

CONNECTIONS

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

VOL. 28 NO. 3 WINTER 2015

Workers Helping Workers

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In 2015, more than 300 stewards from across Ontario attended education and training courses to help and empower members at work. For more pictures, check out facebook.com/ufcw1000a



Your Union in Action



Local 1000A's delegation attended the 13th Biennial Ontario Federation of Labour (OFL) Convention in Toronto. Ahmad Gaied (top left), a Local 1000A activist and Member Engagement Rep, was elected as OFL Executive VP. Local 1000A Recorder Glacier Effs-Samuel (top right), spoke out against workplace bullying. UFCW activists (bottom) rally with Ontario NDP MPPs at WSIB headquarters for justice for injured workers. For full story, visit ufcw1000a.ca

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2015 A Year of Making a Difference



Improving and protecting the rights and livelihoods of workers is at the heart of what we do at Local 1000A. From the negotiating table to arbitration hearings, your union has worked tirelessly over the past year to ensure your voices and concerns are heard. We

have stood side by side with our members—strong and united—as we strived to improve your workplaces and communities. As always, 2015 has been a busy year for your union.

This year, we negotiated 13 agreements covering more than 13,000 members. Our foremost priority at the bargaining table is to achieve the best possible collective agreements for our members and I am pleased to report we achieved gains in every agreement and ensured that there were no concessions. We negotiated agreements in the following units: Loblaw's Great Food and Superstore, Sysco Fine Meats, Brandt Meat Packers, Sofina Foods, Cineplex Courtney Park, Unico, Feather Industries, Nitta Gelatin, Maple Leaf Canning, Dessureault's YIG, Rowland's YIG, Wilson's YIG and Real Canadian Superstore in Thunder Bay.

During Loblaw's Great Food and Superstore negotiations, strong membership participation and support helped bargaining achieve a fair deal for 12,000 members. Visit ufcw1000a.ca for more information on gains, including our ground-breaking achievements on scheduling.

In addition to negotiations, we continue to make a difference in the lives of our members through our WSIB (Workplace Safety and Insurance Board) and Health and Safety department. In the past year, I am proud to report that we won 60 appeals at the WSIB and Appeals Tribunal and helped put almost \$1 million in retroactive and future benefits into our members' hands.

We also filed more than 500 grievances this year to protect our members' rights under their collective agreement. Of these, two-thirds were resolved, awarding hundreds of thousands of dollars to members while other grievances are in process.

To better serve our members, your union also provided several training and education courses to over 300 stewards to ensure they have the tools and skills to help protect your rights at work.

Beyond the workplace, your union continues to make a positive difference in the community by fundraising and donating \$40,000 to the Leukemia & Lymphoma Society of Canada. We saw strong membership support at several events, including Ride for a Cure, Light the Night Walks in North Bay, Toronto, London and Ottawa, the annual Golf Tournament, community yard sales in North Bay and Toronto and a Charity Dart Tournament and Bake Sale in Smiths Falls.

In addition, your union continued our proud tradition of standing up for equality, justice and fairness for all by participating in Equal Pay Day, International Women's Day, and the Pride Parades in Toronto, Brockville and Ottawa.

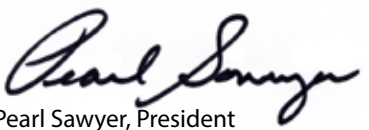
We continue to advocate for key issues that affect the lives of our members, including violence against women. I, along with many UFCW Canada Local 1000A activists, were proud to participate in several events this December, including our shoe memorial and white ribbon campaigns.

2016 will also be a busy year but I know, when we work together, we are more than up to the challenge. Several agreements will be up for negotiations, including the current No Frills agreement which expires on June 30, 2016 and covers nearly 10,500 members. Currently, we are well underway in preparing for those negotiations.

To all those whose contracts will be up for negotiations next year, I have a few words for you: participate, participate, participate! By being involved and engaged, you will strengthen your union's position at the bargaining table and be able to achieve improvements in your working conditions.

As we head into the new year, we will do well to remember the words of the late Jack Layton: "My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful, and optimistic. And we'll change the world."

I want to thank you for being part of the Local 1000A family and wish you and your family a happy holiday season and a wonderful new year.


Pearl Sawyer, President



Local 1000A members Light the Night to fundraise for Leukemia & Lymphoma in Toronto, London, North Bay and Ottawa (clockwise).





