

1006Alive

UFCW Canada Local 1006A • Union News

VOL 1. NO 1. WINTER 2016



1006A to Queen's Park MPPs: 'Workers Deserve Fairness' – page 12



Working to end violence against women – page 4



Members achieve gains to contracts across sectors – page 15-17

Union Launches Dynamic New Website

1006A proudly launched our union's new website this fall. We've taken tremendous strides in enhancing our members' experience online!

The new site is your ultimate resource, featuring:

- » Fresh and dynamic content
- » Easy navigation to key union services
- » Mobile-optimization to ensure easy access on variety of devices.
- » Online scholarship application form
- » Latest union news and events
- » Contact information for your union rep
- » Ways to get involved
- » Steps for refusing unsafe work
- » Stewards' Corner (latest posters, flyers, and info on Stewards Training)



Visit ufcw1006a.ca Today!



Facebook 'Like' Contest Winners



Vincent Dang, No Frills

Melissa Rebuli, Real Canadian Superstore



Wayne E. Hanley, *President*

Kevin Benn, *Secretary Treasurer*

Pearl Sawyer, *Executive Vice-President*

Glacier Effe-Samuel, *Recorder*



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Wayne's Welcome

2016 was an exciting and eventful year at UFCW Canada Local 1006A.

This year, we built on the legacies and proud histories of two dynamic locals to create our great union.

Today, we are 36,000 strong. We represent more workplaces in a greater variety of sectors, including hotels, restaurants, grocery retail, food processing, laundry, distribution and much more.

We are more powerful and diverse and have more resources and stability than any time in our history.

Our mission is to be a strong and compassionate voice for fairness, equality and justice in the workplace and our communities. We work to advance and protect the livelihoods of our members as we strive to make life better for all workers across Ontario.

As your president, I am proud of 1006A and have so much faith in where we are and where we are going.

In celebration of our growth and transformation, we are proud to launch our union's new magazine, *1006Alive*.

In keeping with our mission to provide outstanding member representation, *1006Alive* will feature dynamic, informative and engaging content to better serve our members.

1006Alive will showcase proudly the faces and voices of our incredible membership, who work in a variety of sectors and cities across Ontario.

Recently, your union was proud to host our first Divisional Conference and our first Stewards' Conference (pg. 6-8). Both were great successes and drew activists from sectors and cities across the province. The theme of the conferences was 'My Union, Our Union.' Each and every one of us has the power to transform our union and our communities. We spoke about the difference we can make when we step up, own our role and increase our activism.

In the last six months, we established a strong foundation from which our new union can flourish.

Inside this magazine, you will learn about how activists and staff are stepping up to collectively strengthen our union and communities.

Our members and staff are making a difference through a variety of actions and initiatives including:

- Negotiating strong union contracts (pg. 15-17)
- Advocating and rallying at Queen's Park for workers' rights (pg. 12)
- Helping workers without a union win rights in the workplace (pg. 13)
- Mobilizing and empowering young workers (pg. 9)
- Working to Eliminate Violence Against Women (pg. 4)
- Standing up for Equality and Human Rights at Pride (pg. 14)
- Leading fundraising efforts for Leukemia, Lymphoma and Sickle Cell Anemia (pg. 13 & 18)
- Launching our union's new website (pg. 2)



These are some of the many initiatives underway at 1006A. We are proud of the work we do, and as you will read from our members throughout this magazine, they are proud too of their union (pg. 5 and pg. 17).

Thank you to all those who strengthen our union everyday.

Looking ahead to 2017, I encourage you to think about getting more



Wayne E. Hanley

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

involved in your union. Ask yourself, What can I do to make a difference in the lives of others? What can I do to make my workplace better and my community fairer and more just?

Each of us has different talents, skills, knowledge, and perspectives. We also have our unique interests and issues. It's what makes us who we are. I encourage you to bring your interests and issues to us. If you think your union should be involved in something, let us know.

When each of us takes action to transform our workplaces and communities, we strengthen our union as a whole.

We look forward with excitement to building on the new foundations we have established for Local 1006A. When we work together, we can and will build a stronger union.

Finally, I want to wish you and your family a happy holiday season and a wonderful New Year.



UFCW Canada Local 1006A Executive Board



Violence Against Women is



UFCW Canada Local 1006A activists took back the night as they marched down the streets of Brampton and Ottawa, calling for an end to violence against women.

As they walked, the activists chanted 'Tonight's the Night to take back the night,' 'Safety is our right/women claim the night,' and 'Whose Streets? Our Streets.'

"For me, Take Back the Night is deeply personal," said Local 1006A Executive Board Vice-President Cathy Watson, who is a survivor of abuse. "I was marching for myself, my mother and all the women who aren't able to march for themselves."

As Cathy walked through Brampton's Main Street, she held the sign, "Take Back the Night, Take Back Our Lives."

"Being with my union gave me courage and strength to stand up and make my voice heard," said Cathy. "Women often feel ashamed or embarrassed that this happened to them - my union's leadership on this issue told me I didn't have anything to be ashamed of."

