

1006Alive

UFCW Canada Local 1006A • Union News

VOL 3, NO 1, SPRING 2018

ONTARIO VOTES JUNE 7, 2018

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Reygan Esquimaux
Manitoulin Hotel



Mohamed Salim
Tok Transit VIVA



Kaylee Stevenson & Maria Sanares
Swiss Chalet



Orlando Ocampo, Umashankar Ponniah & Nihal Silva
Homewood Suites

MEMBERS AT WORK • MEMBERS AT WORK



James Shufelt
Loblaws



Penny Püulley
Heidi's YIG



Wayne Stewart & Andrew Hardware
Maple Leaf Poultry

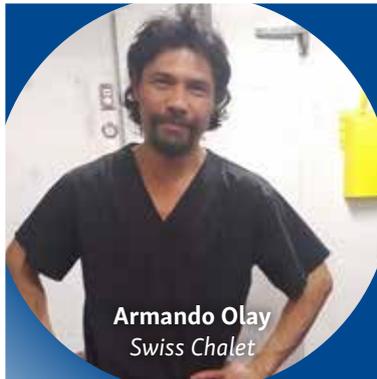


Julie Baronette
TownePlace Suites by Marriott

MEMBERS AT WORK • MEMBERS AT WORK



Jaylan Lewis
Brent's No Frills



Armando Olay
Swiss Chalet



Amber Weaver
Rowland's YIG



James Bahen
Loblaws

MEMBERS AT WORK • MEMBERS AT WORK



Nien Chia Mao
Ottawa Food Bank



Steve Sloan, Cecilia Marrelli & Adnand Dizdari
K-Bro Linen



Ken Bottineau
Jan's Valu-mart



Arti Patel
Justin's No Frills

United Food & Commercial Workers Canada • Local 1006A



Wayne E. Hanley, President
Pearl Sawyer, Executive Vice-President

Kevin Benn, Secretary Treasurer
Glacier Effe-Samuel, Recorder



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Paying Workers a Living Wage is Good for Business



As the cost of living rapidly escalates, Ontario's workers got some much needed relief as the provincial government increased the minimum wage to \$14 in January 2018.

As the increase took effect, reaction was fierce from parts of the business community and their lobby groups. Unhappy about having to pay workers more, these critics claimed businesses would suffer and job losses would occur.

Well, it turns out paying workers a living wage is good business after all.

CEO Bill Gregson of Cara Operations Ltd (home to thousands of 1006A members at Swiss Chalet) said business has not suffered because of the \$14 minimum wage and its banners have in fact had stronger sales in Ontario than other parts of Canada. Year over year sales have also increased (even through the previous minimum wage increase). By revamping menu selections and some pricing, Cara has managed and successfully handled the increase to minimum wage.

While the critics have been getting much of the airtime, the fact is Ontario workers now have more money in their pockets to make ends meet. There are a million workers in Ontario who are better off today than they were before this increase. It means they will have more purchasing power to buy goods and services from businesses and support the economy.

Unlike high-income households, Economist Armine Yalnizyan reports that lower income households, who see "a sustained rise in incomes," spend almost all of it in the local economy. Increased consumer demand in turn will increase the need overall for more workers, she notes.

The Peterson Institute for International Economics states that higher wages for low income workers

also leads to higher productivity. Citing multiple studies, the institute reports the increases result in employees working harder, lower turnover, enhanced quality and customer service, reduction in disciplinary problems and absenteeism, and enhanced performance due to increased income security.

The changes to Ontario's labour laws were long-awaited but are much welcome. It's workers and their union allies who made these increases possible by continuously advocating for fairer workplaces and communities.

Considering all of this, it only makes sense for employers to step up to the plate and recognize the service and contributions workers make to the business, not only new employees but also the longer-service employees. In fact, many of the employers we work with are doing just that. Instead of doing the bare minimum, we have employers who are leading the way in fairly and responsibly handling the minimum wage increase and the incorporation of the new emergency days.

Unfortunately, this is not the case for all the employers UFCW members work at. They need to show corporate leadership and responsibility when it comes to treating our members fairly. It's time for employers to recognize the value our members bring, their



Wayne E. Hanley

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

service, the contributions they make and respect the provisions in the union contract.

Implementing the minimum that is required by the Employment Standards Act and ignoring the terms of the union contract and the principles of seniority diminishes the business instead of strengthening it for the future. We are willing to do what is necessary, including filing multiple grievances and proceeding to arbitration, to protect our members' rights and ensure they are treated fairly.

Finally, we must remember increasing Ontario's minimum wage helps not only workers and their families, but businesses and communities too.

Thank you to all who participated in these campaigns. However, our work is far from over. In the next election, remember much of the gains we made will be up for debate again. Ontario's minimum wage is set to rise to \$15 but whether that increase happens or not will depend on the party in power. In the next few months, take a close look at the platforms and make sure to go out and vote for a party committed to the \$15 minimum wage. Together, let us build fairer workplaces and a fairer province for all.



Local 1006A Celebrates Member Activism

UFCW Canada Local 1006A is proud to congratulate the recipients of our Member Achievement Awards. Each year, the local union recognizes the incredible commitment, dedication and activism within our membership.

“I’m proud to congratulate the 2017 recipients on their outstanding commitment, dedication and activism,” said President Wayne Hanley. “Their hard work to improve the lives of our members and all workers exemplifies what the UFCW spirit is all about. The union value our activists bring is vital to building fairer workplaces and communities.”

Nomination applications for the awards were sent in by members.

Josie Barberi, one of the recipients, said she was surprised by the award.

