co-workers and they have become my friends, brothers and sisters. The more I know, the more I can provide them with a safe and comfortable work environment.”



Meet Your Women's Issues Network Regional Committees

Your Women's Issues Network (WIN) is pleased to announce your new regional committees. The WIN regional representatives gained the recommendation of members at each of the regional votes and were appointed to their roles by the president.

"On behalf of Local 1000A, I am proud to congratulate and welcome our WIN regional representatives," said President Pearl Sawyer. "With the help of local union staff and officers, the regional representatives will play a critical role in mobilizing members within their regions and in ensuring that WIN continues to be a powerful and compassionate voice for women across Ontario."

President Sawyer has appointed the Chair and Co-Chair from each of the six regions, along with the women staff and officers of Local 1000A, to the UFCW Canada Local 1000A Provincial Committee.

Local 1000A WIN coordinator Diana O'Brien and local union staff conducted the votes across the province.

"I am excited to work with our regional representatives to help raise awareness and grow activism in their regions about the issues facing women and their families," said O'Brien.

Region 1 East

Chair: Caroline Brisebois

"I became a part of WIN because I want to make a change in the lives of women. We are stronger together. Let us build each other up and support one another."

Co-chair: Katherine White
Alternate: Maria Shouman

Region 2 Central East

Chair: Nancy Prout

"I wanted to strive for women's rights and help improve our quality of life on a personal level and in the workforce. My message to members is stand up for your rights. Be strong, honest and diligent!"

Co-Chair: Rose Krstervski
Alternate: Lorraine Anderson

Region 3 Central

Chair: Mary-Joe Eaton

"We are here to bring awareness to women's issues and be a voice in the workplace. My message is 'Fight for your rights to be an equal in society.'"

Co-chair: Diane Wilmot
Alternate: Maria Bocangel

Region 4 Central West

Chair: April Inata

"WIN is about helping all women. I want to get more women to union meetings. What I would say to our members — Don't be afraid to speak out."

Co-Chair: Lisa Van Altena-Walsh
Alternate: Shirley Steptoe

Region 5 West

Chair: Sheri Storey

"I decided to become a member of WIN because these issues are close to my heart. Get out, get motivated and get involved."

Co-Chair: Cindy Mueller
Alternate: Al McDougall

Region 6 North

Chair: Cathy Watson

"My message to other women is to remember that fear holds us back. It keeps us from speaking up and saying no when we don't feel comfortable or safe. Fear can also hold us back in our careers"

Co-Chair: Laura Lee Robineau
Alternate: Anna Alers-Alers

Loblaws

Great Food & Superstore

Negotiations



Thousands of Local 1000A members at Loblaws Great Food and Superstore are coming together in an unprecedented grassroots campaign to stand up for a fair and strong contract with the company.

The negotiations affect approximately 28,000 UFCW Canada members, including 12,000 Local 1000A members at stores across Ontario.

Local 1000A has been receiving thousands of pledge cards from members pledging support to their bargaining committee in advocating for a strong contract with:

- fairer wages — improved wage progression scales
- scheduling improvements
- improvements to benefits
- limits on third party providers who take away work we can do

“Our members and activists have shown incredible enthusiasm and commitment with their participation so far in the negotiations process,” said President Pearl Sawyer. “To truly strengthen our hand at the bargaining table, we need the involve-

ment of each and every one of our members. That’s why I encourage all our members at these stores to sign a pledge card today for a better future. When we work together and support one another, we will achieve fairness at the bargaining table.”

So far, the union negotiating committee has met with the company for four separate rounds of bargaining — in February, March, April and early May. Several passes of bargaining proposals have been exchanged at each of these rounds of negotiations.

Simultaneously, Local 1000A continues to do everything it can to achieve a fair deal by training and preparing activists for negotiations. Two to three activists from each location have participated in these educational sessions. These are designed to help with the launch of the pledge card campaign and assist activists in being key communicators at their store. Also, picket captain training sessions will be scheduled should the need arise.

To get the latest information on negotiations, visit ufcw1000a.ca.



Being united means having each other's backs. We have to remember we are the union — at 28,000 strong, there is power in numbers. We are much stronger when we work together.



Annie Sundar
Superstore
Mississauga

The union is all of us coming together and working towards a fairer workplace. Remember there is strength in numbers- we are stronger when we work together.