2016 was the first year UFCW Canada Local 1006A participated in Take Back the Night, an event observed in 30 countries around the world.

"Ending gender-based violence will take each and everyone of us coming together and taking action," said President Wayne Hanley. "Our participation in Take Back

the Night is about raising awareness, and making our voice heard on this issue which affects so many women and families across this country. Our daughters, sisters, wives and mothers have the right to be safe whether they are walking down the street, at work or in their homes. As

a union, we are committed to doing what we can to be a powerful force for change in ending all forms of violence against women."

Annie Sundar, a Local 1006A Executive Board Vice-President who works at a Mississauga RCSS, said women should have the right to go out at night without fear.

"You should be able to live without fear, whether you are taking the bus home, walking down the street, or going about your life," said Annie. "You shouldn't have to look over your shoulder all the time."

Executive Board Vice-President Caroline Brisebois said, "A lot of people take it for granted that the violence is not happening but it is there, and it is happening. There are a lot of women who feel isolated and sometimes, we find out too late. It was empowering to be on the streets with the other women. It was strange to march at night when it is dark. By marching, we are taking the night back and saying, you don't have the right to hurt us."



sheltersafe
HELP IS JUST A CLICK AWAY
www.sheltersafe.ca

ShelterSafe.ca is an online resource which helps women and children seeking safety from violence and abuse. The site was launched by the Canadian Network of Women's Shelters and Transition Houses (CNWSTH).

December 6 is National Day of Remembrance and Action on Violence Against Women. On this day in 1989, 14 women were murdered at Montreal's École Polytechnique simply because they were women.



December 6
NEVER AGAIN!
CANADA'S NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN
UFCW
THE UNION OF WORKERS
CANADA
www.ufcw.ca

THE UNION ADVANTAGE

Local 1006A Members Share Their Stories

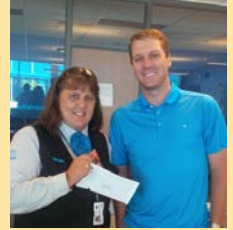
Maranda Djankovic, Superstore.....

"Local 1006A has made a huge impact by not only helping you with problems but making you feel as comfortable as possible. In my store, my managers would treat me and a couple others unfairly compared to others because they know we wouldn't speak up. When I brought it to the union, I started seeing a change and it makes going to work a much better feeling. Carla MacFarlane is someone who stood out to me with how welcoming and comforting she was, she helped me realize that the union changes things for the better and can help out with things you don't know how to change."



Angel Vernon, Tok Transit Viva.....

"I have never been part of a union before and never really understood the big deal until I became a member of UFCW Canada Local 1006A. I feel very secure knowing that I have rights and that I have someone to back me up and help me argue my point when I need it. When I ask my union rep questions, he sets me on the right path or tells me to let him deal with it. I love how my union is always ready to help and make sure I get what I deserve."



Mark Zanin, No Frills

"My union rep, Kevin, helped me out big time. I was working 40 hours and even though I was hired full-time, I was getting paid at a part-time rate. When I spoke to Kevin about it, he knew that wasn't right. He raised the issue with my new owner and helped make sure I got paid correctly for the hours I had worked. Thanks to Kevin, I got almost \$4,500 in back pay. He was awesome and I appreciate what he got done for me. Thank you to Kevin and my union for helping me out."



Tony Agostini

1958 – 2016

Tony Agostini, a beloved union representative with UFCW Canada Local 1006A, passed away on July 9, 2016 at the age of 57.

He has been part of the local union family for more than 36 years. He was a kind-hearted and family-oriented man who was well-respected by all those who knew him. He was an exceptional union representative, who dedicated his life to the membership of this local union and to making life better for others.

"I don't look at [being a union rep] as work but something I enjoy doing," said Tony, in a profile published in Connections magazine in 2011. "It's gratifying at the end of the day when you are able to help someone out. I

also like the people I work with, it's an extended family in here." He was driven by the fact that he got to help people who feel abandoned, scared or unable to speak up for themselves.

Tony started in 1978 as a general warehouse person at a Loblaw-leased warehouse, Associated Freezers and moved to the company's Erin Mills Distribution Centre in the 1980s.

A long-time union supporter, he became a steward in the early 1990s as he saw management taking advantage of co-workers at the warehouse.

In the following years, Tony was elected to serve as Vice-President and President of UFCW Canada Local 1000A's warehouse division and a member of the local union's executive board.

In 2003, he became a SPUR (Special Project Union Representative) and was hired as a Union Representative in 2005.

Tony, you were an incredible brother and friend to the staff and members at the local union. We will miss you greatly and hold you close to our hearts always. Rest in peace, brother.





2016

Stewards' Conference



UFCW Canada Local 1006A first Stewards' Conference was a great success, bringing together activists from sectors and cities across Ontario.

The immense growth and transformation of 1006A was on full display with stewards participating from the Restaurant, Hotel, Industrial, Grocery Retail, Manufacturing, Transport, Warehouse, Processing sectors and much more.

