

# CONNECTIONS

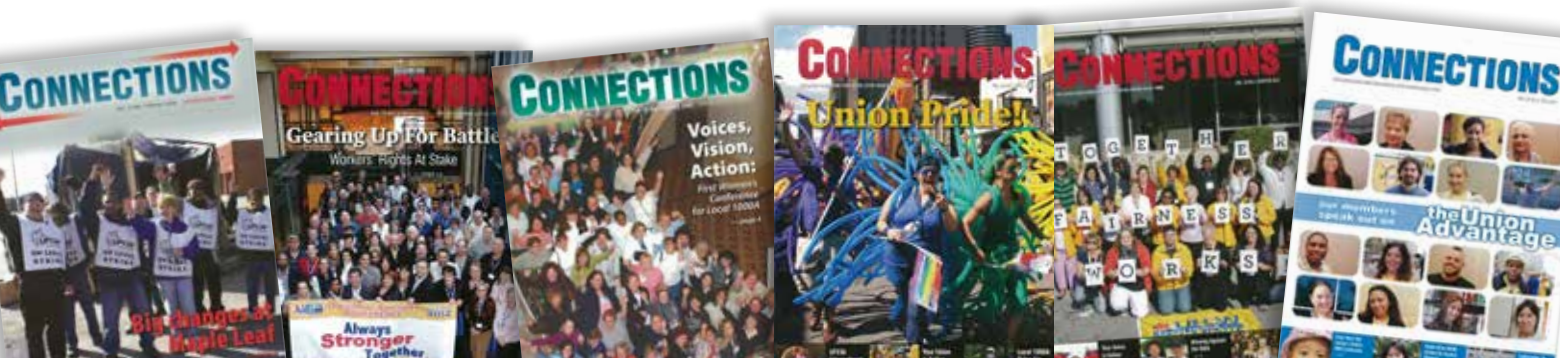
THE LATEST NEWS FROM YOUR UNION, UFCW CANADA LOCAL 1006A

SPECIAL EDITION • 2016



## SPECIAL EDITION

*As we begin a new chapter as Local 1006A, we look back at some of the moments and faces that have shaped our union's great history.*



Pearl Sawyer reflects on her time as Local 1000A President — p. 2



The above group are the officers and representatives by the members of the newly formed Loblaw Workers' Council.

Where we began: From a group of grocery workers to a union 36,000 strong — p. 4



About the Merger: Local 1000A and 206 unite to create UFCW Canada Local 1006A — p. 12

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Affiliated with the Ontario Federation of Labour and the Canadian Labour Congress

*This list reflects the last Local 1000A Executive Board whose term ended April 30, 2016. For the list of the new Local 1006A executive board, see page 11.*

*\* term ended March 31, 2016.*

**President**

Pearl Sawyer

**Secretary Treasurer**

Kevin Benn

**Executive Vice-President**

Dan Gilbert

**Recorder**

Glacier Effs-Samuel

**Vice-Presidents**

Sebastian Aguanno

Kevin Bacon

Caroline Brisebois

Alfredo Di Febo

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# One Chapter Closes,



## Pearl Sawyer

### Reflections from the last Local 1000A President

With the merger of Local 1000A and Local 206 effective Sunday, May 1, 2016, I'm writing to you one last time.

As one chapter closes, and a new one begins, we have prepared a special edition of *Connections* to honour the people and some of the history that we have made together as a reminder of what we have been a part of. We hope you enjoy it and that it conjures up fond memories for you.

From organizer to President, I have spent much of my life representing UFCW Canada Local 1000A and our membership. I am extremely proud of my association with Local 1000A and I will forever cherish the memories and friendships that I have made with members and staff of this great local union.

In the many roles that I have served in the last 34 years with Local 1000A, I learned early on from then President Daniel Gilbert that if my decisions were guided by what is in the best interest of our members, staff and the local union overall, then as tough as some decisions are, they are the best ones.

I know the merger of Local 1000A and Local 206 will strengthen us, create more diversity in the sectors of the economy in which we represent members, and better position us for the future.

Effective May 1, 2016, Local 1006A was created.