“I was very grateful and honoured that I was chosen for such an important category. I do what I do to help make a difference and be a voice for those who don’t have a voice. I don’t expect to be recognized, and as Wayne said, it’s often a thankless job. So, to be recognized for all the work you do is honestly very amazing and makes me feel very appreciated and valued. Thank you to my union very much.”

Gord Knowles, another recipient, said the award was a total shock.

“I did not expect something like this to take place and at the same time it was very much appreciated,” said Knowles. “Those that know me well know that I am a trade unionist though and though and the only reward I need is knowing that I do my best for our great union and our members. The members are the number one reason that I do what I do and they will always be.”

Leadership and Advancement of the UFCW: **GORD KNOWLES**

This award is presented to a UFCW Canada Local 1006A member who demonstrates commitment, passion and dedication to the labour movement and to advancing the ideals and traditions of the local union to its membership.



Fundraising for Leukemia Research: **KRISTINE SEGUIN**

This award is presented to a UFCW Canada Local 1006A member who demonstrates commitment and dedication to helping to find a cure for Leukemia and Lymphoma



Contributions to the Community: **AUDREY H**

This award is presented to a UFCW Canada Local 1006A member who demonstrates commitment and dedication to enhancing the social fabric of their community and improving the livelihood of its members.



Promoting Health & Safety in the Workplace: **NANCY PROUT**

This award is presented to a UFCW Canada Local 1006A member who continually strives to improve the health and safety of Local 1006A members in the workplace.



Human Rights: **JOSIE BARBERI**

This award is presented to a UFCW Canada Local 1006A member who works to eliminate barriers and promotes equality, specifically in one or more of the areas covered in the Ontario Human Rights code: age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation.



ONTARIO VOTES

FRIDAY JUNE 7, 2018 – MARK YOUR CALENDARS!

On June 7, millions will head to the polls to pick the next premier of Ontario. Make no mistake. This is an important election where you need to make your voice heard.

The individuals we elect have a profound ability to affect the rights and livelihoods of workers and their families.

The decisions elected officials make can impact everything from your hydro bill to childcare costs to medication coverage.

You only need to look at Ontario's increases to minimum wage to know the impact voters can have on the issues that shape their lives. Through the advocacy of union members and allies, we successfully pushed the Liberal government for massive changes, including increasing the minimum wage to \$11.40 in 2016, \$14 in 2018 and \$15 in 2019.

We also achieved two personal emergency days and an increase to three weeks vacation after 5 years. While we made improvements, there is still room for further positive change.

The Ontario NDP is leading the way in calling for more paid sick days, improved vacation entitlement and cracking down on contract employment. They are also advocating to make it easier for workers to join unions. On the opposite side, the Conservatives are busy looking after the interests of big business and slowing down or getting rid of improvements which make life better for working families.

Each party has its own vision for workers. That's why it is crucial for you to read about the different candidates, their platforms and make your voice heard.

**I VOTED
TODAY!**

Top 5 Wish List from Ontario Workers

UNIVERSAL CHILDCARE

With childcare costs totalling approximately \$20,000 each year in the Greater Toronto Area, the time for affordable childcare is now. Ontario workers and their families deserve better. We are calling for a universal childcare program that will provide much-needed relief to families through affordable licensed and safe spaces.

CARD-CHECK CERTIFICATION

Our Labour Laws need to be improved to better meet the needs of workers. Workers should have the right to join a union easily to improve their rights and working conditions at work. That's why we believe Card-Check Certification is a must in 2018. We are calling on all parties to make Card-Check certification a reality for all Ontario workers. When more workers are unionized, it's easier to raise the living conditions for society as a whole.

PHARMACARE

We are calling for a universal pharamacare program for Ontario residents, so no one has to go without much needed medications.

FIRST-CONTRACT ARBITRATION

Currently employers are able to use extensive delay tactics to prevent workers, who join a union, from achieving a first contract. First-contract arbitration is key to help workers win rights and improvements in their workplace as soon as possible.

HEALTHCARE

Our universal health care system is at the heart of a strong Ontario. Instead of paving the road for privatization as some parties are doing, it's time to put more funding to support quality public healthcare in Ontario. Privatization will only create a two-tier system with the rich getting the highest level of care and the poor getting left behind.

Be prepared for June 7.

Visit www.elections.on.ca for poll information and ID requirements.



Choices Matter.

Do you know what Ontario's major political parties are promising? Before heading to the polls on June 7, take our quick quiz to find out more about each party.

Which party wants to...

- | | | | |
|---|-----|-----|-----|
| 1. Freeze minimum wage at \$14 rather than keep the mandated increase to \$15 next year. | NDP | LIB | CON |
| 2. Create a \$1.2 billion public dental plan to help approximately 4.5 million Ontarians currently without workplace dental benefits. | NDP | LIB | CON |
| 3. Increase access to home care for seniors, by providing home care directly through provincial employees. | NDP | LIB | CON |
| 4. Lower hydro rates by up to 30 per cent, end time-of-use pricing and restore public ownership of Hydro One. | NDP | LIB | CON |
| 5. Eliminate approximately \$6 billion in as-yet unidentified cost cutting. | NDP | LIB | CON |
| 6. Establish a Universal Pharmacare Program so all Ontarians will have access to essential medications. | NDP | LIB | CON |
| 7. Eliminate the sex-ed curriculum which teaches children about consent, gender identity and sexual orientation. | NDP | LIB | CON |
| 8. Reduce the size of government. | NDP | LIB | CON |
| 9. Convert post-secondary student loans into nonrepayable grants. | NDP | LIB | CON |
| 10. Plan to ensure college and university tuition is free for 210,000 students. | NDP | LIB | CON |
| 11. Establish card check certification so that any workplace where 55% of workers sign a union card can unionize. | NDP | LIB | CON |
| 12. Eliminate cap-and-trade system for reducing greenhouse gas emissions. | NDP | LIB | CON |
| 13. Proactive enforcement of health and safety standards to hold employers accountable and prevent injuries and deaths in Ontario. | NDP | LIB | CON |
| 14. Expand OHIP+ from including those under 24 to also now seniors older than 65. | NDP | LIB | CON |
| 15. Implement corporate tax giveaways. | NDP | LIB | CON |
| 16. Protect water in Ontario so it is there for generations to come. | NDP | LIB | CON |
| 17. Increased privatization of alcohol and marijuana sales. | NDP | LIB | CON |
| 18. Get rid of the foreign-buyers surtax on housing purchases. | NDP | LIB | CON |
| 19. Budget \$300 million over three years to employ more teachers and assistants to work with special education students. | NDP | LIB | CON |
| 20. Implement higher taxes for extremely wealthy and corporations. | NDP | LIB | CON |