Centred around the theme of 'My Union, Our Union,' the conference was about building a stronger, dynamic and inclusive 1006A. The conference featured informative and engaging presentations, including Diversity and Inclusion Training.

"This is a time of great opportunity and possibility in our union's history – a time to reimagine ourselves and become an even greater union," said President Wayne Hanley. "A fairer and more just

world is possible and we must be the ones to create it."

"On behalf of UFCW Canada Local 1006A, we thank our incredible stewards and activists for their hard work on behalf of our membership. Through your actions everyday, small and big, you're transforming the lives of our members and making a difference."

Wayne Hanley
President

President Hanley said increasing member and activist engagement is crucial to strengthening our union now and into the future.

"When we bring our collective talents, perspectives and interests to

our local, we enrich our union, our workplaces, and our communities," said President Hanley.

Leslie Wyatt, a steward from Swiss Chalet, said the energy at the conference was amazing.

"I felt very much welcomed and included," Wyatt said. "It was great to see all the different industries come together and to learn how everyone, from the stewards, to the reps, to the union office and committees, work together to serve the membership."

"When I think of 1006A, I think of my union, I am part of it, I belong and it belongs to me," said Wyatt.

Paul Meinema, UFCW National President, also spoke at the conference.

"1006A has tremendous leadership who have always been deeply committed to the membership and our great union," said Meinema. "Combined, your leadership, your Executive Board,



Local 1006A Union Stewards are the amazing people who volunteer their time to help members on the job. Thank you for ensuring your co-workers have help when they need it, and a voice at work!

STEWARDS' CORNER

Local 1006A stewards share their thoughts about the conference and the key ideas that resonated with them.



and an engaged membership has set Local 1006A to advance as an even stronger voice for workers and a pillar of our national and international union."

Shawn Rampersad, a steward from Maple Leaf Food Canning, said the conference was educational and eye-opening.

"It was put together well. I have never been to a conference like this before. I felt pretty special being here. To see that kind of solidarity is pretty amazing."

La Toya Grey, who works at Francois' No Frills, said the conference was very informative.

"It is a new beginning for our union—we have more ability now to make change in our workplaces and our communities. 1006A to me means family."



Teena-Shea Campbell, Loblaws Great Food | Grocery Retail

"1006A is my union. It represents the workers. It represents women. It represents people of colour. It represents workers from various sectors and positions. I like the fact we are taking steps to be as inclusive as possible. The presentations on Pride and the Women's Network shows how the union is adapting to its membership. That to me was the proudest moment for me...how our union is taking the steps to be inclusive."



Shane Morse, No Frills | Grocery Retail

"The conference brought together people from different sectors and gave us a bigger vision of who we are and what we can become. We come from different sectors, from retail to manufacturing to restaurant. 'My union, Our union' means it doesn't matter if you have been here 40 years or just walked in the door this week, ours is a union which is very diversified and very inclusive of everybody."



John Sedore, Tok Transit | Transit

"1006A means we have strength in numbers and resources. Everything is doubled—the help you can get, the information and knowledge you can get. Our members at Tok Transit have a lot more to draw from, WSIB, Health and Safety and much more. It benefits everyone. Overall, it was a fantastic conference—one of the best ones I have been to."



Jim Tessier, ALSCO | Industrial Laundry

"There is a lot more power in being together versus being an individual. There are a lot more people who would back down when they are on their own because they are afraid, but when you have power and solidarity behind you, it is such a strong force which gets things accomplished. I loved the Stewards' Conference. It gave me a lot of insight. There were different groups which gave insightful presentations which opened my eyes. I would definitely come again."



Leslie Wyatt, Swiss Chalet | Restaurant

"My union, Our union" means that I have support. I'm part of a larger team and I will always have someone to go to who will advise me. The inclusiveness was something I didn't expect to see and it was great to see how each demographic was included and honoured at the conference. It showed when people come together and put aside their differences, they can find their common ground and goals."



Daniel Adome, Sofina Foods | Food Processing

"I have learned so much. You see a lot of people, who face the same issues at our workplaces, come together and share our views and solutions. Talking to people from other parts of province was a good experience. 'My union, Our union' is your problem is my problem. That is beautiful - whatever you are going through, we are with you. It reminds me of the saying, 'one for all, and all for one.' We watch each other's back and stand up for each other."



Divisional Conference Looks to Future

The Local 1006A Divisional Conference drew activists from across the province, who came together to explore ways to strengthen the local union now and into the future.

Local union activists discussed ideas and strategies to increase member and steward engagement.

“Where we go as a union is ultimately up to us,” said President Hanley. “We have the power to shape our union’s future. We must light the spark of activism so we can inspire others. We must inspire others because member engagement and outreach is the foundation on which our union is built.”

Jane Francis, an activist from Brockville’s RCSS, said the Divisional Conference was a great experience.

“When I come to these events, it energizes me,” Francis said. “It gets me to think outside the box on different ways to engage our members. It’s exciting to be here at our first 1006A conference... we are bigger and better and I am looking forward to the change we create together.”