I will be serving as Executive Vice-President of our new Local where I will continue to champion the rights of all members and play a key role in overseeing a smooth merger transition. In addition, I will be taking on a new, expanded role as a leader on global solidarity initiatives.

On a personal level, I am grateful for the opportunity that you gave me to serve as President of Local 1000A. I am also proud that I was the first woman to hold the position in the Local. It has meant so much to me to get to know so many of you from all across the province and listen to your stories and experiences. Your input and feedback has strengthened our union.

Together, the membership, staff and officers of 1000A have accomplished some great things over the last five years.

We worked hard to ensure our local union was well positioned financially to take on



# Another Chapter Begins...

the challenges we have faced and providing a foundation that will serve us well into the future.

We negotiated strong contracts for our members, including the 2015 collective agreement with Loblaw's Supermarkets Ltd where we achieved job guarantees and groundbreaking scheduling language for part-time workers.

When we felt our members' rights were being violated, we took the company to court for the first time in our history and successfully obtained an injunction that remains in place today pending an arbitration resolve.

We put millions of dollars back into the pockets of injured workers during the last five years through the hard work of our staff in the WSIB and Health and Safety Department.

We have been a voice for retail workers, both domestically and internationally, and have significantly increased our advocacy for causes such as LGBTQ rights, pay equity, reforming WSIB and eliminating violence against women.

We also extensively expanded our communications outreach in the last five years by pioneering membership telephone town halls and electronic newsletters

As the last President of UFCW Canada Local 1000A, I want to say thank you.

To our staff, thank you for your hard work and dedi-

cation day in and day out on behalf of our membership.

To our activists and stewards, thank you for volunteering your time, sharing your knowledge, experience and skills.

To our executive board members, thank you for your input, your participation and service.

Our staff, activists, stewards and executive board members can be proud of the difference they have made and are making in the lives of our members.

To each and every one of our members, while we may not all know each other, thank you for being part of our union family. You make our union great.

I have confidence that we will continue to accomplish great things together. I look forward to working with you as the Executive Vice-President of Local 1006A and remember, we are always stronger together.

I also wish to thank my dear husband, John, for his unwavering love and support, regardless of the long hours, countless nights away from home to do this great work and I shall be forever grateful that he regularly attended member events, rallies and parades by my side and with all of you who participated.

In solidarity,

**Please see page 11 for  
the merger story.**



# Founded by Grocery Workers in 1944

## LOBLAW WORKERS' COUNCIL



Local 1000A's history dates back to 1944 when a small group of Loblaws workers formed a union, established a constitution, elected an executive and bargained their first collective agreement.

That first union, the Loblaws Workers' Council, represented workers in all Loblaws stores in Ontario and operated for 10 years with volunteers. Workers donated their time to handle grievances, resolve differences with management, set bargaining priorities and

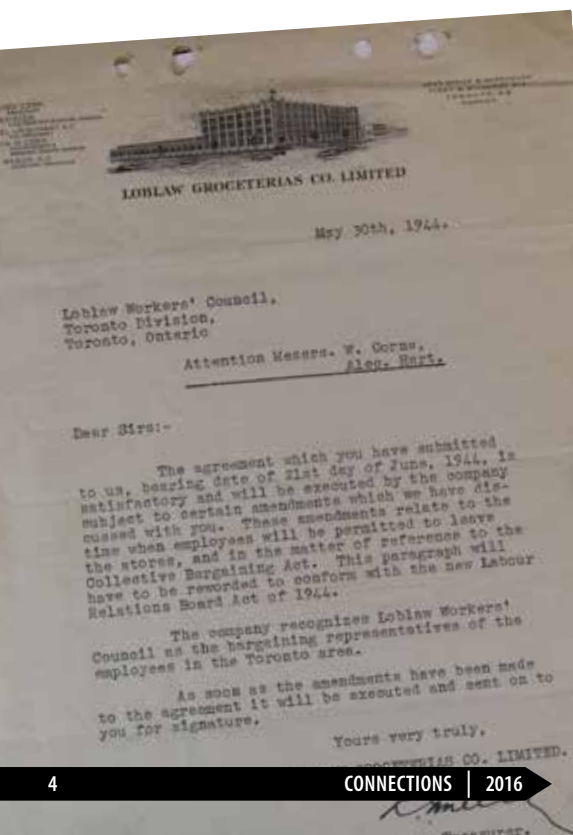
negotiate agreements.