Answer Key

1) CON (2) NDP (3) LIB (4) NDP (5) CON (6) NDP (7) CON (8) CON (9) NDP (10) LIB (11) NDP (12) CON (13) NDP (14) LIB (15) CON (16) NDP (17) CON (18) CON (19) LIB (20) NDP

In Their Own Words.



Andrea Horwath
NDP



Kathleen Wynne
LIBERAL



Doug Ford
CONSERVATIVE

Have you been paying attention to what the different parties have been saying? Test your political knowledge. Find out if you can connect the quotes with the leaders who said them. Good luck!

1) "No one should have to live in pain. No one should go years without a visit to the dentist because they are a part-time worker or a contract worker or because they're retired. And no Mom or Dad should ever — ever — have to put their little one's check-up off or fillings off because money is too tight"

2) "My heart goes out to kids with autism, but no one told me they'd be leaving the house."

3) "We've made a conscious and deliberate decision that we need to invest in people's care. We've done a lot of work. We've put in place OHIP+ for kids. We've put in place free tuition. We raised the minimum wage but still people are coming to us and saying we need more support. The reality is that there is still more to do."

4) "We should be able to have a long-term care system that we can be confident that our loved ones are getting not only the care they need but the dignity and quality of life that they deserve... We're concerned about people and their everyday lives... how much people are having a hard time paying the bills, struggling to make ends meet. We're concerned about young people and their opportunity for the future."

5) "If I am elected leader, I will take this (sex ed) issue to the party, to parents and to the voters. I will remain firm on this issue. I have always respected the taxpayer. I have always opposed the carbon tax. And I will always stand for parents having the first say in what their children learn."

6) "Nearly 2.2 million Ontarians are going without drug coverage in our province today. Families are being forced to empty their wallets to get the medicine they need. Too many people cut their pills in half to make the bottle last longer. One in four Ontarians can't afford the medication prescribed by their doctor."

7) "The costs of health care can cause anxiety and stress, especially for people 65 and over who are living on fixed incomes and are often required to take multiple medications... Providing prescription drugs at no cost for millions of seniors is going to make life more affordable and help seniors stay healthy and independent. It is the right thing to do for seniors and their families."

Answer Key

(1) HORWATH (2) FORD (3) WYNNE
(4) HORWATH (5) FORD (6) FORD (7) WYNNE

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Horwath – CC Ontario NDP - flickr.com

Wynne – CC Ben More Assynt - flickr.com

Ford – CC Bruce Reeve - flickr.com

Content sourced from *Globe and Mail*, *Toronto Star*, *CBC*, *CTV*, *Global* and the party websites.



1006A Hosts Biggest Stewards'

More than 220 stewards from across Ontario came out for the largest Stewards' Conference in the local union's history.

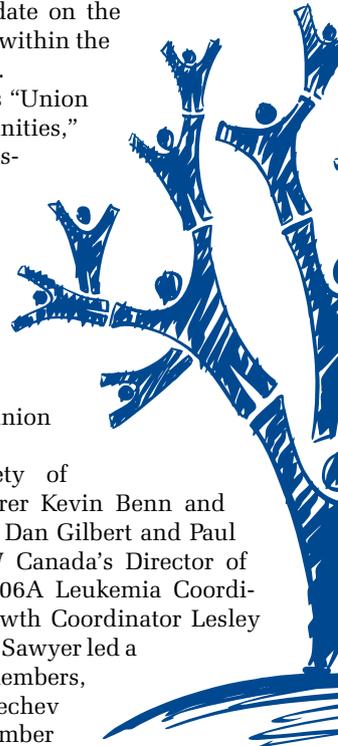
Stewards participated from a wide range of sectors and industries across the province.

President Wayne Hanley welcomed activists to the conference and delivered an update on the various initiatives and progress made within the union to better serve the membership.

The theme of the conference was "Union Value: Changing Lives and Communities," examining how the union was transforming the lives of members and workers across Ontario.

"Today, our union is stronger and more powerful than we have ever been," said President Hanley. "We continue to improve and strengthen our union at all levels and departments, guided by our mission to provide outstanding union representation."

Stewards heard from a variety of speakers, including Secretary-Treasurer Kevin Benn and Executive Assistants to the President Dan Gilbert and Paul Docherty. Speakers including UFCW Canada's Director of Political Action, Mark Hennessy, 1006A Leukemia Coordinator Diana O'Brien, and 1006A Growth Coordinator Lesley Prince. Executive Vice-President Pearl Sawyer led a Union Value Panel Discussion with members, Nancy Prout, Kamil Siwula, and Rechev Browne. The local union's 2017 Member





Conference in Local Union History

achievement awards were presented by Executive Assistant to the President Frank Ragni.