Cathy Watson, an activist from Parker’s YIG in North Bay, said: “When I think of 1006A, I think of ‘family.’ Our union is only as strong as the people with us, and we got to continue getting members to stand with us as we work to make life better for everyone.”





Young Workers Enter into the Spotlight: *Our Time is Now*

Young workers at 1006A are engaging with our union on an unprecedented level and taking the lead in helping to shape their workplaces and communities.

1006A young workers made their presence felt at the Canadian Labour Congress' Young Workers Summit, UFCW Canada's Ignite Conference, and through the UFCW Canada's Youth Internship Program. Many are also participating at local union events, like Labour Day, Toronto Pride, and are getting involved with community organizations.

"Young workers today face an increasingly uncertain economy where for many, precarious, non-union work has become the new normal," said Wayne Hanley, Local 1006A President. "Unions and our allies continue to be the best place for workers to organize and mobilize to demand and build a fairer Canada."

Young workers are engaging and discussing issues such as the rise of precarious part-time work, escalating post-secondary tuition fees, and organizing to create change in our communities.

"If we, as young workers, don't get involved, the union will one day disappear," said Rechev Browne a steward working at No Frills. "Everything that the generations before us fought for will be gone and the companies will have the upper hand. If we start getting more young people involved, it gives our union a chance to survive and thrive not just for our generation but for the generations to come."



Teena-Shea Campbell, a steward working at Loblaw's Great Food, was among those who attended the CLC Youth Summit.



"I love that this conference created the space and atmosphere for us to engage, discuss, and raise awareness on young workers issues," said Campbell. "So much work has to be done and I now know that I want and am going to be apart of it."

Ilija Dimeski, a young worker from Cineplex, attended UFCW Canada's Ignite Conference this year.



"It was an amazing experience to build new relationships with young labour activists across Canada," he said. "Most importantly, the conference served as an opportunity for us to come together and develop the solutions to the various issues and problems facing our labour movement. It showed us that young people are not the problem; they are actually the problem solvers."

If you are a young worker and want to get involved with your union, contact youth@ufcw1006a.ca.





Members celebrate Labour Day at parades and picnics across the province.



Family fun at annual Caribbean Carnival festivities in Toronto

Day of Mourning: Remembering workers who died or were injured on the job.



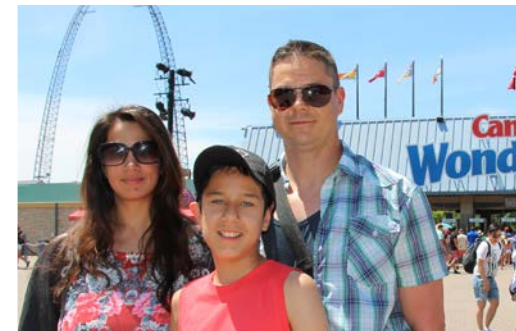
1006A's Stewards' Training Program provided 400 Stewards with skills and knowledge to assist members at work.





Standing up for equality on International Women's Day and Equal Pay Day.

In Pictures



1006A members showcase safe driving skills at Bus Roadeo.



Building strength and security through the National Defence Fund.



POLITICAL ACTION

Standing up for all workers at Queen's Park

With the Ontario government in the midst of a long-overdue review of labour laws, workers across the province are taking this historic opportunity to make their voices heard.

At a Queen's Park rally, 1006A, together with labour and community allies, called for fairer hours, safer working conditions, \$15 minimum wage, paid sick days & vacations and the elimination of the gender/racialized wage gap. 1006A staff also met with MPPs at Queen's Park from all parties to advocate for the modernization of Ontario's employment laws to protect workers in today's economy.

"For far too long, Ontario's outdated labour laws have favoured employers at the expense of workers and their families," said President Wayne Hanley. "The time has come to restore balance and ensure workers' voices are truly heard. UFCW Canada Local 1006A is proud to be at the forefront for advocating for decent work for all. Every single worker in this province deserve to be treated with fairness, respect and dignity at work and part of creating change is through participating in actions like this rally."

As 1006A staff spoke to MPPs, they advocated the important of equal rights for all workers, including paid sick days and increased vacation entitlements for everyone. They talked about the importance of providing fair work schedules and making it easier for workers' to join unions through the introduction of card-based certification. They also advocated for fairness for vulnerable workers.



1006A Steps Up in the Fight Against Sickle Cell Anemia

From Summer Splash to Bowl for a Cure, 1006A members and staff came together to help find a cure for Sickle Cell Anemia, a devastating disease which affects the lives of members and Canadians from coast to coast.

“As Ontario’s best union, we work hard to make a difference in our communities and that’s why we are proud to be at the forefront in fighting against Sickle Cell Anemia,” said President Wayne Hanley. “For our hope for a cure to be realized, we must take concrete action by raising awareness and funds and mobilizing members of our unions and communities to join us in making a difference.”

“For our hope for a cure to be realized, we must take concrete action by raising awareness and funds and mobilizing members of our unions and communities to join us in making a difference.”