By the mid-1950s, Loblaws, like many other businesses, expanded in the boom following the Second World War. With more members and demand for more service, the Loblaws Workers' Council needed a full-time president, a full-time secretary treasurer, and by the early 1960s, full-time staff representatives.

With the union's growth came broader participation in the labour movement, including affiliation to the Ontario Federation of Labour and the Canadian Labour Congress. To meet the conditions of these central labour bodies, the Loblaws Workers Council became the Union of Canadian Retail Employees (UCRE) and declared its willingness to hold merger talks with any international union representing workers in the retail food industry.

In 1978, UCRE merged with the Amalgamated Meat Cutters & Butcher Workmen of North America. A year later, the Meat Cutters merged with the Retail Clerks International Union, forming the United Food and Commercial Workers International Union. With that, UFCW Local 1000A came to be.

Effective May 1, 2016, Local 206 merged with Local 1000A creating UFCW Canada Local 1006A.



Workers at Loblaws stores in Ontario form the Loblaws Workers' Council.



The Loblaws Workers' Council pursues affiliation with The Ontario Federation of Labour and the Canadian Labour Congress and became the Union of Canadian Retail Employees.



The Union of Canadian Retail Employees merges with The Amalgamated Meat Cutters & Butcher Workmen of North America.



The Meat Cutters merge with The Retail Clerks International Union to form The United Food and Commercial Workers International Union. UFCW Local 1000A is formed.



UFCW begins its affiliation with the Leukemia & Lymphoma Society. As of 2014, UFCW Canada members have raised over \$31 million for Leukemia and Lymphoma Society of Canada.



May 1, 2016 UFCW Canada Locals 1000A and 206 merge to form Local 1006A. The new local represents nearly 36,000 members in various industries across Ontario.

# A History of Strong Leadership

With the support of the membership, successive presidents have played a critical role in shaping the history of our great union.

It all began with Bill Corns, president of the Loblaw Workers Council, who was instrumental in starting our great union and bargaining the first collective agreement.

Corns was succeeded by Alex Hart, who was a vice-president of the council when it was first formed. Hart served as president for nearly 25 years and oversaw the council as it became the Union of Canadian Retail Employees.

Hart passed on the torch to President Daniel Gilbert in 1969, who was instrumental in transforming the union into what it is today. Gilbert led UCRE to its merger with the Amalgamated Meat Cutters and the creation of UFCW Canada Local 1000A.

In 1999, President Kevin Corporon took the helm and helped revolutionize and develop your union's activist base.

In 2011, Corporon retired and the local union's executive board voted unanimously for Pearl Sawyer, then Executive Vice-President, to serve as President.

She was elected by the membership as President in 2012, and her term has reflected her inspired leadership on diversity, inclusion and innovation in membership communication. She served as president until Locals 206 and 1000A merged on May 1, 2016. She is now Local 1006A's Executive Vice-President.



FEBRUARY, 1970

## Dan Gilbert president as Hart retires

Dan Gilbert, a former shop steward in the Chatham store, is the new president of the Union of Canadian Retail Employees.

He succeeds Alex Hart, who retired in October after nearly 25 years as president of Loblaw employees' organizations.

Bro. Hart was elected a vice-president of the Loblaw Workers' Council when it was formed in 1944, and was elected president of that group the following year. The council, of course, later received a charter and became a full-fledged union, the Union of Canadian Retail Employees.



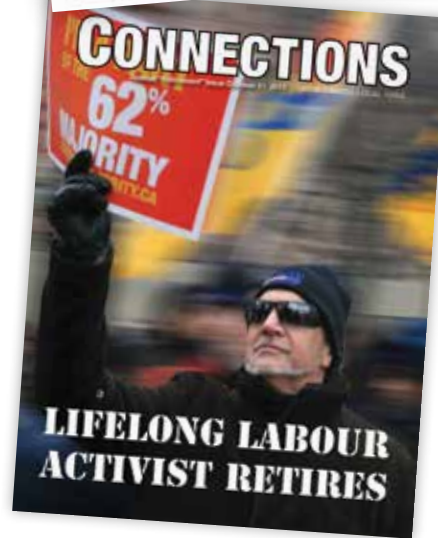
Alex Hart remained at its head, and continued working as a meat manager for some 10 years, until the union job became a full-time one.