Ninth Annual Stewards' Conference

Nearly 150 stewards from across Ontario joined UFCW Canada Local 1000A staff and officers for the ninth annual Stewards' Conference.

Focused around the theme, "What Defines Your Labour Movement," the conference featured a variety of speakers who provided key information, strategies and tools to assist members in the workplace. The conference ran from September 19 to 20.

Pearl Sawyer, Local 1000A President, delivered a keynote address to open the conference.

Sawyer spoke about the many aspects that define the labour movement, including collective bargaining, political action, the fight for healthier and safer workplaces, community activism and much more. She provided information and updates on local union initiatives from the past year as well as what is planned for 2016.

Sawyer encouraged members to take an active part in the political process and vote as it affects their everyday life.

"Each of you has the power to make a difference to help create a Canada where childcare matters,

where healthcare is strengthened and not cut, where seniors can retire with dignity, where there are good quality jobs which will lift families up," said Sawyer.

Sawyer also thanked all stewards for working so hard to better the lives of their co-workers.

"Your job is a difficult one and your dedication, knowledge and experience are vital to the success of your union."

— President Pearl Sawyer speaking to stewards



Anna Alers-Alers, a steward from a Thunder Bay Real Canadian Superstore, said the conference provides a major recharge for stewards.

"It is always amazing when so many stewards come together—it's a reminder that we are not alone and we are together in this fight to create better workplaces and

communities and that we can create change together."

She said what defined her labour movement was empowerment.

"It's uplifting and empowering to be reminded that ordinary people can make a difference. Everyone counts and everyone has something to offer."

For Justin Marcil, who works at a London No Frills store, it was his first Stewards' Conference.



"I was trying to soak it all in," said Marcil. "I didn't realize how much help there is for members and stewards to access. When you come to a conference like this, you realize how big the network is and how many people you can go to for help and advice."

Marcil said what defines his labour movement is the fight for equality.

"What connects us is this fight to build a better life for everybody and not just a select few," Marcil said. "While the rich are getting richer, the quality of life for everyone else is going down. We are coming together to raise the standard for everyone."



Stewards Reflect on Their Labour Movement



Veronica Chicardini

"Community is what defines my labour movement. Unions are about people coming together to make their workplace and communities better."



Lorraine Anderson

"For me, it's respect that defines my labour movement. Having respect for each other is the foundation on what everything else is built- from respect comes solidarity, justice and dignity."



Nenita Genodia

"For me, unity, respect and justice are what the labour movement is about. Unity is about workers standing up together, respect helps us understand each other and resolve problems in the workplace, and justice is what we seek for all workers."



Natasha Grey

"To me, it's about solidarity. We need to stick together to create a labour movement for us as Canadians. We need to stay strong and united because if we don't, governments and companies will walk all over us."



Dianne McLeod

"Support is what defines my labour movement because the union is about workers standing together and being there for each other."

Why I Volunteer

Local 1000A is home to passionate and dedicated volunteers and activists. In this edition, some of them shared with us their stories of why and how they participate with their union.

Ian Stables is a young worker and steward from the Real Canadian Superstore in Brockville. He has participated in UFCW Canada's Youth Internship Program. (pictured centre)



I volunteer because I like helping people. I've met many people when I volunteer and it feels great to be a part of something and to give back to your community.

I took part in the Youth Internship Program (YIP) sponsored by UFCW Canada. I got involved to learn new skills and find more ways to help out not just in my own home community but on a provincial, national or even a global level. Through the first part of the program, I've learned to pay more attention to the news and other media as the issues being talked about can affect me more than I think.

In October, I participated in part two of the YIP Program. I helped create and worked on a campaign with other young workers from across Canada called ivote4, which was aimed at getting the younger generation to vote in this year's federal election. We encouraged young Canadians to inform themselves about the issues and have their voice heard on the way Canada is being run.

By getting involved in my union and programs like YIP, I've learned many new skills that I can bring to my community and to even my everyday life. It's important for young workers

to get involved in their union because if we all come together as a larger community, we can help and support each other for fairness and our future.

Cathy Watson, a steward from Stuart Parker's YIG in North Bay, is a member of the local union's Women's Issues Network. She has led her union brothers and sisters in a Silent Stand-In to raise awareness about violence against women.