Wayne Hanley
President

Hereditary in nature, Sickle Cell Anemia 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).

Mark Wells, a Local 1006A member who works at Loblaws Great Food, participated in our annual Bowl for a Cure. “I wanted to come out to support a good cause and I like giving back and spending time with UFCW members and staff,” Wells said.

Thank you to everyone who participated for your generosity and support.



Bowl for a Cure event Raises \$5,000+ for Sickle Cell.



Union Rep Winston Gordon, who organizes the annual Summer Splash and Year-End fundraiser for Sickle Cell Anemia, was honoured for three decades of outstanding service to the membership.

Growing Our Union

UFCW Canada Local 1006A is proud to welcome workers at Korea Food Trading and iFLY Toronto to our union family.

“Congratulations on your victory and welcome to your new union,” said President Wayne Hanley. “We, at UFCW Canada Local 1006A, are proud to be the number one choice for workers seeking fairness, respect and dignity in the workplace. As members of our union, you will benefit from outstanding union representation which puts you and your co-workers first.”

On June 10, 2016, workers at iFLY Toronto became part of 1006A. Local 1006A represents approximately 25 workers at the Oakville-based company, which provides visitors with the experience of skydiving in a safe and supervised indoor environment.

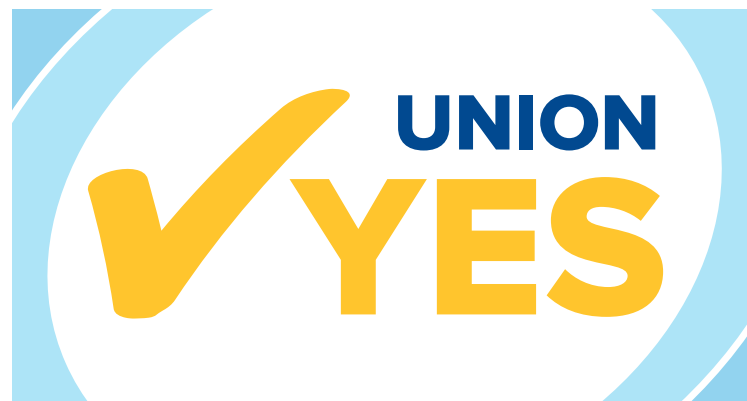
On June 16, 2016, workers at Korea Food Trading voted ‘YES’ to joining 1006A.

The bargaining unit will be made up of approximately 25 workers who work in purchasing, sales and warehousing.

Korea Food Trading, based in Vaughan, imports food products and distributes them to retailers, including Loblaws, Sobeys and many others.

“Workers can achieve great change when they come together in unity,” said Growth Coordinator Jonathan Lobo.

If you know family or friends who could benefit from union representation, encourage them to contact Jonathan Lobo at jlobo@ufcw1006a.ca or 416.459.5077.



Fighting for Equality Together

1006A members and activists stood up for equality, human rights and fairness for all, as they marched in Pride parades in Toronto, Brockville, and Ottawa this summer.

Kamil Siwula, who works at a Loblaws Great Food, participated in the Pride Parade in Toronto where the union also hosted a Streetfair booth, and participated in the Dyke and Trans marches.

“UFCW and its participation in Pride is what inspired me to work with my union on several issues from social to political to labour,” said Siwula, a member of Local 1006A’s Pride Network. “2016 Pride was an amazing experience but what made it even better was being with my union on the float feeling the passion of the people in standing up for equality and human rights.”

The local union’s participation is about creating a more inclusive and stronger union where all workers have a home.

“Each of us has an important role to play in helping build a compassionate and inclusive country where equality, human rights and fairness thrive and that is what our participation at Capital Pride is all about,” said President Wayne Hanley. “I want to thank our members and volunteers for their support and hard work in making this event a success.”

Ian Stables, a member of the Pride Network, helped organize 1006A’s participation in Brockville Pride.

“Thank you to our union for its incredible support of LGBTQ rights,” said Stables, who works at Brockville’s Real Canadian Superstore. “It means a lot to me that our local union has a Pride committee because it helps people know they are not alone and supports people who are coming out, especially if they are afraid or are being bullied. It feels great to have a safe environment to come and talk and be who I am and not feel judged. It feels great to have that inclusion and be part of a group.”

In Ottawa, Danae Lau, a long-time member of the Pride Network, participated in her last parade as a 1006A member.

“Marching with my union I have found a voice...it is a voice of inclusion, a voice of love and acceptance and this voice, giving perspective of possibilities, possibilities of family, possibilities of finding love,” Lau said. “The voices of solidarity will always spur us to be the best of ourselves.”



Local 1006A stands in solidarity with the people of Orlando — 49 people were killed and 53 wounded at a gay nightclub this summer by a gunman. We remember and hold the victims in our hearts as we continue fighting for equality, human rights.

No Frills Members See Gains in New Union Contract

UFCW Canada Local 1006A members working at No Frills voted in favour of a new union contract with franchise owners at membership meetings and polling stations across Ontario.