In a statement prepared some time ago, Bro. Hart showed that wages had increased substantially since Loblaw employees started bargaining collectively for their wages. The salary for meat manager, for instance, was \$1.11 hourly in 1947, when the first hourly-pay rate was negotiated.

Things have improved a great deal since then.

Bro. Gilbert, elected to his new position at the October convention (See Picture, Page 2), was born in Delhi, Ont., and started with Loblaws at the Chatham store. (See Hart Retires, P. 3)



Local 1000A's last Executive Board.

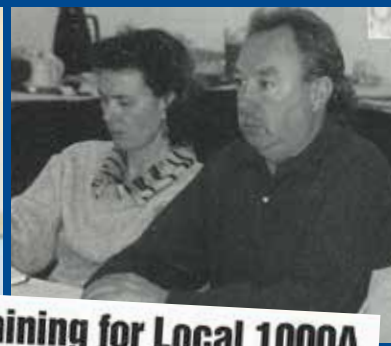


Your union is proud to be the home of incredible activists and stewards who have shaped our workplaces, union and communities. Over the last 72 years, our activists have been at the frontline at their workplaces and on the streets, working to make life better for their co-workers and all Canadians. Through the union's numerous training and education courses, they have developed their skills and knowledge and made a difference on the shop floor and in their communities. You can find stewards and activists participating in negotiations, instructor training, joint health and safety committees, stewards training, and on the shop floor, fighting to up hold their co-workers' rights. Thank you to our amazing activists for your determination, passion and activism and for helping build our union. Your activism, as part of the Local 1006A family, will serve us well into the future.





**Workers grateful for union service**



**Steward and WCB training for Local 1000A**



LARGE ROUND OF TRAINING DONE, MORE TO COME

**Stewards want more training, more specifics**



**Major gains in contract for warehouse workers**

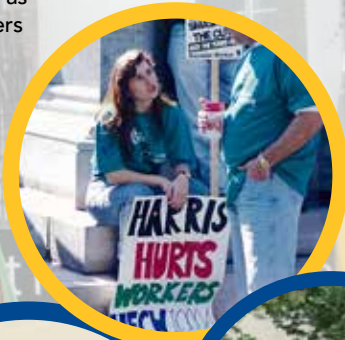


**Workplace reps beef up knowledge**



# UFCW Canada Local 1000A Members Making

From Queen's Park to Parliament Hill, your union has made its voice heard on the issues that affect the hardworking families of this province. Our activism is widespread: from fighting back against repressive laws that threaten workers' rights and livelihoods, to advocating for the elimination of the gender wage gap to working to improve health and safety laws so all workers can return home safe and without injury after work. We continue our work to create a province free of discrimination, where equality thrives, as we advocate for the rights of women, LGBTQ workers, racialized workers and much more. Today, our fight to build a better Ontario for our members and all workers continues as Local 1006A.



Among the well-known trade demonstrators were retired Local 1000A vice-president Bill C... Local 1000A organizer Pat MacFarlane (far right).



## Right to sit down a victory for injured worker

Local 1000A member Marg McVetty wasn't sure she would ever get the chance to return to her job as a part-time cashier at a Loblaw's store in Oshawa. Following an injury to her lower back in January 1991, she was told to refrain from standing or lifting for any prolonged period. She was also told to do no repetitive bending or lifting and to keep from lifting any weight greater than 20 pounds.

Fourteen months after her injury, McVetty was deemed ready to return to modified duties. The union met with company officials and presented a number of ideas on how the checkstand could be altered to accommodate the injured worker. Loblaw's initially refused, saying the accommodation would be too expensive.

A caseworker from the Workers' Compensation Board (WCB) suggested that the union file a complaint with the Board's re-employment branch. Under Bill 162, employers are required to accommodate injured workers as long as the accommodation does not impose undue hardship on the employer.