I have experienced emotional abuse. Instead of bruises, I was left with scars. I call them anger, fear, embarrassment, and feelings of powerlessness, just to name a few. These feelings have caused so much turmoil in my life, yet have empowered me to become the person I am today.

Born in the early 60s, I don't suppose I was any different from others. My mother became an alcoholic, my father drank, and became the abuser. As a child growing up, I experienced things that a child should never hear, nor see.

Today, I feel that the abuse I suffered is also where I have gained my strength. It is in part, the reason I fight against the abuse of women. It is the reason I am strong and proud. It is the reason I will never allow anyone to treat me like that. It is the reason I stand with my brothers and sisters, fighting to help end what never should have been.

Do I still carry these scars? Of course I do. Some things never go away. Yet I am determined to help put an end to violence against women, children, and yes, even men.

I will continue to fight against abuse. I will continue to help others fight against abuse, whether it is in our workplace, in our community, or in our own lives.

We are more powerful than we give ourselves credit for, and I believe that together, we can put an end to this violence. I'll never stop fighting, not just for you, but for myself.

So, the reason I choose to help is perhaps a selfish one. It's called my life. It could be anyone's life. Your mother, your sister, your friend, yourself, but, aren't we worth the fight? You bet we are.

Mary-Joe Eaton, who worked at Kretschmar, is a long-time Local 1000A activist who helped organize two community yard sales this year to raise money for the Leukemia and Lymphoma Society of Canada. (pictured far left)



Leukemia is a devastating disease and even though we have made many huge leaps there are still people losing their lives to this disease.

Six years ago, I made the decision to put my all into helping to find a cure for leukemia and lymphoma when I heard the sad news of a member's 10-year-old daughter being diagnosed with leukemia. Though

I didn't know the family personally, I could not help but think of all the pain and suffering they were facing and the difficult road ahead for them. As a mother, I thought of the parents taking care of their child knowing it could be their last days together. Sadly, that little girl lost her battle with leukemia.

Like many of my union sisters and brothers, I choose to be proactive in helping to find a cure so hopefully one day no one suffers from this disease. I participate in leukemia fundraising because it gives me joy knowing I am helping others and because it's the right to do. The families I help are very appreciative of my efforts in helping their loved ones live a full life.

At my workplace, I along with my co-workers regularly organized a 50/50 weekly draw and monthly bake sales. My sisters and I from the WIN Region 3 also held two community yard sales. It was overwhelming for us to hear from leukemia survivors sharing their stories and thanking us because it's through the work and support of volunteers that today they are survivors.

In recent years, I was thrilled to see Hailey, a co-worker's daughter, win her battle against leukemia. She is currently in remission and attending school. It's these types of stories that keep me going because I know we are making a difference by every little thing we do. I believe a cure is around the corner but it will take all of us to win this battle. Let's not wait until one of us or a family member is diagnosed— We all have the power and ability to make a difference today.

Danea Lau, a steward at a Loblaws Great Food in Ottawa, is a member of the local union Pride Advisory Group as part of her LGBTQ activism.

In the committees I am a part of, including the Pride committee, I am reminded of my belief, to stave off discrimination, bigotry, preju-

dice, violence, and oppression, I must seek to do good things for this world. Many members of the LGBTQ community, especially those who identify as trans, face poverty, lack of opportunity and a poor quality of life. Many deal with lack of medical resources, safe housing and barriers to good employment opportunities because of discrimination.

I have been discriminated against, struck down as a child, feared for my life, faced poverty and unfortunately continue to experience many of these today. I've faced depression, pain and loneliness and some days, a desire to end my life.

Through these experiences, I have seen how a single altruistic act can make a great difference in providing hope, comfort and creating change. These actions can be as simple as taking time to listen and offer support, or volunteering through the union and community organizations.



In the first Toronto Pride event I attended with my union, I remember seeing the massive crowds. I remember feeling awestruck, empowered and hopeful. It was incredible to see so many people coming together for equality and change. It is a feeling that has stayed with me always.

Television personality and childhood educator Fred Rogers once said, "When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.'"

For me, I volunteer as much I can because I know the difference that helpers can make.

Kyle McGreal, who comes from National Grocers Maple Grove Distribution Centre in Cambridge, is currently a Special Project Representative with Local 1000A. He has been involved with several campaigns with the New Democratic Party (NDP).



As a labour movement, we have to be politically involved to help protect and improve the rights of all workers. Political action is how we can make our voices heard and ensure our interests are protected at Queen's Park and the House of Commons. Legislation passed can have a tremendous impact on the lives of our members.