“UFCW Canada Local 1006A is proud to be at the forefront of helping grocery retail workers achieve fairness in their workplace,” said Wayne Hanley, Local 1006A President. “As the union for 10,700 No Frills workers in Ontario, we are pleased to have achieved a fair and equitable contract that advances the rights and livelihoods of our members.”

Members voted on the six year deal at more than 60 meetings and polls.

“It’s a good deal for me as a full-time worker because of the wage increases and the language protecting members from customer abuse,” said Jeff Liban, from a Toronto No Frills.

“I am happy about the raise and that they are working to fix the benefits,” said Amelia Kishlyansky, who works part-time at a Toronto No Frills.

“It’s a fine deal– the pay raise is definitely an improvement. It’s also good that people off the street are not making the same as someone who has worked there a long time,” said La Toya Grey who works part-time at a Scarborough No Frills.

Paul Docherty, Executive Assistant to the President, was the lead negotiator for the union.

“The membership spoke loud and clear about what they wanted to see in the new contract,” said Docherty. “You sent us in with a mandate and I am pleased to report we delivered with a strong agreement with gains for all members.”

For more information on the No Frills contract, visit ufcw1006a.ca — Note: This article is a summary in brief. Please refer to the No Frills Union Contract for full details.



Members working at Pat's No Frills attend vote on new union contract.

Highlights:

- Wage increases for full-time and part-time workers
- Improving the Part-Time Wage Scale. As members work more hours and move up the wage progression, they will see the gap between their hourly wage and minimum wage increase. Past minimum wage increases were not applied to all workers in the wage progression which led to many workers with greater hours not being fairly compensated for their time with the company. This has now been rectified.
- All part-time at the end rate are guaranteed a minimum gap above the minimum wage if for example minimum wage goes to \$15/hour.
- Every time minimum wage goes up in Ontario, all members working part-time in the progression will get an increase.
- Resolve to Strengthen the Part-time Benefit Trust Fund
- More accessibility to hours for a greater number of part-time workers
- Improvement to Full-Time Benefits: There will be 100% reimbursement for prescriptions filled at Shoppers Drug Mart. Reimbursement of the dispensing fee will be based on prevailing rate at Loblaws pharmacies.
- Industry-leading domestic violence language to protect workers who are victims of domestic violence from being disciplined for work performance or absenteeism. The domestic violence language is a first for the local union.
- Mobile scheduling – a faster and more convenient way for members to check their schedule online from the comfort of their home and mobile phone without having to be in the store.
- Zero Tolerance for Abusive Customer Behavior: “There shall be zero tolerance for abusive customer behavior towards employees. In the event of customer abuse, employees shall notify the Employer or designate immediately. No employee shall be required to serve a customer who has engaged in abusive behavior. The Employer shall take proactive steps to discourage abusive customer behavior.”
- Improved anti-discrimination language which includes gender identity, gender expression, and harassment.



The union's negotiating committee was made up of staff and workers from across the province.

NEGOTIATIONS UP

1006A Achieves Gains for Workers in Diverse Sectors

G & K Services | Industrial Laundry Sector

Union Members at G & K Services Win Increased Wages & Security.

The union contract runs from January 1, 2016 to December 31, 2020. It covers 300 members at 12 locations.

Membership gains include:

- Wage increases of 2.5 per cent in every year of the agreement
- Significant increases to Health and Welfare plan and to the Pension Plan.
- A 5-year contract which provides security and stability. (Tightened contract language to ensure workers have increased stability and maintain union protection and representation in the event of changes to workplace location.)
- Improved language for job postings for permanent vacancies. New language ensures greater opportunity for workers in a great number of classifications and recognizes the seniority of applicants.

Executive Assistant to the President Frank Ragni led the union negotiating committee, which consisted of: Norm Hillier, Leticia Jones, Bal Bhatt, Paul Goberdhan, Chandana Roy, Jovanka Culum, Florence Owusuaa and union representatives, Rob Murphy, Rick Del Fiacco, Joe Blythe, and Daiana Dumitru.

Family Services of Peel | Social Work Sector

Wage increases and paid professional days were among gains achieved by union.

Ratified on August 26, 2016, the contract runs from April 9, 2016 until April 8, 2019 and covers 32 members at Family Services of Peel.

Membership gains include:

- 5% wage increases over term of agreement
- Removal of a two-tier wage grid that will see approximate 25% of the members jump to the top yearly rate and accumulate sick days at a higher rate.
- We also achieved 4 paid professional development days for the members.
- Increase in mileage

1006A Union Representative Rick Young led the negotiating committee. Committee members included Union Representative Rick Del Fiacco and members, Halyna Spagnolo and Kerry Richardson.

Family Services of Peel is a non-profit organization which provides family and community support services in Peel

region. Local 1006A members work as social workers and counsellors and help with outreach for LGBTQ community members, abuse prevention, employment support services, immigration services, legal services and much more.