The complaint was actually lodged, Loblaw's agreed to the union's install a sit-stand stool at a checkstand in the Oshawa store. The store agreed to place a small deflector on the conveyor belt. This brought the groceries closer to the injured worker and thereby eliminated the stretching. The sit-stand stool allows McVetty to stand for part of the shift and sit on the stool for the other part.

McVetty is undergoing an 8-week work trial paid for by the WCB. If successful, Loblaw's is committed to accommodate her on a custom checkstand with a deflector and a sit-stand stool.

## Determination Pays Off

Injured meatwrapper learns new ways to do job

Can a meatwrapper continue to do her job if she is unable to do any repetitive bending or lifting? According to Local 1000A member Dianne Lawrie, the answer is yes, as long as you have the right attitude and the assistance from your union, employer and co-workers.

Lawrie has been employed as a meatwrapper at Loblaw's for the last 15 years. In 1992, she slipped on a floor while carrying a tray of meat out of the cooler at the Oshawa store. Since then, she has been plagued with lower back problems. At times, she has been so severe that she has been unable to walk, sit or even sit. She has undergone extensive chiropractic therapy. She has been off work for months at a time and has repeatedly been advised to quit her job.

In 1990, Dianne underwent painful surgery to reconstruct the vertebrae in her back. The operation was considered a success in that it allowed her the opportunity to cope with day-to-day living. It didn't, however, mean she could resume meatwrapping as she had always done it. Dianne was told once again to consider a new job but she refused to listen. "I simply couldn't imagine doing anything else," she says. "I felt there had to be a way for me to return to work. And if that meant learning a whole new way of doing the job, I was prepared to do it."

Meatwrapper Dianne Lawrie continued on page 2



## FROM THE PRESIDENT'S DESK Breaking down the Barrier

Ontario has become the first province in Canada to propose a mandatory employment equity program. On June 25, the NDP government introduced legislation aimed at providing equal access to jobs, promotions and training.

The proposed law identifies four target groups: women, persons with disabilities, racial minorities and aboriginal people. All employers with more than 50 workers will be required to identify and remove barriers to the hiring, retention and promotion of the four designated groups. Unions will have the right to participate in the development of employment equity plans. Unions will also have the right to review and revise plans, whenever necessary.

unemployment rate for the disabled is double that of the whole labour force; visible minorities earn 87 per cent of the pay given to whites; and almost half of all working women are clustered in only 10 occupations and represent less than 5 per cent of all apprentices.

In addition, when women, racial minorities, the disabled and aboriginal persons are hired, they are often segregated into a relatively small number of jobs.

Employment equity programs will make our workplaces more representative of all groups within the surrounding community. They will also result in more equitable access to training programs and job promotions.

Some Local 1000A members have expressed concern about employment equity. They worry that it will cut seniority out of their collective agreements. They wonder if it will mean only members of the four targeted

The proposed law protects seniority provisions on layoff and recall. It lists equity plans with employment. Local 1000A will also be looking to safeguard our members' seniority with respect to promotions. It is our belief that seniority rights are themselves a form of equity in employment, insofar as they replace a system based on management discretion and possible favouritism. Once employers start hiring members of the four target groups, the seniority provisions in our collective agreements will apply equally to all employees.

Local 1000A is committed to working with employers to achieve equity in our workplaces. We will be helping track down the causes of discrimination. We will be looking to find ways to put an end to discriminatory employment practices.

## Let's hear from you!

We would like to hear from you. Send us your comments on something you've read in the newsletter, or a suggestion of your letters, so please write to us at: 51 International Blvd., St. Catharines, Ontario

labour force but experience high degrees of unemployment and poor and promotions. Employment



# a Difference



## Demonstrating Against Free Trade

Local 1000A members were among 2,000 participants in a demonstration against free trade held June 12th at a Canada-U.S. border crossing near St. Catharines, Ontario. The protest was part of a nation-wide effort to bring attention to the threats posed by free trade to Canadian jobs, wages, working conditions and social programs.

The participants met at Queenston Heights Park and then marched across the Canadian section of the Queenston-Lewiston Bridge. Carrying placards, "Let Canada Decide", they called on the Mulroney government to hold a general election prior to the implementation of free trade legislation.

Further rallies and demonstrations against free trade are being planned for the Labour Day weekend. Check with your local labour council or the Local 1000A office for additional information.