Steve Haycock
Great Food
London

Who We Are Negotiating With

Thanks to the hard work of you and your co-workers, Loblaw is the number one grocery retailer in the country and the Weston family is one of the richest in the country and the world. Recently, the company announced a \$1.2 billion plan to build 50 stores and renovate 100 others. Loblaw Companies Ltd is doing so well that it could afford to buy Shoppers Drug Mart for \$12.4 billion.

Your union contract is with Loblaw's Supermarkets Ltd, which is one of the companies that comes under Loblaw Companies Ltd.



WE NEED YOU!

Your bargaining committee's foremost priority is to achieve the best possible contract for you and your co-workers. But we cannot do it alone. If you want a fair contract and if you want to improve your livelihood, you need to participate in the negotiations process. It's as simple as that. Fair contracts happen when members come together, stand together and fight together.

It is also critical to show your support for your bargaining committee by being informed, attending union meetings and participating in the process. To find out about union meetings in your area, please regularly check ufcw1000a.ca and your store's union bulletin board.

Without the front-line workers, Loblaw wouldn't be where it is now. We are the heart of the company — we are the gears that make it work.



Josie Barberi
Great Food
Toronto

You are important, your voice does matter and your bargaining committee needs your support to improve our contract moving forward.

Maria Shouman
Superstore
Ottawa



Bargaining affects your everyday life, from your wages, benefits to working conditions. Solidarity — standing up together for each other — is crucial. United we stand, divided we fall.



Dave Mallen
Great Food
Kingston



The Solidarity Bargaining Committee (pictured above) is made up of skilled and experienced negotiators from UFCW Canada Local 1000A and Local 175 & 633 who represent workers at Loblaw's Great Food and Superstore, Zehrs, Zehrs Great Food and Superstore, and Fortinos stores across Ontario. Solidarity bargaining means we have the power of 28,000 members coming together.

Your Local 1000A bargaining team is made up of local union executive, staff and members from the workplace who are activists, stewards and leaders within their bargaining unit. It includes members who work part-time and full-time, from each banner, as well as those from different regions of the province.

28,000 Strong

Important Information

Members at No Frills

Over the next several weeks, you will be hearing more about the National Defence Fund (NDF). We talked about it at our Stewards Conference and with our membership in February at membership meetings. In fact, we've been talking about it for a few years now as a real option for retail workers. The NDF is essentially a strike fund that individual bargaining units can vote to join and benefit from. It provides the support you need when you need it most. As we prepare for bargaining for No Frills in 2016, we encourage you to learn more about the advantages of the NDF.

Check your union bulletin board and mailbox for information on the vote to join the NDF which will be held in May and June.



1

It strengthens your position during bargaining in an effort to prevent strikes and lockouts.

2

Joining the NDF demonstrates to the company that you are serious about bargaining and prepared for a labour dispute. Employers see that you have a sense of security knowing the money is coming in, as well as additional benefits and services.

3

Payments to the NDF, like union dues, are completely tax deductible and the fund is administered by the experienced NDF Administration Committee.

4

Provides financial support during a strike or lockout for items such as: portable toilets, trailers, generators, coffee, firewood, barrels, picket signs, legal fees, leaflets and promotional materials, and media ads for public awareness campaigns.

5

The NDF has different contribution levels. For a loonie/week, the picket pay benefit would be \$100/week for a member who works full-time. For \$0.50/week, the picket pay benefit would be \$50/week for a member who works part-time.

6

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 who fulfill their picketing duties.

7

Since its creation in 1986, the NDF helped thousands of UFCW Canada members across the country and has grown to include more than 300 bargaining units as of December 2014.

8

Currently, seven Local 1000A units are in the NDF, including Loblaws Great Food and Superstore, RCSS Thunder Bay, Maple Leaf Canning, Nitta Gelatin, Kretschmar, Elbee Meat Packers, and Ryding Regency.

9

If members vote in favour of joining the NDF, they are committing their bargaining unit to be a part of the fund for five to 10 years.

For more information on the NDF, please visit ufcw.ca. Be sure to visit your local union's website, ufcw1000a.ca for information on NDF vote times and locations.

Growth Summit Shows Way Forward to Build Strength

UFCW Canada Local 1000A leaders, organizers, and activists gathered in Toronto from April 12 to 15 for the second-ever UFCW Canada national Growth Summit.

The summit was aimed at strengthening our union by providing participants with the tools, knowledge and skills necessary to help workers achieve union representation.

Featuring numerous panels and presentations, the summit covered a range of topics, including: the global attack on workers' rights, Work For Less laws, precarious employment, density and growth trends, cultural diversity and effective campaign strategies.