BATON ROUGE | Restaurant Sector

1006A members at an Ottawa Baton Rouge achieved gains in their first-ever union contract.

The contract runs from May 15, 2016 to May 14, 2019 and covers 65 members.

Membership gains include:

- Improvements to scheduling (ability to pick shifts based on seniority)
- Gratuity for Banquets for staff involved (previously no gratuity was given for banquets)
- Improved vacation pay above and beyond the Employment Standards Act (previously, vacation pay was based on ESA)
- Reduced member contributions to Health & Welfare
- Workers now have a grievance procedure, to help them if their rights under the collective agreement are being violated
- Payouts of tips in cash twice a week (previously members would have to wait a long time to receive their tips)
- The service charge will be determined and distributed by the committee members and not the company. This is a first in the restaurant industry.

Negotiations were led by Frank Ragni, Executive Assistant to the President, with union representative Joe Blythe, and members, John Conway and Andrew Lach.

Trafalgar Castle School | Food Service Sector

1006A members, who work for Aramark at Trafalgar Castle School, ratified a new union contract with several gains.

The contract runs from September 1, 2015 to August 31, 2018.

Negotiations were led by Union Representative Gord Albert with support from Director (Eastern Region) Roland Lapins, union representative Carla MacFarlane, and members Lynn Perry, Zenon Matusiak.

Highlights include:

- Wage increases to be paid retroactive back to September 1, 2015
- Part-time workers become union members within the bargaining unit
- Paid sick days increased to 6 per year
- Salaried employees now being paid hourly, which means they are paid for all hours worked instead of trying to get their time in lieu.



DATES

DEWE'S YIG | Food Retail Sector

Fair contract achieved by 1006A members at Dewe's YIG.

The contract runs from February 3, 2015 to February 3, 2022 and covers 162 members.

Members' gains include:

- Wage Increases for members who work full-time
- Wage increases and improvement to the part-time wage grid. As members work more hours and move up the wage progression, they will see the gap between their hourly wage and minimum wage increase.
- Creation of two new full-time bargaining unit positions
- Creation of a full-time salad bar Manager in the bargaining unit

Union Representative Gord Albert led bargaining with support from Director (Eastern Region) Roland Lapins and members, Patricia Cane and Brad Handy.

LAURA'S YIG | Food Retail Sector

Members at Laura's YIG ratified a new contract with gains to wages. Ratified on June 12, 2016, the six year agreement expires on June 12, 2021 and covers 74 workers.

Highlights include:

- Wage Increases for members who work full-time
- Wage increases and improvement to part-time wage grid. As members work more hours and move up the wage progression, they will see the gap between their hourly wage and minimum wage increase.

Director (Eastern Region) Roland Lapins led negotiations with support from Union Representative Gord Albert and members, Theresa Dupuis and Gord Knowles.

These are some of the many contracts ratified. Several others are in negotiations. For more details on ratified contracts, visit ufcw1006a.ca

Local 1006A Members Share Their Stories

Paula Costa, K-Bro Linen Systems

"I have been a member of UFCW for 26 years. The [union] staff is super friendly and knowledgeable and I can always count on you guys for answers to my questions. Having the UFCW in my corner to protect and fight for my rights as an employee not only gives me great peace of mind, but my family as well. Thank you for all that you do to make sure me and my fellow employees are treated with respect and get paid deserving wages. Keep up the great work."



Belinda Breton, Loblaws Real Canadian Superstore

"In 2010, I was injured at work. I thought all the paper work was done properly by company. It turned out that none of it was done. I called Bill Vantol, our union rep, and told him my story. He came to see me at work and took all my notes and doctor's letters with him to the union's WSIB department. They never gave up. It took four long years of writing letters and making phone calls. After all that time, I thought, for sure, I was never going to win. But one day, I got a phone call from Frank Mensah, who was working in the WSIB department. He told me I had a hearing in London with WSIB and that I was finally going to be able to explain my side in person. Martha Villeda, who works in WSIB with the union, came with me. She was a godsend. After a day long hearing, I won my case. I would never have been able to do any of it without my union and to this day I am so grateful for all the hard work and compassion they all showed me. That's what our Union does for us."



THE UNION ADVANTAGE

Keeping Hope Alive for a Cure

1006A activists stepped up in a huge way in 2016 to raise funds and awareness in the fight against Leukemia and Lymphoma.

Several initiatives took place across the province, including:

- Ride for a Cure in the Greater Toronto Area
- Yard sales in London, Ottawa, Toronto and North Bay
- Dart Tournament in Ottawa and Smith Falls
- Craft & Bake Sales in Ottawa and Smith Falls
- Golf Tournament
- Light the Night Walks in Toronto, London, Ottawa

“The road to finding a cure is a difficult one but by working together, UFCW Canada Local 1006A members can be proud of the difference they are making in the fight against Leukemia, Lymphoma and other blood cancers,” said President Wayne Hanley.

Local 1006A steward Diane Wilmot, who works at Stephen’s No Frills, volunteered her time at two Toronto yard sales this year.