I have been politically active for a long time. My family has always supported the NDP and I am from Hamilton- where the NDP has a strong presence.

I have volunteered with several NDP campaigns because I believe they are the party representing the needs of workers in this country. They stand up for what matters to workers, from affordable childcare to a strong healthcare system. My hope is we form government one day so the issues that concern working people are addressed.

To counterbalance the power of the rich and big business, there needs to be a force advocating for the interests of working families.

As a father, I am not just volunteering for myself but for my two children because the decisions made and laws passed today have a huge impact on their future.

Do you know a Local 1000A member that does outstanding work in their community? Email [Connections at communications@ufcw1000a.ca](mailto:Connections@ufcw1000a.ca)



Combating Precarious Work Needs Global Strategy

UFCW Canada Local 1000A President Pearl Sawyer spoke at the UNI Global Union Board meeting about the importance of lifting workers globally out of low-wage precarious insecure work, which has seen unprecedented growth at the expense of good jobs.

UNI Global Union represents more than 20 million workers from over 900 trade unions.

“At a time of rising inequality and growth in precarious insecure work, it’s vitally important for workers across the globe to coordinate their efforts in fighting for good jobs, fair wages and scheduling. It’s important that Canadian retail and food workers are part of the global discussion and strategy to achieve fairness and justice for workers at home and around the world,” said Sawyer, who is a member of the UNI World Executive Board.

Sawyer said workers globally needed a pay raise and that a \$15 minimum wage should come with access to guaranteed hours of work. The latter will protect workers from employers’ like Walmart, who cut hours after pledging to increase wages at its U.S. stores. She further called for increases to minimum wages to be applied to those who are already in wage progressions, to ensure their experience is taken into account. Sawyer called for UNI Commerce and other sectors to develop standards that will go along with the call for a \$15 minimum wage.

“Workers need a raise but they also need guaranteed hours to ensure their quality of life actually improves,” she said. “The best way to achieve those guaranteed hours is through unionization and collective bargaining.”

Sawyer spoke about the achievements of Local 1000A members at Loblaws Great Food and Superstore in secur-

ing guaranteed hours, part time clerks in wage progressions seeing wages go up as minimum wage goes up and achieving an increased period of notice for their work schedules.

Under the recently ratified Loblaws Great Food and Superstore agreement, more part-time workers have access to guaranteed hours to improve their quality of life. This means many more workers receive 28, 24, or 20 hour guarantees based on length of service and number of part-time employees in their department.

Part-time workers are also participating in a pilot program that provides an additional week of notice of their work schedule.

The pilot started in late August. A decision will be made on the full implementation of this pilot between the 8 to 12 month mark based on its success.

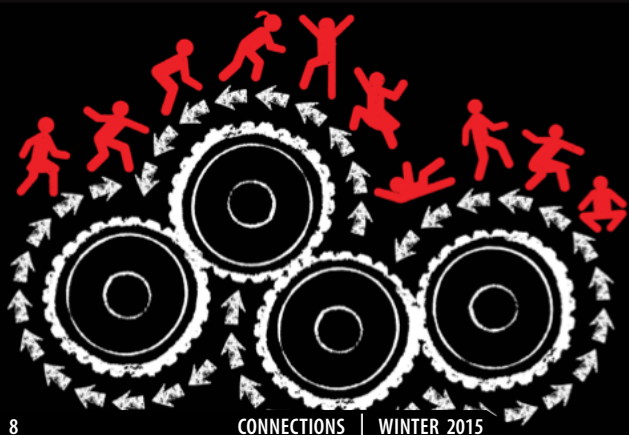
At a time of rising inequality and growth in precarious insecure work, it’s vitally important for workers across the globe to coordinate their efforts in fighting for good jobs, fair wages and scheduling. These scheduling improvements were some of the many gains achieved in the negotiations. In addition, Sawyer noted that legislative changes are needed to raise the standard for all workers, and one way to improve these standards is through legislated allocation of hours to full-time work, guarantee of minimum hours and minimum notice period for work schedules.

“There is still a lot of work to be done in Canada and globally to halt the rise of precarious work, and reduce the significant uncertainty and insecurity far too many workers are experiencing today, particularly in non-unionized workplaces,” Sawyer said.