"Workers without the benefit of union representation are seeing a race to the bottom in terms of their wages, benefits and working conditions," said Local 1000A President Pearl Sawyer. "This massive undervaluing of workers, in turn, is putting down-

ward pressure on workplaces with unions. Workers and their families deserve better than this and the first step to creating fairer workplaces and communities starts with union representation."

Local 1000A Member Named Torchbearer for Pan Am Games!



Sarah Pigeau, a Local 1000A member and competitive curler who works part-time at Parker's Your Independent Grocer in North Bay, has been selected as a torch bearer for the upcoming Pan Am Games.

"When I got the email, I was so surprised and excited—I can't wait," said Pigeau. She will be carrying the torch over 200m on June 3, 2015 as part of the lead-up to the games.

"We feel so proud that she was nominated and selected," said Suzanne Pigeau, Sarah's mother.

In addition to working in the Bakery Department, Pigeau has competitively curled for the last four years.

As a member of Team Barclay, Pigeau has qualified for the Ontario Bantam and Junior Women's Provincials and the Ontario Winter Games. Her team is ranked third in Ontario at the Junior Women's Provincials.

"It's an incredible accomplishment," said Cathy Watson, a union steward at the store. "We are thrilled for Sarah and will be cheering her on."

Local 1000A Rallies for International Women's Day

UFCW Canada Local 1000A activists, officers and staff took to the streets of downtown Toronto on March 7 to participate in the city's annual International Women's Day rally and march.

Participants gathered to raise awareness on a variety of issues, including violence against women, affordable childcare, missing aboriginal women and the gender wage gap prevalent in non-union workplaces.

President Pearl Sawyer encouraged members to get more involved in WIN regional committees in their areas.

"This day is an opportunity to reflect on our accomplishments and our challenges but also to take action to build a fairer and more just world," said Sawyer. "Each and every one of us has a role to play in mobilizing for change in our communities."

The history of International Women's day goes back to 1977 when the United Nations General Assembly proclaimed a day for Women's Rights and International Peace. The UN notes that "it is a day when women are recognized for their achievements without regard to divisions, whether

national, ethnic, linguistic, cultural, economic or political."



#IWD

42 Scholarships Awarded

Local 1000A is pleased to congratulate the recipients of its 2014 scholarships. Forty-two scholarships, worth \$700 each (up from \$500 in celebration of our 70th anniversary), were awarded to members or children of members enrolled in post-secondary education based on an essay contest or creative submission.

Since the inception of the scholarship program in 2003, Local 1000A has helped hundreds of students and their families in the face of escalating undergraduate fees.

The increase has been drastic. In the 2003-2004 school year, Ontario students paid an average of \$4,923 in undergraduate fees. In the 2014-2015 school year, students paid an average of \$7,539 — a jump of 53 per cent in just over 10 years.

Local 1000A received many great submissions and we thank everyone who applied. For those who did not receive a scholarship this time, we strongly encourage you to apply again. This year we have 42 scholarships, worth \$500 each, up for grabs. Visit ufcw1000a.ca to download the application.

Congratulations To This Year's Winners!