“It means a lot to me to participate because my grandmother died from leukemia,” said Wilmot. “I wanted to do my part to help people and make the world a better place.”

Kristine Seguin, a steward from an Ottawa Loblaws Great Food store, helped organize two Dart Tournaments and two Craft & Bake Sales.

“Leukemia affects a lot of people and I wanted to help make a difference,” said Seguin, who baked all the goods (i.e. pies, cookies, breads) for the events. “These events get the union involved in the community and makes the public aware of the good work 1006A does.”

Local 1006A Executive Board Vice-President Pred Gajic, who works at Nitta-Gelatin, was among those who participated at Ride for a Cure. “It’s a great way to raise money for Leukemia. It’s nice to ride with all my brothers and sisters for such a worthy cause.”

Another Local 1006A Executive Board member, Caroline Brisebois participated in the Light the Night walk in Ottawa in honour of a relative who passed away.

“Seeing all the lanterns was sad because of those we have lost,” she said. “At the same time, it was inspiring to see so many people coming out to make a difference.”

Diana O’Brien, coordinator of Leukemia Fundraising for the local union, said the support of the members, staff and community has been outstanding.

“Together, we are working to create hope and find a cure for these blood cancers.”

“Our members’ generosity and support through these initiatives mean that fewer people are dying from these diseases. More people are in remission and are recovering.”

Wayne Hanley
President



UFCW Canada Local 1006A donated \$100,006 to the Leukemia & Lymphoma Society of Canada. Thank you to our members and the community for your hard work and generosity.



Members Inspire with their Activism

Stewards and activists have always been at the heart of our union.

They are the volunteers, who work behind the scenes, to make life better for everyone. They dedicate their time and effort to transforming their workplaces and their communities. They are the ones who speak up and stand up for those who are not able to.

I have had the privilege of working with so many stewards and activists during my time in the labour movement, and without a doubt, they are at the core of our union.

The service of these members is a testament to the power each of us has to make a difference in the lives of others. It is a reminder of what our members can accomplish when they decide to get more involved in their union. I encourage you to think about becoming more active in your union because it's truly a great way to have an impact on your life at work and in your community.

At this year's Stewards' Conference, we recognized five exceptional members who stepped up for their incredible commitment, dedication and activism through the "Outstanding Member Achievement" awards.

Ian Stables, a steward from Brockville's Real Canadian Superstore, received the 'Advancing Human Rights' Award for his work in eliminating barriers and promoting equality. Ian was instrumental in stepping up and organizing our union's participation in the Brockville Pride Parade for the last few years. This summer, I had the honour of marching with Ian at Brockville Pride. It was an amazing experience.

Rose Krstevski, a steward at Whitby's Real Canadian Superstore,

received the 'Promoting Health & Safety in the Workplace' for continually striving to improve the health and safety of members at work. Ensuring healthy and safe workplaces is a critical priority for our local union and our activists do a great job working together to make this happen.

Cathy Watson, a steward at Parker's YIG in North Bay, received the 'Fundraising for Leukemia' award for her commitment and dedication to finding a cure for Leukemia and Lymphoma. For years, Cathy has taken the initiative to promote fundraising initiatives in her community, from hosting garage sales to organizing our union's participation in North Bay's Light the Night walk. Cathy and so many of our activists are helping ensure those diagnosed with leukemia are living longer or are in complete remission.

Ron Briggs, who works at Whitby's Real Canadian Superstore, received the 'Leadership and Advancement of the UFCW' award for his commitment, passion and dedication to the labour movement and to advancing the ideals and traditions of the local union to its membership. A former participant in the local union's Organizing Spur program, Ron is constantly promoting the UFCW at his workplace and to workers who are not unionized.

Finally, Rechev Browne, a steward at No Frills and a graduate of UFCW Canada's Youth Internship Program, was named the recipient of the 'Contributions to the Community' award for his commitment and dedication to enhancing the social fabric of our community and improving the livelihood of its members. His activism includes



Kevin Benn

Secretary-Treasurer,
UFCW Canada Local 1006A

helping out at Youth Without Shelter, an organization which works to help end youth homelessness.

Ian, Rose, Cathy and Ron and Rechev are some of our many activists, who are making a difference in the lives of those in their workplaces and communities by increasing their participation in the union.

For you, getting involved with 1006A may simply mean attending a union meeting or event. It may mean 'liking' our union's Facebook page. We have the power to create change, through the small and big actions we take.

In the new year, I encourage you to think about President Wayne Hanley's message at the Stewards' Conference on how you can increase your activism and help strengthen our great union. Check out our union website, or talk to your union representative for ways you can become more involved and ways you can help make a difference.

We are very fortunate at 1006A to have an incredible group of talented activists. We thank you for your great service and wish you and your loved ones the best in the new year.



Local 1006A Executive Officers congratulate Member Achievement Award recipients.



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HAPPY HOLIDAYS!

From the officers, executive board and staff, we wish you and yours all the best in 2017!

Please note that the union office will be closed from December 26 to December 30 inclusive.

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