“At a time of rising inequality and growth in precarious insecure work, it’s vitally important for workers across the globe to coordinate their efforts in fighting for good jobs, fair wages and scheduling.”

— Pearl Sawyer



STOP PRECARIOUS WORK

Local 1000A Bowls to Strike Out Sickle Cell Anemia

For the fifth year in a row, Local 1000A members and staff came together to Bowl for a Cure for Sickle Cell Anemia.

“This event is about doing our part to raise awareness about this devastating disease which affects so many people around the world,” said Jonathan Lobo, Local 1000A’s Community Action Coordinator (CAN).

Hereditary in nature, Sickle Cell is a blood disorder which leads to red blood cells getting stuck in the blood vessels. As a result, much-needed blood and oxygen gets blocked from vital organs (including the lungs, heart, kidney, liver and much more). The Sickle Cell Disease Association of Canada estimates that up to 1 in every 2,500 babies will be born with the disease in this country. The association further reports that 5,000 people in Canada are estimated to have the disease.

Through this event, and other initiatives, Local 1000A donated a total of \$10,000 to Faces of Our Children, an organization that raises awareness, support and funding for this important fight.

For more information, visit www.facesofourchildren.org.



Milton Santa Claus Parade Draws Thousands

Decked out in red, UFCW Canada Local 1000A members and staff took to downtown Milton to spread holiday cheer at the city’s annual Santa Claus Parade.

On the morning of Sunday, November 15, volunteers started decorating the union float for the afternoon parade.

Local 1000A’s participation was organized by our Community Action Network (CAN).

“This is a great event which brings families, communities and unions together,” said Mary-Joe Eaton, a Local 1000A Executive Board Member. “Our participation is about giving back and strengthening our ties with the larger community.”

“I want to thank all of our members, staff and families who came out in support of this joyful event- your participation made this event a success,” said Jonathan Lobo, Local 1000A’s CAN Coordinator.

If you know of any events within your community or have any suggestions for the local’s CAN to participate in, please contact Jonathan Lobo at 416.459.5077.



Raising Retail

It's time to raise retail in Ontario. That's the message that Local 1000A President Pearl Sawyer took to the Ministry of Labour this fall as part of Changing Workplaces Review.

Sawyer led the Local 1000A delegation at the consultations, which examine "how the Labour Relations Act and the Employment Standards Act could be amended to best protect workers while supporting businesses in our changing economy."

The Ministry has stated that an interim report will be released in early 2016.

"Whether we are at the bargaining table, the shop floor or Queen's Park, your union is leading the fight to raise retail across Ontario," said Sawyer. "Political advocacy is the first step in changing our outdated labour laws and helping raise the standards for all workers, union and non-union."

Ontario's current employment standards regime simply does not address the realities faced by retail workers, Sawyer said.

"As a local union comprised in large part of grocery and retail workers, we have a membership that is very familiar with the challenges of working part-time, and attempting to balance multiple part-time jobs and/or part-time jobs with school," she

said. "While a part-time labour force gives employers flexibility, actually working part-time often comes with the stress of not knowing week to week when, or for how long, one will be working. This causes significant difficulties with planning one's life, balancing work and school, managing family responsibilities, as well as reliably meeting financial obligations."

During negotiations with Loblaw Supermarkets Ltd, your union achieved significant gains to help more members working at Great Food and Superstore achieve worker friendly scheduling (from increased work notice to guaranteed hours). For more info on the gains achieved, visit ufcw1000a.ca

"While our members have their union in their corner, many other workers in Ontario have to fend for themselves," she said.

In non-unionized workplaces, employers give no guarantees as to how many hours a part-time employee will receive, give insufficient notice of when shifts are scheduled, and make last minute changes to schedules, or cancel shifts either right before they begin, or abbreviate them once the employee has arrived. Even so, employees are expected to show up when scheduled, and often

to commit to be available for large portions of the week, with no corresponding guarantee of being scheduled for shifts. Given the competitive nature of the retail sector, without any rules limiting these scheduling practices, employers will be discouraged from committing to any improvements.

To address the issues faced by retail workers, Sawyer said it's imperative to move away from a one-size-fits-all approach, consider diverse solutions for employees in different situations and stages of life, and work with the understanding that flexibility for employers cannot be limitless.

With this approach in mind, the local union made a number of recommendations at the consultation, including:

- 1) The creation of a taskforce, which will conduct a review of scheduling in the retail sector.
- 2) Creation of a minimum notice period for posting of schedules.
- 3) A minimum ratio of hours allocated to full-time employees.
- 4) Limitations on availability requirements.