1006A Executive Board Member Natasha Grey was among those who attended.

“The conference is always amazing- I love it,” said Grey, who works at a No Frills. “I love the information we receive from the speakers like President Hanley, reps, and it is always great how much information you can find out from one conference. Being a 1006A member means solidarity, equality, and strength.”

Devere Walcott, a steward from a Toronto Loblaws, also had positive reviews.

“The conference was very informative and it’s great to see how our union is progressing and growing. Being a 1006A member means being part of a family that is helping all workers and working to make life better for everyone.”

Penny Paulley, a steward from Petrolia’s Your Independent Grocer, was among those who benefited.

“The stewards conference is fantastic—it’s always great to get like-minded people in one group and build enthusiasm and positive energy,” Paulley said. “For me, being part of 1006A means opportunities for education and training, free online courses for myself and family. It means access to education and solidarity.”





Local 1006A takes member education and empowerment seriously. Hundreds of stewards completed training during the 2017 fall session.



Local 1006A members and staff Bowl for a Cure to raise funds in the fight against Sickle Cell Anemia.





Federal NDP leader Jagmeet Singh addresses OFL delegates.



Young 1006A members stepping up at the OFL Youth Forum.

In Pictures



1006A standing in solidarity for a fair contract with CUPE 3903 and UNITE HERE 75.



Members raise money for Leukemia at dart tournament in Smith Falls.



UFCW at \$15 & Fairness planning session.



1006A Women's Issues Committee charts the path forward.



1006A stands with Tim Hortons workers for fairness!



1006OUTreach sets plan for 2018.



Despite the calls of workers and their allies, a majority of York Region Councillors weren't willing to reconsider their decision to get rid of 8 of 9 Public Holidays for retail workers. Unions and their allies made it clear to councillors- this is not good for York Region workers or their families.

Let the councillors know what you think about this issue at www.yorkregionspeaksout.ca





Congratulate Scholarship Recipients

UFCW Canada Local 1006A is pleased to announce the recipients of our 2017 scholarships.

Forty-two students each received \$500 scholarship from 1006A to help with the high cost of post-secondary education.

"I'm proud to congratulate our 2017 scholarship recipients and wish them great success in pursuing their dreams for their future," said President Wayne Hanley. "Families across Ontario are struggling with the high costs of tuition and we are proud to do our part to help our membership through this journey."

Since its inception, the scholarship program has helped hundreds of students and families across Ontario. For those who weren't named a recipient this year, please make sure to apply next year.

"It is such a great honour to receive your scholarship," said

Alexia Camara, Superstore
 Allison Chu Rojas, Maple Leaf Foods
 Allison Pirnat, Superstore
 Asvini Keethakumar, Loblaws
 Celeste Hiscock, Swiss Chalet
 Chanho Park, K-Bro Linen*
 Garielle Chen, Superstore
 Haley Predum, Jason's No Frills
 Haley Rothwell, Parker's YIG
 Ian Maclean, Dessureault's YIG
 Jack Chassie, Frank's No Frills
 Janae Chung, Aspect Retail Logistics
 Janet Cheung, Swiss Chalet
 Joshua Murphy, Dykeman's No Frills
 Justin Struk, Maple Grove DC

Kaatje Henrick, HMS Host*
 Keaton Rose, Loblaws
 Liluksy Ravichandran, Compass Group
 Luke Robillos, Swiss Chalet
 Maciej Greskow, Fab's No Frills
 Maggie Priamo, Mark's No Frills
 Mariangianine Carlucci, Loblaws
 Marisa Conforti, No Frills
 Michael Lorenzo, Swiss Chalet
 Milan Mundi, Booth Centennial*
 Ravneet Kathuria, OTG Management
 Renee Bailey, Tok Transit Viva*
 Sam Morello, Swiss Chalet
 Samantha Ramdeo, Summerhill's No Frills
 Sandro Adam, Sofina Foods

Sarmiya Jeyamohan, Loblaws
 Shalima Tissera, Louis Dreyfus*
 Sidonia Nchama Ndiba Nzang, Comfort Hotel
 Tamara Balmaceda, Loblaws
 Tamara Hawes, Superstore
 Tameika Ashmeade, Cineplex Cinemas
 Victoria Platel, Loblaws
 Victoria Siminoski, Swiss Chalet
 Volha Kanapatskaya, Loblaws
 Wilbert Cheng, Loblaws
 William Brooks, Superstore
 Zhaoqing Li, Superstore*

*Child/dependent of 1006A member



ons

New This Year!

\$1006.00



"I am truly appreciative of this scholarship! This scholarship shows how our union values its members' personal goals for the future. It is great to know and feel you are supported. Thank you UFCW Canada Local 1006A!"
 – Garielle Chen, 2017 Recipient



It feels awesome to be given a chance to put this money towards my education, and further my education. –Milan Mundi, 2017 Recipient

We are proud to do our part to help our members and their families achieve the dream of post-secondary education. Our decision to expand this program was made in the spirit of promoting education and opportunity for our membership.
 – President Wayne Hanley



I'm so grateful... This helps me to ease the financial burden of school, and allows me to focus more on learning!" –Maggie Priamo, 2017 Recipient

Alexia Camara, who is enrolled in Brock University's Bachelor of Arts program. "It was such a surprise and I'm so thankful to be chosen. This money will be going towards paying my tuition."

Renee Bailey was named one of the recipients.

"It is truly a honour and privilege to be chosen as a recipient for the union scholarship," said Bailey, whose father works at Tok Transit Viva. "Currently, I'm completing the Biomedical Science Program at Ryerson with the intention of becoming a Public Health Physician. I aspire to respond to the health needs and concerns of marginalized communities and it's support such as this that will turn my dream into a reality."