- Brittany Ashby, Real Canadian Superstore, Oshawa • Jessica Bando, Nick's Pantridakis' No Frills, Toronto • Damien Beaujot, Real Canadian Superstore, London • Alex Bolton, Loblaws Great Food, London • Shannon Brown*, Loblaws Great Food, Pickering • Maggie Chan*, Kretschmar, Toronto • Tabitha Charman, Loblaws Great Food, Ottawa • Makayla Dewit, Real Canadian Superstore, Oshawa • Melanie Dubois, Laura's YIG, Kanata • Connor Hartson, Gord & Kim McGregor's No Frills, Kingston • Andre Jordan, Real Canadian Superstore, Ajax • Megan Joyce, Loblaws Great Food, Toronto • Christina Kambourelis*, Real Canadian Superstore, Milton • Andrew Laruffa, Real Canadian Superstore, Toronto • Paul Luu, Loblaws Great Food, Toronto • Sara Natalia Salazar Luz*, Maple Leaf Poultry, Toronto • Alessandro Magi, Mike Khoury's No Frills, Mississauga • Nicole Maillette*, Real Canadian Superstore, Ottawa • Lamisa Mizan, Loblaws Great Food, Richmond Hill • Naim Mohammed, Tom Wilson's YIG, Ottawa • Jessica Morain, Cineplex, Mississauga • Jean Munyankindi, Loblaws Great Food, Ottawa • Michael Natale, Loblaws Great Food, Toronto • Emily Nunez, Real Canadian Superstore, London • Gabriella Onischuk*, Real Canadian Superstore, Orleans • Ty Peressotti, Brent & Jenny Tarbalka's No Frills, Port Colborne • Alexandre Perez*, Pepe's Mexican Foods, Toronto • Alexandra Petersen, Real Canadian Superstore, London • Maryanne Piacente*, Loblaws Great Food, Toronto • Anja Prostran*, Real Canadian Superstore, Oakville • Nicholas Pybus, Real Canadian Superstore, Brockville • Danielle Reid, Loblaws Great Food, Mississauga • Sheldon Rivard, Benoit Henderickx's No Frills, Ottawa • Ryan Rogers, Loblaws Great Food, Toronto • Sandro Romantini, Steve & Adele Wolter No Frills, Newmarket • Katrina Thomson, Loblaws Great Food, Ottawa • Paul Tom, Real Canadian Superstore, Toronto • Betty Wang, Loblaws Great Food, Toronto • Kaitlyn Weller, Real Canadian Superstore, Aurora • Lauren West, Loblaws Great Food, Mississauga • Dawn Wu, Loblaws Great Food, Richmond Hill • Vincent Young*, Kretschmar, Toronto •

*denotes child/dependent of member

"I was very excited and happy to receive the scholarship, tuition is really high and so is the cost of living. It really helped cover some of my expenses."

← **Betty Wang, Nursing Program**
@ Ryerson University

"It is important that the union offers the scholarship program because it give members a chance to understand the union more; it provides opportunities for those that belong to it."

← **Andre Jordan, Child & Youth Worker Program**
@ George Brown



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for details and to apply for one of
Local 1000's Forty-Two \$500 post-
secondary scholarships.



Local 1000A President Pearl Sawyer (left) and Union Representative Tony Agostini (right) present Gurneet Chauhan with her scholarship cheque.

No Frills Worker Wins \$1,000 BDM Scholarship

Congratulations to Gurneet Chauhan for winning UFCW Canada's BDM Scholarship.

Worth \$1,000, the scholarship is open to active members, their spouse or children enrolled in full-time studies at a Canadian post-secondary institution.

"I am excited – it means a lot to me because I work to pay my tuition," said Chauhan, a cashier at Sheriff's No Frills and a student at York University.

Awarded annually to 18 recipients, the scholarship honours three past leaders of our union: William Beggs, Fred Dowling, and Roméo Mathieu.

"The union is helping me with work and now with my tuition — I am thankful for all their efforts."

Applying for the UFCW Canada BDM Scholarship program is easy. You don't have to be an A+ student. All it requires is a passion for learning, enrollment at a post-secondary institution, and just a few minutes to complete the online application.

To apply for a BDM Scholarship, please visit ufcw.ca

Bargaining Updates

Members at Cineplex Courtney Park See Gains in Second Collective Agreement



UFCW Canada Local 1000A members at Mississauga's Cineplex Cinemas Courtney Park ratified a new collective agreement with wage increases and language improvements. The three-year deal covers 87 workers.

The bargaining committee was led by Local 1000A Staff Representative Dustin Magee and included Staff Representative Gord Jackson, and members Judy Tokzke and Ilija Dimeski (pictured above).

"It is a fair contract which provides us with a good foundation to build upon for the future," said Pearl Sawyer, President of Local 1000A.

"The support and engagement of the membership was key to achieving this contract," said Magee.

Workers will see wage increases throughout the term of the collective agreement. In addition, increases will be added to future legislated hikes to the minimum wage.

Key gains included student leave language, which enables students to apply to maintain their rate of pay and seniority if they are going to a post-secondary institution which is 60 km or more away and/or live in residence.

Additionally, the bargaining committee achieved language that ensures that union stewards will be able to meet with new hires within two weeks of their employment. This improvement means that new hires will have an opportunity to be readily informed about their rights under the collective agreement.

This is the second agreement for our members at Courtney Park since Local 1000A was certified as the bargaining agent for the theatre's workers.

Unico Workers Ratify New Contract



Wage increases and lump sums were among the key gains in a new contract for 34 workers at Unico.

Under the contract, all workers will receive \$1.20 increase over the course of the agreement in addition to a lump sum at ratification.

"With the support of the membership, the union bargaining committee fought hard against concessions to achieve a fair deal," said Don Taylor, Regional Director (Central Ontario) for Local 1000A.