For more details on Local 1000A's submission, check out ufcw1000a.ca

Members speak on scheduling gains achieved during negotiations:

"It's more worker friendly and it gives you more of a heads up."

Linda Reid,
Loblaws Great Food,
Maple Leaf Gardens

"Feedback has been positive. The changes will mean more flexibility for workers as they juggle multiple jobs or family commitments."

Annie Sundar, Real
Canadian Superstore,
Mavis & Dundas

“Darkness Cannot Drive Out Darkness” - MLK



Imagine hearing the place of worship you have always gone to—in this case, a mosque in Peterborough, was set on fire.

Imagine walking in your apartment building and seeing the words, “Muslims go home.”

Imagine how you would feel? These are some of the many shameful and unacceptable incidents that have targeted innocent Canadians in our country in the wake of the horrific attacks in Paris.

As Canadians, we must condemn these acts which aim to divide and separate our great country.

We must come together as union members and as community members to stand up for the Canada we believe in — an inclusive, progressive and fair Canada.

Together, let us advocate for a Canada in which we achieve justice for missing and murdered aboriginal women.

A Canada where persons with disabilities are no longer marginalized, and discriminated against, where fully inclusive workplaces and accessible workplaces become a reality.

A Canada where our LGBTQ youth are not victims or targets of bullying.

A Canada where our sisters, mothers, wives and daughters do not face barriers to how far they can rise (or earn less) just because of their gender. A Canada where we have eliminated violence against women.

Inaugural Outstanding Member Achievement Award Recipients Announced

Your union announced the recipients of our inaugural Outstanding Member Achievement Awards at the annual steward’s conference earlier this fall.

“Our union is home to many incredible members and activists dedicated to improving their workplace and their communities,” said Local 1000A President Pearl Sawyer. “To honour their outstanding efforts and to encourage increased activism among our membership base, we have established the ‘Outstanding Member Achievement Awards’ program.”

The 2014 recipients for each award category are noted below.

- Leadership and Advancement of the UFCW – Caroline Brisebois (Loblaws Great Food, Vanier)
- Fundraising for Leukemia Research – Mary-Joe Eaton (Kretschmar, Toronto)
- Contributions to the Community – Scott Perkins, (Loblaws Great Food, Toronto)
- Promoting Health & Safety in the Workplace – Annie Sundar (Loblaws Real Canadian Superstore, Mississauga)
- Human Rights (new category for 2015)

A more inclusive, compassionate and fair Canada is possible.

In Peterborough, we have seen the worst, and we have also seen the best of human nature as community members rallied to support their neighbours. We saw a local synagogue and churches offering prayer space for their Muslim Canadian neighbours. More than \$88,000 has been raised to cover the repair costs of the damaged mosque.

This spirit of compassion, kindness and empathy for our neighbours is what Canadians are all about. When we step up, speak up, and take action against injustice, we can make a difference. As Martin Luther King said, “Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.” Those in Peterborough did just that.

Sisters and brothers, let us unite together to drive out the darkness, discrimination, ignorance, and prejudice in our communities.

Unions are about standing up for justice for all, and this new year, let us join together to educate, inform and stand up for the great country we know and love. Let us do our part in breaking down the barriers that hurt our neighbours and build a compassionate, multicultural and inclusive Canada for all.


Kevin Benn, Secretary Treasurer



“I am pleased to congratulate the 2014 award recipients for their outstanding commitment, dedication and activism,” said Dan Gilbert, Executive Vice-President of the local union. “Thank you for making a difference in your union and communities.”

Recipients were chosen from numerous member nominations, and each received a \$500 award.

“It’s nice to be recognized,” said Brisebois. “It’s not easy being a steward and the reward is when you get to help members and make a difference for them”

“I have been honored to receive this award from our local for my fundraising efforts and am very thankful for this recognition,” said Eaton. “In my eyes the biggest award I have received has been through hearing the words: “I am a survivor.”

Applications for the Outstanding Member Achievement Awards can be found at ufcw1000a.ca

UFCW CANADA LOCAL
1000A WISHES YOU A
SAFE AND HAPPY
HOLIDAY SEASON!



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The Local 1000A office will be
closed from December 24, 2015
(noon) to January 1, 2016 inclusive.