Tamara Balmaceda, an EMT Student at Seneca College, was another recipient.

"I am so grateful to have been named a recipient of this scholarship," said Balmaceda, who works part-time at a Toronto Loblaws store. "I will use it toward paying off my student debt." Tamara was also thankful to have union representation at work while studying. "The presence of the union in my workplace has enabled me to continue studying while working part-time through the last years of my studies."

Michael Lorenzo, who studies at Durham College, thanked the union for the scholarship.

"This will help me pay off my college fees when I'm done."

Simply fill out our quick application to enter.

- >> Local 1006A awards **42 scholarships** annually now worth **\$1,006 each**
- >> **Deadline is September 30**
- >> **Open to Local 1006A members and their children/dependents**
- >> **Apply online:** ufcw1006a.ca/scholarships



A Big Welcome to Peekaboo Childcare Workers!

Early Childhood Educator Michaela Selecka and her co-workers are excited about what the future holds.

On November 27, workers at Peekaboo Kid Child Care in Milton (Derry Road) voted 'YES' to join UFCW Canada Local 1006A.

"As a group, we came together to make our workplace better," said Selecka, who has been with Peekaboo for over six years. "There is value in belonging to a union because now we have a voice and we can collectively bargain with our employer about things that are important to us."

The child care workers are seeking fair compensation and scheduling, WSIB coverage and respect and dignity in the workplace.

"Union representation is the key to building fairer workplaces and we look forward to working with our newest members to strengthen their rights and improve their livelihoods now and into the future," said President Wayne Hanley.

Selecka said workers knew they would have more strength bargaining collectively with the employer, versus individually.

My name is Yasmeen Farhad.
I'm voting Yes for the union because...
- We need more respect, in the work place.
- I would like to have higher wage.

My name is Crystal Martini.
I'm voting Yes for the union because...
We need more Respect and pay 😊

My name is Kim.
I'm voting YES for the union because...
Its time that we stand up for ourselves & get treated fairly & have our rights!

"We knew we needed to make a positive change, so we contacted UFCW Canada Local 1006A. They took the pressure off us by sharing their knowledge and experience with us. They also dedicated their time to fighting for our rights and supported us throughout this campaign," she said.

The bargaining unit includes 26 new members who work in a variety of different roles, including Assistant Teacher, Registered Early Childhood Education and Cook Lead.

Organizing Coordinator Lesley Prince commended the workers on their unity and determination.

"This was a worker-driven campaign and we are so proud of the incredible strength and solidarity shown by the workers at Peekaboo in Milton in coming together for union representation."

Union Yes!

Red Lobster Burlington Workers Vote 'YES' to Join Union



On December 21, workers at Red Lobster in Burlington voted overwhelmingly 'YES' to join Local 1006A.

The new bargaining unit includes nearly 60 members who work in a variety of roles including server, host, cook and bartender.

Workers joined 1006A for a voice at work on issues such as scheduling, vacation, sick days and tip payout.

Suzanne Robertson a server wanted a union to

allow workers to have some control of their working environment.

"For me, I want to feel safe going into work and have a voice and a choice," she said.

"It was great to see these workers come together to make positive change in their workplace," said Lesley Price, Organizing Coordinator.

"We continue to see strong interest from restaurant and hospitality workers looking to join our union. As the leading union for restaurant workers in Ontario, our new members at Red Lobster and Compass Group can count on Local 1006A for fairness and a voice at work"

— President Wayne Hanley



Compass Group Workers at Tim Hortons Join

UFCW Canada Local 1006A is proud to welcome Compass Group workers to the union family.

These new members work at a Tim Hortons at the Oshawa courthouse. Protection of hours and treatment were key issues for workers.

Local 1006A represents thousands of restaurant workers at Swiss Chalet, Baton Rouge and various food service providers throughout Ontario.

If you know anyone who would benefit from union representation, please contact Lesley at gounion@ufcw1006a.ca or 647.518.3973 (text or call).



YOUNG MEMBERS SPEAK UP

1006A youth activist Rechev Browne shares his reflections on his recent experiences with the Youth Internship Program.

I was so excited when I got the call to participate in the second phase of UFCW Canada's Youth Internship Program in Ottawa.

I took the first phase in 2016 and co-facilitated the Ontario program in 2017.

In Phase 2, we were taught the art of political lobbying and how to communicate to elected officials at the provincial and federal levels.

Due to the work I have done with the OFL's Make It Fair campaign, I became quite obsessed with politics and the political process. We, as a labour movement and as a society, need to understand that if we seek to improve the lives of workers or create social change, we need to influence our politicians and make them aware of the issues everyday Canadians are facing.

When I arrived in Ottawa, I met other amazing young workers and soon after, we took part in a jam-packed day of training, learning about lobbying and media training.

Our group had the opportunity to put our training into action as we participated in UFCW Canada's lobby day on Parliament Hill, with staff from local unions across the country. I have never been to Parliament Hill, so I was excited. How many other young workers get the opportunity to lobby members of Parliament at Centre Block?



It was a magnificent experience to meet with MPs and discuss issues of pay equity and pension plans. I am thankful for my union for the opportunity. Later, I attended UFCW Canada's Parliamentary Reception, where Local Union Presidents and Members of Parliament gathered for an informative evening on what UFCW Canada members do. There, I engaged MPs about young workers' issues.

The highlight for me was being able to talk to two people

I look up to as leaders and as role models, UFCW Local 1006A President Wayne Hanley and new Federal NDP Leader Jagmeet Singh. Both of these individuals are inspiring and have done great things for workers in Ontario and across Canada.