## Pay Equity Local Update

Local 1000A has been working on pay equity for the last six months. Along with two other UFCW locals and the union's national office, it established a task force to develop a pay equity strategy for the retail sector.

The main aim of the task force was to complete a gender-neutral job comparison system that would meet the requirements of the Pay Equity Act. The services of several job evaluation experts were used to assist in this task.



Local 1000A established a committee to implement pay equity at Loblaw's. Back row (L-R): Kevin Corcoran, Andrew... (R): Linda Hume and Ellen Shirley Ruthven.

## Local 1000A Wins Major Settlement for Part-time Workers Taking Parental Leave



## Local 1000A Experts Helping Workers Across Canada

### ENGINEERED LABOUR STANDARDS

A GUIDELINE FOR UNION REPRESENTATIVES

OUR WORKPLACE PRUDENT, REASONABLE, AND INFORMED?

Unless you have pertinent language in your collective agreement, employers have no legal obligation to do anything on this checklist. If they don't, however, they set themselves up for developments and effects that will lead to legal battles that they will lose.

Large companies use hundreds of millions of dollars to buy ELS systems. Putting percentage of those savings back into the system running fairly. By doing this...



## LOCAL 1000A Connections

### NDP Sunday bill needs fine-tuning

Ontario New Democrats have introduced legislation that would restrict Sunday shopping in the province.

Local 1000A President Dan Gilbert, the organization's former president, has been appointed to the NDP's legislative committee to review the bill.

"We are pleased that the legislation reflects the NDP's commitment to a common sense approach to Sunday shopping," said Gilbert. "It is important that the bill be fine-tuned to get our full support."

The UFCW is concerned with some aspects of the proposed legislation, including the handling of Sunday shopping in rural areas and the absence of language relating to Sunday shopping in some municipalities.

"We will continue to work with the NDP to ensure that the bill is fair to all and that it meets the needs of the province," said Gilbert. "We will also be working with the NDP to ensure that the bill is fair to all and that it meets the needs of the province."



## With your help on leukemia UFCW can help save more lives

A joint initiative of Local 1000A and Local 175 & 631, the ride for a Cure took place on August 20, 2011. The two local unions raised an estimated \$15,204.



## UFCW gives food to people in need

The United Food and Commercial Workers Union, including Local 1000A, has been instrumental in the growing protest against the Ontario Government.

Twenty tons, to be exact. The union's massive food drive took place in Hamilton last month. It was a significant part of the joint, about-community Action Days to stop the government's anti-people agenda.

"The government is really hurting people and families with its unprecedented spending cuts. There is literally taking food out of people's mouths," said Local 1000A president Dan Gilbert.

"We want to raise the profile of the fact that people are truly suffering without jobs and without assistance."

UFCW members in stores and plants and some of their employees, including National Grocers on behalf of Loblaw's, Zehrs and Fortinos are donating to the program.

At least 100,000 people marched together in Hamilton last month as a celebration of the Ontario they want to keep the provincial Conservative Government from destroying. Above: unloading food.





A strong and diverse membership is at heart of your union. Our members work in a variety of sectors all across Ontario as cashiers, meat clerks, packers, assemblers, drivers, grocery clerks, warehouse workers, opticians, teachers and much more. We are rich in diversity with members of different backgrounds and ages.



# UFCW Canada Local 1006A Created!

## Local 1000A Members Vote in Favour of Merger with Local 206

A new leadership team will be taking the helm of UFCW Canada Local 1006A, following the historic merger of Local 1000A and Local 206.

President Wayne Hanley, Executive Vice-President Pearl Sawyer, Secretary-Treasurer Kevin Benn and Recorder Glacier Effs-Samuel will be leading the new Executive Board of Local 1006A.

Local 1000A members had voted 87 per cent in favour of a merger with UFCW Canada Local 206. The membership also voted 85 per cent in favour of local union bylaw amendments, which expanded the executive board.

The votes took place at membership meetings from March 29 to April 6, 2016 in 29 cities across Ontario and were open to all Local 1000A members. Members had the opportunity to hear a presentation, participate and vote at these meetings.