The bargaining committee was led by Taylor and Local 1000A staff representatives Dave Dewar, Dustin Magee, and members Joe Cosentino and Lou Vernace (pictured above).

Wages Rise for Maple Leaf Canning Workers



UFCW Canada Local 1000A members at Maple Leaf Foods - Canning will see wage increases, and benefit improvements over the term of their collective agreement.

The contract covers approximately 60 workers.

Workers will see raises of at least \$1.60 during the term of the agreement. All maintenance employees will receive an additional \$0.60 increase.

The company also agreed to provide increased notice of shift change, up to five days. Family Day has been added to the agreement as a paid holiday. The boot allowance increased to \$175 from \$150 while the tool allowance rose to \$200 from \$150

"We were able to achieve a strong deal thanks to our bargaining committee's hard work and membership's support," said Don Taylor, lead negotiator for the union's bargaining committee and Regional Director (Central Ontario).

Bargaining committee members included Local 1000A Staff Rep Dustin Magee, and members Sam Whalen, Duncan Barristo and Upender Brar (pictured above).

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We Must Guard Against False Slogans

Martin Luther King Jr. once warned, “we must guard

against being fooled by false slogans, such as ‘right to work’... Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone.” King went on to note that wages are lower and job opportunities fewer wherever these laws have been passed.

Today, we will do well to heed King’s words.

This spring, Wisconsin became the 25th American state to adopt these right-to-work-for-less laws. After launching a brutal attack against public sector unions, Wisconsin’s Republican Governor Scott Walker turned his attention to the private sector. Under his free rider legislation, workers receive the benefits of collective bargaining without supporting their union and paying union dues. Those union members who pay dues end up paying for and supporting those who don’t. It doesn’t seem fair... does it?

While Walker may claim this law is all about “the freedom to work,” it’s really about catering to the interests of the superrich over that of the working and middle class.

In Walker’s case, the superrich are billionaires Charles and David Koch

—who own brands like Stainmaster carpet, Dixie Cup, Lycra and much more. The brothers are pumping hundreds of millions into right-wing anti-union politicians and causes. Walker has been such a major beneficiary and proponent of the Koch brothers’ views, that a leading Bloomberg article called him the ‘King of Kochworld.’

When candidates are indebted and tied to the superrich, where do regular working class and middle income people fit in? The answer is they get left behind.

The American Federation of Labour & Congress of Industrial Organizations (AFL-CIO) reports that states with right-to-work-for-less laws have lower wages and incomes, higher poverty and infant mortality rates, less investment in education and higher workplace fatalities.

This reality of right-to-work-for-less legislation is one that Canadians cannot afford.

Know the Facts

- *The average worker in right-to-work-for-less states makes \$5,971US (12.2 percent) less annually than workers in states without the legislation.*
- *Infant mortality rate is 14.2 percent higher in states with these laws.*

(Courtesy of AFL-CIO)

In Ontario, former Conservative leader Tim Hudak borrowed from the Republican playbook by proposing right-to-work-for-less laws leading up to the last provincial election. While he was eventually defeated, it doesn’t mean the battle is over.

On the federal level, the continuing existence of Bill C-377, despite much controversy and outcry, shows that Prime Minister Stephen Harper’s desire to attack unions and the workers they represent is unwavering.

Undemocratic at its core, Bill C-377 could result in a serious invasion of privacy and threaten our right to free expression and association. Please take a moment to visit ufcw.ca and join the movement to defeat this undemocratic bill.

As long as the right-to-work-for-less movement south of the border continue to grow, we must be vigilant and we must do what we can to be informed. We must study each of our political party’s actions and platforms. We must determine whether they do really have the interests of working class and middle income Canadians at heart or are they only concerned about the wealthiest Canadians. Most importantly, we must act on our knowledge so we can build a fairer future for all Canadians.


Kevin Benn, Secretary Treasurer

Celebrating Our Accomplishments; Fighting for a Fairer Future Labour Day • Sept 7, 2015

Labour Day events will take place across Ontario to celebrate all that workers have achieved. This year, your union will be participating in the Toronto parade, which ends with free admission to the CNE. If you’d like to participate, register by emailing us your shirt size and the number of family members and friends you are going to bring along: labourday@ufcw1000a.ca — Check out ufcw1000a.ca for Labour Day events scheduled in your community.



12,000 Loblaws Great Food & Superstore workers want a fair deal!

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