Our Youth Internship Program continued in Toronto where we had the opportunity to be interviewed on the radio show Voces Latinas on CHHA 1610. This was our training to be better speakers and learn how to utilize all "forms of media."

I was very excited to speak about why it is important for young workers to be involved in politics and discuss issues affecting young workers such as mental health and accessible child care.

Our work continued at Queen's Park where we had the opportunity to prepare and create our very own lobby kit. We put our minds together for a couple of days and came up with a masterpiece, in my opinion, for lobbying at Queen's Park.



Our group became the first ever young worker group to exclusively lobby on behalf of UFCW Canada, whose membership consists of over 40% young workers. We discussed removing the costs and barriers of post-secondary education, creating new mental health initiatives, and providing affordable and accessible childcare. I met with MPP Cindy Forster, who is the Ontario NDP's labour critic and Kevin Flynn, the Minister of Labour in Ontario.

I would like to thank UFCW Canada and UFCW Local 1006A for providing programs like the Young Workers Internship Program, so that young workers like me, can take part and develop leadership roles and skills to take back to our workplace and our communities. YIP ensures that young workers are engaged and that unions and the labour movement continues to grow. My experience gave me the opportunity to meet new people, make new friends and inspired me to take a greater role in my community.



WOMEN ON THE RISE

1006A members and staff joined thousands of women in rallying for social change and equity at Toronto's second Women's March.

They joined a global movement of millions of women and their allies, who rallied in cities including London, Melbourne, Rome, Chicago, and Washington.

The marches began last year in the wake of President Donald Trump's election and continuing racist and sexist rhetoric.

"Women across the world are making their voice heard—the time for equality and justice is now," said President Wayne Hanley. "In 2018, it's unacceptable that women continue to face barriers to their advancement and earn less than their male counterparts due to institutional and structural prejudice and discrimination. It's unacceptable that women continue to be underrepresented at various levels of governments municipally, provincially and federally. We, as a society, need to do better. It's important for us to do what we can to support our sisters and help them soar. We are proud to be part of this movement and we are committed to working with our sisters in achieving equality and building a fairer Canada for all."

In Toronto, participants carried a wide variety of signs, including "No Retreat, No Surrender," "This is What a Feminist Looks Like," "Rise Up" and "Won't Stop Until it Rains Glass." They also reaffirmed their commitment to stand up against hateful actions and rhetoric that threatens our workplaces and communities.



Gender-based violence remains the reality for many women across our country. This is unacceptable—we have to do what we can to end violence against women. Our daughters, sisters, mothers, wives, aunts, friends and all women deserve to be safe at home, at work, and in our communities.

– Wayne Hanley, President



"Never Again"

1006A activists participated in a wide range of actions to raise awareness and help eliminate violence against women during the 16 Days of Activism from November 25 to December 10.

Actions included:

- White Ribbon and info card campaign to help raise awareness.
- Supporting an art exhibit by women at Armagh House, a second stage house program offering affordable housing for abused women with or without children.
- Participating in a December 6 memorial at Mississauga City Hall. December 6 is the National Day of Remembrance and Action on Violence Against Women. On this day in 1989, a gunman murdered 14 women at Montreal's Ecole Polytechnique because they were women.



"The union helped me with my schedule. If I or other colleagues have any issue, the union is always there for me and solves the problem right away. Thank you for standing up beside us all the time."

May Bannoura , Real Canadian Superstore



"Having gratuity language in our union contract makes a huge difference for us as servers. Thank you to the union for negotiating this for us."

Amit Khurana , Swiss Chalet

UNION VALUE



"I wasn't getting paid the correct rate on the weekend. The union filed a grievance and it went to arbitration. We won and I got my back pay. I want to thank my union for standing up for me."

Pramie Ramroop, Sofina Foods



"Unions make a big difference in society. They protect the rights of workers, they negotiate fair wages and they are there when you need them."

Simon Mueller, Paul & Adele's No Frills

#UFCW1006A



"The union has made a difference in my life through job security with negotiated contracts so we know what we are expecting and have no surprises going down the road."

John Sedore, Tok Transit



"I do believe the union fights for each and every member. I am very proud to be a union member, I do feel very protected. The union has given me the benefit of medical dental coverage so when I do go home, I feel safe and comfortable."

Theresa Dupuis, Laura's Your Independent Grocer

Nomination and Election of UFCW Local 1006A Officers

Notice

The UFCW International Constitution and Local Union Bylaws require that Officers of the Local Union be elected every four years. The current term of office expires on December 31, 2018.

Nominations for the 33 Executive Board positions will be conducted by petition. To be eligible for election, candidates must be an active member of UFCW 1006A as per the UFCW International Constitution. Candidates must also be nominated by the required number of eligible nominators.

The positions and number of required nomination signatures needed are listed in the table below.

A nomination package including official nomination petition forms will be available to any active member running for an elected position by contacting the General Chair on or after Monday, July 2, 2018 until Friday, July 13, 2018.

Members must specify which position (by number for VP positions) they wish to get a nomination package for. Members are eligible to be nominated to only one position.

Nominations will only be accepted on official nomination petition forms prepared and provided by the General Chair. All petition nomination signatures must be made by UFCW 1006A members, and the nominators must be from the designated region and sector, if applicable.

Each petition shall be orderly and legible and contain the following for each member signing the petition: printed full name, employer and location, and signature.

Properly completed official nomination forms must be returned to the General Chair no later than 3:30 p.m. on Friday, July 13, 2018.

Nominations post-marked or received at the UFCW 1006A head office no later than 3:30 p.m. on July 13, 2018 will be deemed properly received by the General Chair.

All official nomination petition forms submitted must be original documents to be considered valid.

Any questions regarding the nomination or election process should be directed to the General Chair.