Based on the results, UFCW International approved the merger and the new local union was created effective May 1, 2016.

"As president of your new local union, I am proud and honoured by the opportunity to lead our united membership through this period of transition," said Hanley.

"We are dedicated to building upon the strengths and proud histories of both locals to create an even greater union with continued focus on membership representation and organizing."

Hanley brings extensive experience and knowledge as former UFCW Canada President, former UFCW 175 & 633 President, and former UFCW 206 President. He is also an International Vice President with UFCW International.

Local 206 is an Ontario-based local union with 6,000 members and a strong track record of organizing. Their largest membership group work in 55 Swiss Chalet restaurants locations across Ontario. Their members also work in various hotels, restaurants, industrial laundry facilities and distribution centers.

This merger means Local 1006A will have increased strength in numbers as the membership increases from 30,000 to 36,000. With the growth of membership in restaurant and hotel industries, we will be more attractive to workers in these sectors looking to become unionized to improve their working conditions.

To ensure a stable, efficient and smooth transition with the merger, the current full-time officers of both local unions will fill the roles of President, Executive Vice-President, Secretary-Treasurer and 2 Vice-Presidents. The term of office for the full-time Executive Board officers and the other members of the new expanded executive board is the same as the merger agreement itself which is effective May 1, 2016 and expiring on December 31, 2018.

The executive officers, upon recommendation to the executive boards of both locals, had unanimously recommended voting in favour of the merger and bylaw amendments and we wish to thank our membership for their thoughtful questions and participation and for supporting their leadership's recommendations at the membership meetings for this merger and bylaw amendments to create a better and stronger local union to lead us forward into the future.



## The UFCW Canada Local 1006A Executive Board effective May 1, 2016

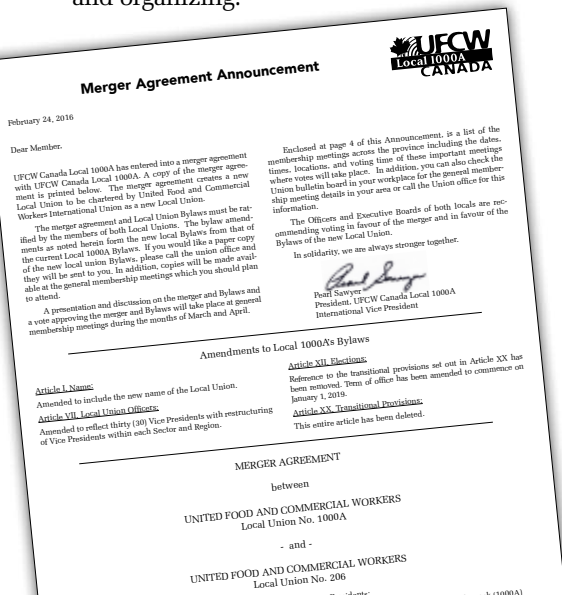
*President:*  
Wayne Hanley

*Executive Vice-President:*  
Pearl Sawyer

*Secretary Treasurer:*  
Kevin Benn

*Recorder:*  
Glacier Effs-Samuel

*Vice Presidents:*  
Sebastian Aguanno (1000A)  
Samira Asad (206)  
Kevin Bacon (1000A)  
Caroline Brisebois (1000A)  
Maria Cabral (1000A)  
Kimberley Desroches (206)  
Alfredo Di Febo (1000A)  
Paul Docherty (1000A)  
Brian Dulong (206)  
Shelley Fotos (206)  
Pred Gajic (1000A)  
Adriana Georgakopoulos (1000A)  
Dan Gilbert (1000A)  
Natasha Grey (1000A)  
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Anita Hurley (206)  
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Dave Mallen (1000A)  
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Kyle McGreal (1000A)  
Cindy Mueller (1000A)  
Robert Murphy (206)  
Frank Ragni (206)  
Helen Stathopoulos (1000A)  
Annie Sundar (1000A)  
Lisa Van Altena-Walsh (1000A)  
Cathy Watson (1000A)  
Andy Werner (206)





*Thank You For All The  
Memories...*

*Looking forward to making  
many more as  
UFCW Canada Local 1006A*



[ufcw1006a.ca](http://ufcw1006a.ca)

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