General Chair, Elections Committee
 John Hurley 905.850.0096
 election@ufcw1006a.ca

Election Office Hours:
 Monday to Friday 9:30 a.m. to 3:30 p.m.

UFCW Canada Local 1006A Head Office:
 70 Creditview Rd. Woodbridge ON, L4L 9N4

Positions	Nomination Signatures Required
President	675
Secretary Treasurer	675
Recorder	675
Vice-President Positions	
<i>Vice-President positions are numerically designated for election purposes only. Nominations will be conducted by the designated number.</i>	
At Large: #1, #2, #3, #4, #5, #6	675
Central Region – Retail & Service: #7, #8, #9, #10, #11, #12	260
Central Region – Manufacturing, Industrial & Distribution: #13, #14, #15	45
Central Region – Restaurant & Hospitality: #16, #17	65
Central Region – At Large: #18	370
Eastern Region – Retail & Service: #19, #20, #21	115
Eastern Region – At Large: #22	130
Western Region – Retail & Service: #23, #24, #25	125
Western Region – Manufacturing, Industrial & Distribution: #26	25
Western Region – Restaurant & Hospitality: #27, #28	20
Western Region – At Large: #29, #30	170

If you are unsure which region/sector you work in and would like to know which positions you are eligible for, please send an email to election@ufcw1006a.ca. Please include your full name, workplace and home address.

GAINS IN NEGOTI

United We Bargain, Divided We Beg.



Negotiating union contracts is one of the most important things we do as a union. The gains our members make at the bargaining table define the value union membership brings to workers. The committees made up of skilled union negotiators and members from the workplace should be commended on what they were able to achieve at the table. I'm proud of all of our members for participating in the negotiating process, and demanding a fair deal from their employers.

– Wayne Hanley, UFCW Local 1006A President



LensCrafters Workers Achieve New Contract

LensCrafters workers at four locations ratified a new union contract with improvements to their rights at work.

Ratified on March 19, 2018, the agreement runs until March 31, 2020 and covers 75 members.

Bargaining was led by Central Region Coordinator Jonathan Lobo with support from Union Representative Petra Niebergall and union members, Ian Curtis, Vikram Datt, Mansooreh Mortazavi, and Parvin Vahidi.

Highlights

- Better union access language
- Improved wages – above minimum wage, 2.5% increase retroactive to April 1, 2017 and in each year of the agreement
- Opportunity for employees to review their personnel file
- Improved job posting language
- Improved discrimination and harassment language

- Amended seniority language
- Amended transfer language
- Improved meal and break period language
- Improved vacation language
- New domestic or sexual violence abuse leave provision
- New severance language – 2 weeks for every year of service

Faster Linen Services

Members at Faster Linen Services Ltd voted for a new union contract with several gains.

Ratified on March 26, 2018, the agreement runs from January 1, 2018 to December 31, 2021 and covers 81 workers.

Negotiations were led by Executive Assistant to the President Frank Ragni with support from Executive Assistant to the President Dan Gilbert, Union Representative Rob Murphy, and members Merlene Noble and Zam Hared.

Highlights

- Wage increases
- Secured language ensuring advanced notice of any regular change in start time or cancellation of shift
- Negotiated an increase to employer contribution for safety shoes
- Increase in employer contribution to health and welfare plan
- Eyewear coverage to increase from \$150 to \$200
- Negotiated enhanced employer contribution for pension

TownePlace Suites Sudbury

Members at Sudbury's TownePlace Suites ratified a new union contract with many gains.

The contract was ratified on February 20, 2018 and covers 25 members. It runs from December 31, 2017 to December 31, 2019.

Bargaining was led by Union Representative Ric Pereira with support from members Julie Baronette and James Harmer.

Highlights

- Wage increases
- The increase to \$15 per hour is protected regardless if minimum wage goes up or not on January 1, 2019.
- Members now have ability to use one of the two personal emergency days as a personal day or on their birthday.
- Increase in employer contribution the benefit plan to \$180 from \$170 per member per month.
- Regular joint labour management meetings will take place and minutes will be posted.
- Bereavement entitlement language is protected against the Personal Emergency Leave Days in the Employment Standards Act.

ATIONS



First Contract for Workers at Broadbent Institute

Workers at the Broadbent Institute recently ratified their first union contract, achieving a strong foundation for the future.

The new contract covers nine workers and was ratified on February 9, 2018.

The negotiating committee was led by Union Representative Greg Penner, with support from Eastern Director Roland Lapins and member Michael Penny.

At the Broadbent Institute, our members work in fundraising, communications, policy analysis, and advocacy. In the first contract, the negotiating committee ensured protection and improvement of members' working conditions.

Highlights

- Establishment of nation-wide recognition
- Wage increases over the life of the agreement
- Partial reimbursement for childcare in the circumstances that a member is required to work overtime
- Enhanced vacation time (4 weeks vacation after one year service)
- Negotiated pregnancy leave top-up
- Language for sick days, personal days, superior stat holiday coverage
- Leave of absence for election leave and up to one term of office
- Protected benefit levels
- Yearly retirement bonus

First Contract for Members at iFly Toronto

UFCW Canada Local 1006A members at iFly Toronto have achieved a new union contract with several gains.

Ratified on December 1, 2017, the new contract covers 25 workers at the indoor skydiving facility and runs from December 1, 2017 to November 30, 2020.

The bargaining committee was led by Jonathan Lobo with support from member Matthew Marino.

Highlights

- Substantial wage increases inclusive of retroactive pay
- From solely employee paid health and welfare benefits to co-pay



Sofina Foods

UFCW Canada Local 1006A continues to make life better for workers across Ontario, as union members at Sofina Foods ratified a new union contract with several gains.

Union Representative Dustin Magee led the union negotiations committee, with support from members Mostafa Ali, Edward Jerome, Sheila Cave, Marek Zawierucha, and Frank Francis.

Ratified on February 11, 2018, the contract runs to December 31, 2021 and covers approximately 200 workers.

Highlights

- Wage increases of \$1.60 over 4 years
- Increase to vision and dental benefits
- Regained seniority clause
- Fought off concessions

Nexcycle Plastics

UFCW Canada Local 1006A members at Nexcycle Plastics ratified a new union contract.

Ratified on December 4, the union contract covers approximately 50 workers and runs from February 18, 2017 to February 17, 2020.

Negotiations were led by Don Taylor, Director (Eastern Region), with support from union representative Gord Jackson.

Highlights:

- Wage increases \$1.20 over term of agreement (\$0.40/per hour increase at ratification, going retroactively to expiry of previous contract including overtime, \$0.40/per hour increase February 14, 2018, and \$0.40/per hour increase February 13, 2019)
- Restoration/improvement to benefit plan

Visit www.ufcw1006a.ca for more.

**WANT TO LEARN
MORE ABOUT HOW
NEGOTIATIONS WORK?
CHECK OUT OUR VIDEOS.**



**SHORT LINK:
GOO.GL/TGMLXL**





1006A Participates in REDress Project

UFCW Canada Local 1006A activists and staff participated in the REDress Project, to raise awareness of the issue of missing and murdered indigenous women. The red dresses are displayed in a variety of settings, to raise public awareness on this important initiative.

Your union has been collecting red dresses for the week of March 8 (International Women's Day) for an exhibit displayed on the trees around the union office in Woodbridge.

The statistics are sobering with estimates of missing and murdered indigenous women ranging from 1,200 (RCMP 2014) to more than 4,000 (Indigenous groups). Despite a recent inquiry, the reality is the situation for indigenous women has not improved.

"Our hearts are with the victims and their families and we vow to do what we can to raise awareness about this national tragedy," said President Wayne Hanley. "The REDress project is about remembering the daughters, sisters, wives, and mothers who have been murdered or are missing. We will remember them as we do our part to call for action so that indigenous women and children will be safe in our country."

Nancy Prout, a member of 1006A's Women's Issues Network (WIN) was among those who donated a red dress.

"The Red Dress project makes a very loud statement and brings awareness to the fact that young Indigenous women in Canada have lost their lives through violence,"

There are 1,200 to 4,000 missing & murdered indigenous women in Canada.

said Prout. "These women have been murdered and have gone missing and people need to hear what is happening loud and clear across our country."

"I'm proud our union is helping bring attention to the issue of missing and murdered indigenous women by taking part in the REDress project," said O'Brien.

The initiative was first started by Metis artist Jamie Black, whose exhibit is now permanently featured at the Canadian Museum of Human Rights.

If you are interested in donating a red dress for future exhibits, please contact Union Representative Diana O'Brien at dobrien@ufcw1006a.ca.



A Busy Year of Activism Ahead

Your local union committees are busy planning for the year ahead, to help strengthen and build fairer workplaces and communities across Ontario.

A key focus this year for our Political Action Network is the 2018 Provincial Election in Ontario. Your local union will work hard to inform, engage and empower members about the key election issues, which will affect their livelihoods and rights. While the election is on June 7, we encourage you to start now. Learn what each candidate is willing to do for workers and their families. Most importantly, exercise your right to vote on election day or at advanced polls and make sure your voice is heard.

Our Women's Issue Network continues to strengthen our communities by working to eliminate violence against women and end the gender wage gap. This March, we participated in International Women's Day activities in downtown Toronto to celebrate the achievements of our sisters and reaffirm our commitment to facing the challenges ahead. In April we rallied on Equal Pay Day to raise awareness about the gender wage gap. On average, Canadian women, without a union, make 30% less than their male counterparts. Please watch your union website for details on upcoming events in your community.

Together, let us build fairer workplaces & communities for all.

Our Youth Network continues to mobilize young activists and empower them to participate in our great union and the labour movement. Our Youth Internship Program draws 1006A youth who are interested in making a difference in their union and communities. If you are a young worker interested in getting more involved with your union, reach out to your union representative.

Raising awareness about LGBTQ issues is a key priority for 1006OUTreach. In 2018, we will be participating in Pride events in Toronto, Peterborough, London, Ottawa and Brockville. We welcome you to join us at one of these events. We are also looking to expand, so if you are interested, please email us at outreach@ufcw1006a.ca for consideration.

Our Leukemia Fundraising committee will be also hosting a wide variety of events throughout the year, from Dart to Golf Tournaments. If you have a fundraising idea for an event in your community, please email fundraising@ufcw1006a.ca.

A new year brings new opportunities to get more involved and make a difference in your workplace and community. A great way to start is with your union and our committees. Visit our website and read about our committees and contact your union representative if you are interested. Together, let us build fairer workplaces and communities for all.



Kevin Benn

Secretary-Treasurer,
UFCW Canada Local 1006A

Calendar of Events

For more detailed information, please visit ufcw1006a.ca

June 7

Provincial Election



June 9

Brockville Pride



June 22-24

Toronto Pride



July 21

Members' Day



July 29

London Pride



August 26

Ottawa Pride



September 3

Labour Day



October 13

Light the Night London



October 18

Light the Night Toronto



October 20

Light the Night Ottawa



1006Access

Building Pathways, Inspiring Change

September 14, 2018



Want to get involved with your union for the first time?
Learn how our union is working to create a
more equal and fair society for all!

Find out more about
the conference, visit
www.ufcw1006a.ca

Limited Spots Available

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